

WE ARE GROW

England & Wales · Charity number 1194732

Details

Other names	GROW
Status	Registered
Legal form	Charitable company
Company number	12718450
Registered	2021-06-08
Register	View on the Charity Commission register

Contact

Address	Totteridge Academy Barnet Lane London N20 8AZ
Phone	0204920406
Email	hello@wearegrow.org
Website	wearegrow.org

Activities

Objects: (1) TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE BY PROVIDING, OR ASSISTING IN THE PROVISION OF, PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:-(A) DEVELOPING THE SKILLS, CAPACITIES AND CAPABILITIES OF YOUNG PEOPLE TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION;(C) RELIEVING UNEMPLOYMENT IN SUCH WAYS AS MAY BE THOUGHT FIT, INCLUDING ASSISTANCE TO FIND EMPLOYMENT; AND(D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR YOUNG PEOPLE WHO HAVE NEED BY REASON OF THEIR YOUTH, DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE;AND IN PARTICULAR, BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, BY WORKING WITH SCHOOLS, OTHER EDUCATIONAL INSTITUTIONS, YOUTH CLUBS AND OTHER YOUTH ORGANISATIONS IN GREAT BRITAIN AND NORTHERN IRELAND TO SUPPLEMENT THEIR RESPECTIVE CURRICULA OR ACTIVITIES BY PROVIDING, OR ASSISTING IN THE PROVISION OF, LIFE SKILLS PROGRAMMES THAT, AMONGST OTHER THINGS, ENCOURAGE MENTAL AND PHYSICAL WELLBEING; ENGAGE YOUNG PEOPLE WITH NATURE; AND TEACH THEM ABOUT FOOD PRODUCTION AND NUTRITION; (2) TO ADVANCE EDUCATION AND PROVIDE FACILITIES FOR RECREATION AND OTHER LEISURE TIME OCCUPATION FOR THE PUBLIC AT LARGE IN THE INTERESTS OF SOCIAL WELFARE WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE AND IN PARTICULAR, BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, BY:-(A) THE PROVISION OF, OR ASSISTING IN THE PROVISION OF, THE MEANS BY WHICH THE PUBLIC ARE ABLE TO PARTICIPATE IN COMMUNITY FARMING AND GARDENING;(B) EDUCATING THE PUBLIC IN HORTICULTURE; AGRICULTURE; AND ANIMAL WELFARE AND HUSBANDRY; AND(C) THE PROVISION AND MAINTENANCE, OR ASSISTING IN THE PROVISION AND MAINTENANCE, OF COMMUNITY CENTRES OR SIMILAR FACILITIES FOR THE BENEFIT OF:(I) YOUNG PEOPLE ATTENDING SCHOOLS, OTHER EDUCATIONAL INSTITUTIONS, YOUTH CLUBS OR OTHER YOUTH ORGANISATIONS SITUATE IN, AND(II) RESIDENTS OF THE RESPECTIVE AREAS IN WHICH ANY SUCH CENTRES ARE SITUATE AND THE RESPECTIVE SURROUNDING AREAS WITHOUT DISTINCTION OF SEX, SEXUAL ORIENTATION, RACE OR OF POLITICAL, RELIGIOUS OR OTHER OPINIONS, FOR USE FOR MEETINGS, LECTURES AND CLASSES AND FOR OTHER FORMS OF RECREATION AND LEISURE TIME OCCUPATION; (3) TO PROMOTE FOR THE BENEFIT OF THE PUBLIC THE CONSERVATION, PROTECTION AND IMPROVEMENT OF THE PHYSICAL AND NATURAL ENVIRONMENT AND TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE CONSERVATION, PROTECTION AND IMPROVEMENT OF THE PHYSICAL AND NATURAL ENVIRONMENT IN SUCH WAYS AS THE TRUSTEES CONSIDER APPROPRIATE AND IN PARTICULAR, BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, BY:-(A) THE PROMOTION OF SUSTAINABILITY, REGENERATIVE AGRICULTURE AND LAND STEWARDSHIP; AND(B) ADVANCING THE EDUCATION OF THE PUBLIC ABOUT SUSTAINABILITY, REGENERATIVE AGRICULTURE AND LAND STEWARDSHIP.IN THIS ARTICLE 1.1(3) 'SUSTAINABILITY' INCLUDES, BUT IS NOT LIMITED TO, WASTE GENERATION, WASTE MANAGEMENT, WASTE RECYCLING AND THE USE OF SURPLUS; 'REGENERATIVE AGRICULTURE' MEANS FARMING PRINCIPLES AND PRACTICES THAT SEEK TO ENHANCE THE ECOSYSTEM THROUGH, AMONGST OTHER THINGS, INCREASING BIODIVERSITY, IMPROVING SOIL HEALTH AND WATER MANAGEMENT; AND 'LAND STEWARDSHIP' MEANS THE CONSERVATION OF NATURAL RESOURCES (AIR, LAND, WATER BIODIVERSITY). (4) TO RELIEVE THOSE IN NEED BY REASON OF YOUTH, AGE, ILL-HEALTH, DISABILITY, FINANCIAL HARDSHIP AND SUCH OTHER SOCIAL OR ECONOMIC DISADVANTAGE AND IN PARTICULAR, BUT NOT LIMITED TO, BY THE PROVISION AND DISTRIBUTION OF FRESH PRODUCE.IN THIS ARTICLE 1.1 'YOUNG PEOPLE' MEANS CHILDREN AND YOUNG PERSONS UP TO THE AGE OF 25 YEARS.

Activities: GROW works with schools and communities delivering bespoke programmes in sustainable food growing and outdoor learning. We work predominantly with children and young people who face poverty, personal, or social barriers to learning, healthy living, and employment. Our agro-ecological farm and outdoor learning site at The Totteridge Academy in North London is at the heart of all of our activities.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Environment/conservation/heritage, Economic/community Development/employment, Recreation
- **Who:** Children/young People, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-11-30	£394,041	£330,037	-	-
2023-11-30	£430,055	£288,534	-	-
2022-11-30	£388,639	£312,281	-	-
2021-11-30	£369,020	£285,094	-	-

Trustees

Name	Role	Appointed
ARUNA BAHIA		2023-01-23
Alejandra Arias		2023-01-23
Charlotte Katherine Delamain		2023-01-23
Francesca Anne Box		2023-01-23
James Arthur Venn Smith		2024-06-24
Nick Comyn-Ng		2025-02-06
Rebecca Gold		2025-11-17
Samantha Therese Jayasuriya		2023-01-23

WE ARE GROW

England & Wales - Charity number 1194732

Accounts

Charity registration number 1194732

Company registration number 12718450 (England and Wales)

WE ARE GROW

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 NOVEMBER 2024



WE ARE GROW

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	F Box	
	A Arias	
	A Bahia	
	C Delamain	
	S Jayasuriya	
	J Venn Smith	(Appointed 24 June 2024)
Secretary	L Hollis	
Charity number	1194732	
Company number	12718450	
Registered office	The Totteridge Academy Barnet Lane London N20 8AZ	
Independent examiner	Sedulo London Limited Office 605 Albert House 256 - 260 Old Street London United Kingdom EC1V 9DD	

WE ARE GROW

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WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 NOVEMBER 2024

The Trustees present their annual report and financial statements for the year ended 30 November 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Articles of Association, the Companies Act 2006 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)".

OBJECTIVES AND ACTIVITIES

The objects of the Charity are:-

To advance in life and help young people by providing, or assisting in the provision of, physical, educational and other activities as a means of: -

- a. developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals.
- b. advancing education.
- c. relieving unemployment in such ways as may be thought fit, including assistance to find employment; and
- d. providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their youth, disability, poverty or social and economic circumstances with the object of improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, by working with schools, other educational institutions, youth clubs and other youth organisations in Great Britain and Northern Ireland to supplement their respective curricula or activities by providing, or assisting in the provision of, life skills programmes that, amongst other things, encourage mental and physical wellbeing; engage young people with nature; and teach them about food production and nutrition.

To advance education and provide facilities for recreation and other leisure time occupation for the public at large in the interests of social welfare with the object of improving their conditions of life and in particular, but without prejudice to the generality of the foregoing, by: -

- a. the provision of, or assisting in the provision of, the means by which the public are able to participate in community farming and gardening.
- b. educating the public in horticulture; agriculture; and animal
- c. welfare and husbandry; and the provision and maintenance, or assisting in the provision and maintenance, of community centres or similar facilities for the benefit of:
 - i. young people attending schools, other educational institutions, youth clubs or other youth organisations situate in, and
 - i. residents of the respective areas in which any such centres are situate and the respective surrounding areas without distinction of sex, sexual orientation, race or of political, religious or other opinions, for use for meetings, lectures and classes and for other forms of recreation and leisure time occupation.

To promote for the benefit of the public the conservation, protection and improvement of the physical and natural environment and to advance the education of the public in the conservation, protection and improvement of the physical and natural environment in such ways as the Trustees consider appropriate and in particular, but without prejudice to the generality of the foregoing, by:-

- a. the promotion of sustainability, regenerative agriculture and land stewardship; and
- b. advancing the education of the public about sustainability, regenerative agriculture and land stewardship.

In this Article 1.1(3) "sustainability" includes, but is not limited to, waste generation, waste management, waste recycling and the use of surplus; "regenerative agriculture" means farming principles and practices that seek to enhance the ecosystem through, amongst other things, increasing biodiversity, improving soil health and water management; and "land stewardship" means the conservation of natural resources (air, land, water biodiversity).

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

- c. to relieve those in need by reason of youth, age, ill-health, disability, financial hardship and such other social or economic disadvantages and, but not limited to, by the provision and distribution of fresh produce.

In this Article 1.1 "young people" means children and young person's up to the age of 25 years.

Public benefit

The Trustees have referred to the Charity Commission's guidance on public benefit — including 'Public benefit: the public benefit requirement (PB1)' and 'Public benefit: running a charity (PB2)' — when reviewing the Charity's aims and objectives and in planning its current and future activities.

The achievements and activities outlined in this report demonstrate the public benefit arising from the charity's activities.

Our Mission - Everyone has the right to grow!

GROW is a thriving agroecological farm that enriches the lives of The Totteridge Academy and wider Barnet community, prioritising those facing barriers to education, well-being, and employment.

Our mission is to champion food justice and advocate for a sustainable way of life for all.

We cultivate knowledge, connection, and resilience through hands-on outdoor learning experiences.

By modelling and sharing our work, we inspire and empower others to join the agroecological movement, driving systemic change in education, environment, and community.

Our Agroecological Farm

Agroecology is a transformative approach to farming that cares for the land, supports biodiversity, and strengthens communities. At GROW, we see the farm as a living system—where healthy soil, thriving plants, and local people all play a part in shaping a fairer, more connected food future.

We grow vegetables, herbs, flowers, fungi, and fruits for schools, the community, and educational purposes; we keep bees and chickens who do their part by pollinating and fertilising our land; and we welcome hundreds of people to our farm every year through volunteering, programmes, and events.

By supplying local schools and embedding social justice in our food system through a solidarity pricing model, we make nutritious and sustainable food accessible to everyone, not just the privileged.

We are dedicated to creating a resilient, equitable, and accessible farm, open to all.

We follow the 10 key principles set out by the Food and Agriculture Organization of the United Nations, ensuring that our approach aligns with global best practices.

TTA Partnership

Situated on The Totteridge Academy site, our farm provides an enriching resource for students, staff, and families.

Through a close partnership with TTA, we are demonstrating how schools and farms can work together to create resilient local food systems that benefit both education and community well-being.

By embedding agroecological principles into education, we aim to drive systemic change, ensuring that future generations understand and value their relationship with food and the environment.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

Our TTA work includes:

- Kitchen: supplying fresh produce
- Curriculum: bringing subject learning outdoors
- Enrichment: clubs, work experience, and student voice
- Intervention: programmes for students who need additional support

Programmes

Inspired by the GROW farm, our sustainable food-growing and outdoor learning programmes cultivate knowledge, connection, and resilience.

Our programmes prioritise children, young people, and families facing barriers to education, well-being, and employment. These include:

- After school, holiday, & weekend clubs
- Family growing projects
- AQA Mushroom Cultivation & Floristry Certification Courses
- Traineeships

Advocacy & Outreach

At GROW, we don't just farm—we share what we learn and show what's possible.

By modeling agroecological growing and education in action, we inspire others to reimagine their own spaces, from school grounds to community gardens.

By connecting with hyper-local sites, we aim to co-create a vibrant, local network that drives positive change in education, environmental, and community well-being.

Our outreach programmes include:

- Mini GROWS: supporting primary schools to set up and embed their own growing spaces linked to the GROW Farm
- GROW Futures: a yearly knowledge-sharing programme for educators
- Community Projects: supporting the development of offsite growing spaces in collaboration with local communities

Our 10 Guiding Principles

We proactively embed agroecological principles into everything we do.

1. **We work with the land** to enhance soil health, biodiversity, and sustainability.
2. **We champion food justice** and the right to a sustainable way of life, prioritising those who need it most.
3. **We cultivate balance and synergy** by respecting the relationships between all living things on the farm.
4. **We grow and sell affordable produce** in collaboration with our local community, preserving food traditions and supporting a solidarity economy.
5. **We create inclusive, welcoming spaces** that foster learning, wellbeing, and community connection.
6. **We share knowledge openly** — co-creating with our community and broadening the reach of agroecology.
7. **We embrace partnerships** and shared responsibility, working collaboratively with local stakeholders.
8. **We uphold transparency and accountability** in our work, ensuring responsible governance.
9. **We commit to diversity** — in both ecosystems and the people we work with.
10. **We take a circular approach** — turning waste into resources, using local expertise, and maximizing efficiency.

Why GROW is Needed

GROW tackles the intersecting challenges of industrial farming's impact on climate change and biodiversity, food insecurity, unequal access to green space, and health disparities—all rooted in our broken food system.

https://www.wildlifetrusts.org/sites/default/files/2023-06/Farming%20at%20the%20Sweet%20Spot_1.pdf

Farming's Impact on Climate & Biodiversity

Industrial farming depletes soil, harms pollinators, increases emissions, and reduces biodiversity. In the UK, biodiversity is in sharp decline due to habitat destruction and chemical-intensive farming, making ecosystems—and our food systems—less resilient.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

Food Insecurity & Food Justice

Rising food prices have deepened inequality. As of June 2024, 18% of UK households with children faced food insecurity. Families on lower incomes spend up to 47% of their disposable income on food, compared to 11% in wealthier households. In Barnet, nearly 13,000 children were eligible for Free School Meals in 2024, with 29% of students at The Totteridge Academy affected. Healthy, sustainable food must be a right—not a luxury.

Inequity in Access to Green Space

Nature improves mental health and builds community, yet access often depends on income. In the UK, fewer than half of those earning under £15,000 live near green space, compared to 63% of those earning over £35,000. Urban families without access miss out on vital benefits. The NHS and National Academy for Social Prescribing now recognize nature as essential to well-being.

“Spending time in the natural environment...improves our mental health and feelings of wellbeing. It can reduce stress, fatigue, anxiety and depression. It can help boost immune systems, encourage physical activity and may reduce the risk of chronic diseases such as asthma. It can combat loneliness and bind communities together.” **UK Government, 25 Year Plan for the Environment**

Health & Well-Being Disparities

Low-income communities face systemic barriers to nutritious, sustainable food—contributing to poorer physical and mental health. Nature-friendly farming produces healthier food and builds stronger communities, but access remains unequal.

GROW exists to close these gaps—connecting people with land, food, and each other to create a healthier, fairer future for Barnet and beyond.

How we are specifically addressing these needs:

1. Developing a resilient local food system that is good for both people and the planet: The GROW Farm aims to demonstrate a thriving agroecological food system that is financially resilient, equitable and accessible. It is vital that we are modelling an example of how to do things differently. That means paying our staff at least London Living Wage, producing efficiently, promoting soil health and biodiversity, and being accessible to all, particularly our communities most under-resourced. Choosing a farming model where we protect the soil, do not use artificial chemicals and fertilisers, leave space for nature, and promote diversity in seeds and plants have untold benefits. This model forms the basis for our wider educational work.

2. Educating our community about the food system: Through all of our programmes, we educate people about the food system and how good food can become part of the answer to the climate crisis, the health crisis, the mental health crisis and more. We are empowering people with accessible knowledge to help them address climate change and their own health through their everyday life choices. Furthermore, we aim to educate our wider audiences through our commitment to transparency, and creating engaging and informative online content about the food system.

3. Offering free programmes and opportunities for those who face barriers to healthy living: the majority of our programmes are delivered for children, young people and families who face barriers to healthy living. This includes low income families, free school meal recipients, people who have additional and SEND needs, those who do not have a garden, and those at risk of NEET. We believe in food justice and the right to a sustainable way of life for all.

4. Subsidising our produce for those who need it: We employ solidarity pricing system for our produce. This enables our produce to be accessible to all, without cutting costs and putting pressure on our farmers. Charitable funding allows our programme participants the opportunity to take home the produce they have grown.

5. Promoting mental and physical well-being: All of our programmes and activities take place outdoors in green space and focus on connecting to nature as a support for overall well-being. By taking part in the daily jobs needed on the farm participants enjoy the health benefits of the physical activity in all elements of growing and harvesting and produce. We also teach mindful breathing exercises, supporting participants to build resilience and emotional regulation skills.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

6. Opening our farm to all: We aim to provide a safe, engaging, and welcoming space for anyone in our community to enjoy. Through our community events and volunteering opportunities, our farm is regularly open to the public. Furthermore, our GROW-COOK-SHARE project has enabled us to offer local families who do not have a garden an allocated space on our farm to grow food in and visit whenever they wish. We aim to grow this project year on year into a community led allotment model.

7. Supporting wider campaigns: This includes Riverford's campaign to push the government for fairer systems for farmers.

ACHIEVEMENTS AND PERFORMANCE

Please read our 2023/24 Impact Report [here](#).

The numbers in 2023/24

- 60K bees are housed on our farm through sustainable bee-keeping practices.
- 30K school lunches including GROW Farm produce.
- 500+ attendees to our 5th Birthday party.
- 100+ new community volunteers contributed to our farm.
- 101 Young people gained a seed sowing, chicken care, wheelbarrow or harvesting license through a GROW programme.
- 90+ local school children facing barriers to learning participated in a 10-week early support programme at TTA and local primary schools.
- 52 fruit trees planted in agroforestry strips, improving our biodiversity and the resilience of our small bee population.
- 51 curriculum lessons delivered in collaboration with subjects including English, Science, and Food Tech for over 500 students.
- 48 free school meal recipients enjoyed a GROW holiday club.
- 28 at risk young people gained an AQA Qualification in Mushroom Cultivation or Floristry.
- 15 free school meal recipient young people enrolled in our weekly after-school club.
- 18 'GROW Farm Discovery Days' hosted on our farm for 500+ school children from across London.
- 12 care-experienced young people attended our weekly Saturday outdoors club.
- 10 GROW Student Board of Advisors engaged in contributing to the future of GROW.
- 12 educationalists joined our GROW Futures training programme, supporting them to bring Agroecology into their settings.
- 7 local families without a garden were donated a raised bed on our farm to grow their own food in.
- 5 work experience & Duke of Edinburgh placements hosted.
- 3 volunteers joined our new Supported Volunteering Programme for adults with complex needs.
- 1 new pond developed, welcoming more birds, plants, and insects to the farm.
- 1 new fruit forest orchard was established.

The Farm 2023/24

Land & Biodiversity

The farm has made significant strides in integrating education, commercial production, biodiversity, and the environment across its six-acre site. Key developments in 2023/24 include:

- Planting 52 fruit trees in agroforestry strips, underplanted with wildflowers and perennials beneficial to insects.
- Creating a fruit forest in our small orchard, a long-term project set to mature over the next 3-5 years.
- Installing 'bug hotels' to support insect overwintering.
- Expanding our bee hives from 2 to 6 and establishing an Apiary Garden (20m x 10m) with plants beneficial to honeybees.
- Planting the pond with water avens and lilies, with plans for further development in 2025/26.
- Long-term planning through 2030, including silvohorticulture and creating pollinator corridors connecting the farm to its Barnet surroundings.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

Sales

In 2023/24, we shifted to wholesale sales exclusively to local schools, including The Totteridge Academy, Christ College Finchley, and Coppets Wood. Summer sales were made to the wholesaler Natora, who also funded our traineeship. Retail sales grew through stall sales and a TTA staff WhatsApp group, providing a convenient way for staff to order produce. We also sold value-added products like wreaths, pickles, and dried flower bouquets, which sold well during the winter months.

For 2025, we plan to trial Saturday sales at TTA's Greek School and increase wholesale sales by developing stronger relationships with school chefs, especially at TTA. We will also explore alternative holiday sales opportunities, including collaborating with Barnet's Holiday Activities Fund and local Barnet-based restaurants.

Infrastructure

In 2023/24, we erected our largest poly tunnel, which extended our growing season. We also introduced a second compost toilet and two additional hand-washing stations. Planned infrastructure improvements for 2025/26 include irrigation, water storage, electricity, and rest areas.

Successes

The key success of the year was clarifying the farm's mission, demonstrated by our move to exclusively sell wholesale to schools. We gained two new school clients and generated strong interest from three others. We completed our five-year strategy, including a site plan through 2030, and had a successful growing year with significant biodiversity additions. We also launched a seed-saving collaboration with OMVED, which is primarily educational, with some financial benefits. Our relationships with local Barnet organizations, including pollinator projects and food partnerships, grew stronger.

Our Solidarity Pricing system has been fully established: enabling those who need it to receive a 20% discount and those who can to pay 20% more. This has been rolled out across all of our products including produce, flowers, event tickets, and merchandise.

Challenges

The main challenges included weather disruptions in early spring, which delayed ground preparation, and the transition to our new Farm Manager in February, which impacted practical work. Summer holiday sales fell short due to insufficient research and buyer outreach, impacted by the transition. Our new Farm Manager is now settled, and 2025/26 is being sufficiently planned over the quieter winter period. Poor planning of early winter successions caused a lag in vegetable sales in January and February. We now have a new tunnel to support winter crop levels. Infrastructure challenges, such as low water pressure and lack of automated irrigation, persisted but are being addressed in 2025/26 in collaboration with United Learning. A water borehole is being explored, and a new tap is now accessible.

Volunteers

We welcomed 100 new volunteers in 2023/24, with many returning since 2019/2020. Our Farm Manager, Chris, has cultivated a supportive volunteer community, offering tasks ranging from daily farm duties to leadership roles. Notable achievements include:

- Two volunteers, Elizabeth and Martin, took on the care and maintenance of our sustainable beekeeping area.
- Six regular volunteers were trained in advanced safeguarding, enabling them to support the partner school and enhance farm operations.
- One volunteer was trained to independently run the weekly market stall, and three others were trained in packing produce.
- Volunteers also contributed to events, including our 5th Birthday celebration and monthly Pick Your Own Flowers events.
- Four volunteers have moved into professional roles in the food-growing sector, furthering their careers after volunteering with us.

100% of volunteers surveyed reported feeling supported, valued, and safe, and felt that the volunteer programme meets their needs effectively.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

New and notable programmes and achievements this year

Supported Volunteering

In Spring 2024 we launched a new weekly Supported Volunteering Programme for adults with complex needs who are looking to gain skills, improve social skills, and build confidence. We have a small group of 3, looked after by one member of GROW staff. They have formed a supportive team and work really well together, despite their very different support needs.

As a team, they have identified the composting systems as an area we are taking care of and managing. They also conducted experiments comparing GROW's home-grown compost with treated brought in compost to see how the weed content compared in both.

"D has provided really lovely feedback about GROW farm – he said he has found the staff & volunteers really friendly and helpful and is really enjoying him, and looks forward to using these skills for helping to find paid work too in the near future."

Barnet Prevention and Well Being officer

"This volunteering opportunity gives me an opportunity to use my skills that I learnt at Capel Manor. And for those that want to be outside I think that this is the best opportunity for those that want to balance being in and out" **Adam, volunteer**

Grahame Park Community Garden

Grahame Park's community garden - a collection of raised beds and planters in the middle of the Grahame Park Estate - was constructed and managed by Groundwork in 2021 but has since been left relatively disused. The GLA School Superzones funding offered an opportunity for the community garden to be reinvigorated, and thanks to this funding, GROW began managing the community garden in November 2023.

The Project Lead, Sophie, began by understanding the local context by meeting with as many community groups (Bingo, FUSE, BreadnButter cookery classes and community cookbook team, the Past, Present and Future exhibitions team, The Loop, 4Front, Centre of Excellence) and organisations (Colindale Communities Trust, Notting Hill Genesis, Make it Happen, Barnet Council, Saracens High School) as possible. Through these meetings, which took place in the final months and weeks of 2023, a plan was developed to garner community support and enthusiasm for the project during the early months of 2024, so that the project could start the growing season in spring with as much momentum as possible.

In January 2024, a community focus group took place, hosted in NHG's No.15 venue on the concourse. Thanks to long-term advertising, and engagement with community groups prior to the focus group, 15 local residents attended and shared their ideas and views on how they would like to be involved in the community garden once spring came. These ideas were developed into a plan for the project's activity, as well as points of concern for the project that would need to be revisited over the course of 2024. Primarily, the project would run by communally growing fruits and vegetables through open drop-in sessions for residents once a week, as well as an afterschool club, and occasional community workshops. Alongside enthusiasm for growing their own food, residents within the initial focus groups expressed worry about the risk of the garden being vandalised in between community drop-in sessions, which we agreed would be monitored as the project progressed.

Throughout 2024, and thanks to the enthusiasm and engagement of residents in community focus groups and collaboration, the Grahame Park Community Garden has thrived into an appreciated community space, engaged with by over 550 visitors between January - October 2024. On Fridays from March to October, the garden welcomed local residents and friends to community drop-in gardening sessions, and ran an after school club for students of the nearby Saracens High School. In addition to this, monthly workshops took place which delved deeper into specific aspects of nature, food, and health. Where possible, local residents and visitors to the garden have suggested the focus of these workshops, or even run them themselves. In this way, the first year of the project has prioritised directly project funding back into the local community, by paying workshop leader fees to community members who contribute to running monthly workshops and through employing a local resident as a Garden Assistant.

It was clear from comments made during the end of season focus group that the garden has multiple benefits from the Grahame Park community. Firstly, the garden offers a space for families and friends to spend time together, fostering pre-existing relationships within Grahame Park. The picture below shows a Grahame Park resident popping down one Friday to have a chat and collect some thyme to use at home.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

"The garden is like the sunshine in Grahame Park, it brings all the brightness and happiness to the area."

"The garden has made me so much happier in my life. I've struggled a lot with stress and feeling down, but the garden is my antidote to all that"

"Now my kids are like, 'mum we wanna go gardening club', which they would have never said before!"

Grow-Cook-Share

This year we delivered the third year of our family project, GROW-COOK-SHARE (GCS)

GCS is a free food growing programme for Barnet-based families who:

- Do not have a garden, but are interested in spending more time outdoors.
- Are eligible for Free School Meals and are facing financial difficulties that are worse due to the cost of living crisis.
- Interested in learning about food growing.
- Interested in developing skills and knowledge in healthy eating, cooking, and well-being.
- Looking for unique bonding opportunities for you and your family.

Families are given a raised bed on the farm for the growing season and we deliver fortnightly sessions consisting of growing and cooking workshops. This year we had seven families, made up of nine adults and eleven young people, who attended sessions regularly. The programme ran from April to October 2024 and there were fourteen sessions in total.

- 100% of participants said their mental well-being had 'improved' since starting the GCS programme, and 83% of participants said it had 'greatly improved'. Furthermore, 100% of participants stated 'family bonding' as one of the areas that had improved since starting the GCS programme.
- 83% of participants said they were both eating and cooking using more fresh fruit and vegetables than before the programme started. 67% of participants said they were both eating and cooking using 80-100% more fresh fruits and vegetables than before the programme started.
- 100% of participants rated the quality of the GROW-COOK-SHARE programme as a whole as 5 out of 5.
- 100% of participants rated their experience of the GROW-COOK-SHARE programme as a whole as 5 out of 5.
- All the families stated they would like to take part in the programme again.

The programme will be running next year and has funding confirmed. All families who want to continue will be able to continue using the GCS growing space and we will be looking to build 5 new beds in 2025 for new families to join the programme.

"It is beyond great. Thank you for all that you bring to enrich our lives."

"I really appreciated the dedication and knowledge that you all brought me."

"I feel I have learnt so much and really enjoyed doing so. I'm so grateful we have had this opportunity to be part of GCS. I really feel like all three of us have benefited so much."

All Things Fungi Festival

All Things Fungi Festival is the UK's only festival dedicated to mycology, welcoming thousands of visitors from across the world in 2024. For the first time, the GROW Mushroom Academy attended in September 2024 to share our approach of low-tech mushroom cultivation and raise our profile in the fungi community.

Our collaboration with the All Things Fungi festival saw us officially debut the Mushroom Academy as pioneers in youth-focussed fungi education, which was exemplified by bringing along two of our Mushroom Academy students, Max and Poppy, who assisted us in presenting the project to a large audience through the delivery of several workshops in mushroom cultivation throughout the day. This gave the students the opportunity to impress crowds with their knowledge of fungi, demonstrate cultivation techniques they learned with us and witness the public buying the grow kits they produced with us in the GROW lab.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

We took this opportunity to share the message about our approach to fungi education and ways in which this can complement the curriculum, answering many calls for fungi to be better addressed in formal education through creating extra-curricular opportunities for young people. Poppy and Max spoke to the public with passion and enthusiasm in their knowledge of fungi and involvement in the Mushroom Academy. We received an overwhelming response of excitement and support for our work from workshop attendees, festival goers and other organisations in the fungi sphere with Poppy and Max being personally invited back to the festival next year by the organiser.

Partnerships

This year saw the development and strengthening of current partnerships:

The Totteridge Academy

We are into the sixth year of our partnership with The Totteridge Academy. Up until now, our relationship has been based on a good-will agreement whilst we establish the partnership model. A formal Service Level Agreement is now in place detailing the services we run at TTA, and the financial arrangement for these services. A formal agreement about the use of the land is in the final stages between We are Grow and the Multi Academy Trust that owns the TTA site/land (United Learning). This will give WAG permission to lease the 6 acre TTA field to We Are Grow to be used as an Agroecological Farm and educational and training site for 10 years (until the contract is renewed). The TTA school kitchen continues to buy regular produce from us and looks to increase sales in 2025.

Live Unlimited

Live Unlimited provides support and opportunities to Barnet's Looked After Children and young care leavers. We have run their Saturday outdoors club for over three years, welcoming up to 12 looked after children and young people from the local area to our farm every term. Here, they learn about sustainable food growing, resilience, and forest school skills, whilst experiencing the benefits of spending time outdoors in a safe and nurturing environment. We run this club three times a year and look forward to continuing the partnership year on year.

Whitings Hill Primary and Underhill School & Children's Centre

This is our fifth year working with Whitings Hill Primary and Underhill School, both feeder schools to TTA. In 2021, we set up 8 raised beds in both locations. Over the years, we have been delivering food growing and outdoor learning programmes for groups of their students to develop a school garden integrated across the school, upskilling teachers and embedding it into their curriculum. Students also visit the GROW Farm on a trip, providing opportunities for students to see a large food growing site in action and to support the transition from primary to secondary, as they get to know their future school. We will be working with both schools for another two years thanks to support from the Ovo Foundation.

Barnet Food Partnership

We are members of the Barnet Food Partnership. The Barnet Food Partnership brings together representatives of different formal and informal groups involved in the food system in the London Borough of Barnet. They believe access to good food in Barnet is an essential right. Their vision is to have a sustainable, equitable and resilient food system. We have hosted one of their in-person meetings and contribute to research.

Bertha Earth

Bertha Earth is a youth-centred environmental organisation working with young people between the ages of 11 and 18. They run a year-long Ambassadors Programme for thirty Year 7 students to dive into environmental action, storytelling, self-care, and leadership for the planet – and a year of professional development and training for a committed teacher. GROW has been a delivery partner with Bertha Earth for five years, hosting a portion of their Nature Connect Days as part of the launch of their Ambassadors programme with each school.

0-19 Barnet East/Central Early Help Hub

0-19 are the main referral partners for our family growing programme, GROW-COOK-SHARE. They worked with us since 2022, referring families they work with to join the programme as well as supporting with safeguarding and retention.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

Testimonials

"We could not have been happier with the GROW Farm. It was important to us to support a charity whose ethos ties in with everything that is important to us, rather than having exotic flowers, flown from all over the world. Ask GROW to provide your flowers if you want lovely people, beautiful British flowers, in season, and you want to support a charity that does incredible work teaching children about the importance of nature & sustainability!" **GROW Flowers (Wedding Client)**

"Being part of the GCS programme has meant so much to me and my son. I've not just learnt about growing - coming to the farm every other Saturday allowed me to bring all parts of myself to a safe space, and have a community where I felt completely accepted. I now feel strong." **GROW COOK SHARE Participant, Elka**

"GROW was a life-saver for my daughter. We feel peace when we come here" **GROW COOK SHARE Participant -**

"During Covid we did not have access to a garden which was particularly challenging for us as my son was only 4 at the time and naturally an outdoor sort of child. He also has Sensory Processing Disorder, so access to space, fresh air, natural light, being in nature etc is particularly important for him. Grow Cook Share has been a pivotal part of his sensory diet. The pandemic was also a very isolating time for me as a single parent and through Grow Cook Share I have made life-long friends, through a programme that has had a huge positive impact on my own mental health and wellbeing." **GROW COOK SHARE Participant, Nikki**

I have no words to express our gratitude to the time, wellness, knowledge and wellbeing you provided for Alma over the past 3 years. It was a life saver that kept her going. We will miss having GROW in our lives every day" **Parent of Y9 participant**

"[My daughter] is thoroughly enjoying the programme and even considering floristry as a job in the future, she loved making the lip balms today too and it was the first thing she showed me when she got in to the car this afternoon" **Parent of Y9 participant**

"It's an absolute joy to come and volunteer here. As soon as I get out of my car, I just inhale and breathe the purity of it, the sheer pleasure of watching everything grow and come together. You hear the birds, listen to the bees, it's therapeutic. I work in the city of London; it's a total contrast to what I do on a day-to-day basis. I look forward to it. there's a great sense of satisfaction and a huge part of it is the people here. there's a huge variety of personalities and you learn so much from each other. everybody's interested in nature. to some degree - sustainability, growing, everyone's got diff experiences - has read diff book, been on different courses, you go home and you feel mentally stimulated, exhausted and so content and happy." **Regular Volunteer, Lynn**

"I've been loving volunteering here. It's such an escape from the city. I'm also learning so much - learnings I hope to bring into my own space one day. Its a great opportunity for those who don't have their own outside space to come and enjoy nature." **Volunteer**

"GROW brings me a sense of companionship. It's a place where I can come in my retirement to feel peace. I've learned so much here, and the lunch is always spectacular" **Regular Volunteer**

"I discovered GROW through word of mouth while volunteering with Incredible Edible. Volunteering at the GROW farm last summer and during the Pumpkin Time Festival was really fun and rewarding seeing the community come together and being a part of such a wonderful group of volunteers. Chris and the team are incredible—skilled and so welcoming. My time with GROW has been truly special, and I always feel at peace when I'm here!" **Volunteer, Yaydea**

"The GROW Farm is a place that grows with you. You can't really pick 'one skill' as such that you learn here. So much goes hand-in-hand. The growing, the interaction with others, the mindfulness - it doesn't create a curriculum as such, but it has become a place I can come to study when I get overwhelmed." **TTA Student Y12, Jayd**

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

"The GROW Farm is an invaluable part of the learning that happens here at TTA. From gathering outdoor samples in Biology lessons, to writing nature odes in English, and Food Tech lessons on the farm - as well as having healthy homegrown food in the school kitchen every day. We are extremely grateful to the GROW team for embedding agroecology into school life, and inspiring so many young people and teachers." **TTA Principal, Chris Fairbairn**

"Coming to the GROW Farm is my therapy, in between teaching lessons" **TTA Sociology Teacher, Achilles**

"The team at the GROW Mushroom Academy really took the time to understand her strengths, helping her to not only learn about the fascinating world of mushrooms but also to apply her artistic skills to bring her discoveries to life. Poppy has learned so much and has blossomed both personally and creatively thanks to this incredible program." **Parent of TTA Y10 Mushroom Academy Participant, Poppy**

Media, press and event successes from 2024

We were very excited to be featured on BBC Children in Need and have Tom and Giovanna Fletcher come to visit us on the GROW Farm!

Our Mushroom Academy Team and students were given a place at the All Things Funghi Festival this year. As part of the marketing promotion, we were mentioned and promoted on their social media, newsletter & website which included mostly people who had not heard of GROW.

We were mentioned in Tayshee **Harden Smith's Small Space Revolution 2024 Book**.

Influencer, **Alfie Cooks** visited the farm as part of a collaboration with **Wagamama** to deliver some Kids Clubs across London and posted on his Instagram to his audience of 4.9 million

Omved Gardens wrote a great blog about their experience attending our GROW Futures Programme, and posted on social media.

FINANCIAL REVIEW

Our total income for the period was £394,041 (2023: £430,055), with expenditure of £330,037 (2023: £288,534), resulting in a net surplus of £64,004 (2023: £141,521).

In 2023/24, we continued to strengthen and diversify our income streams. Educational Services generated £77,047 (2023: £77,775), while donated income remained our primary source, accounting for 74% of total income. We also secured several new restricted and unrestricted grants, including a multi-year award from John Lyon's Charity's Open Programme, providing £40,000 annually for three years.

Marking our 5th year in operation, we launched a dedicated '5th Birthday Campaign,' including a celebratory event that raised over £8,000 (£3,000 in sponsorship). Additionally, we received a £5,000 corporate donation towards the campaign. While overall corporate income was lower than anticipated, we cultivated valuable partnerships that are expected to bear fruit in 2024/25.

We also piloted a fundraising and engagement lunch on the farm. Though it did not generate significant income, it proved to be an effective model for hosting funders and partners—an initiative we plan to expand in 2025.

Additionally, we continued to generate income through produce and flower sales.

Looking ahead, we anticipate ongoing challenges from inflation, the cost-of-living crisis, and increasing competition for Trust and Foundation funding. However, we remain confident in our ability to sustain our successful fundraising efforts and meet any additional costs.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

Reserves policy

As at 30 November 2024, total reserves were £366,163 (2023: £302,159). Of these, restricted funds were £93,471 (2023: £63,500) and unrestricted funds were £272,692 (2023: £238,659).

As with many other charities of our size and activities, we are largely reliant on grant funding in order to cover our operating costs. We consider that we undertake our activities to the standard expected by current funders and are also hopeful that we will continue to be able to secure new sources of funding.

We recognize that funding streams cannot be renewed indefinitely. While we prioritize sustainable sources such as multi-year grants and long-term corporate partnerships, not all funders can offer repeat support. As a relatively young organization, the continued development of our aims and activities will likely require an increase in our operating budget, making it essential to secure new funding.

In early 2025, we will focus on engaging Barnet-based organisations for funding, donations, and corporate volunteering to further embed ourselves in the local community. This will include collaborating with Social Value teams from contractors working with Barnet Homes and distributing targeted partnership flyers to businesses in the area.

The Charity's current reserves policy is therefore to hold 6 months of expenditure as minimum reserves based on the Charity's yearly budget. This would ensure, in the event of a funding shortfall or unexpected expenditure, the continued activity of the charity. This policy will be reviewed annually by our Board of Trustees. Reserves would only be spent as Trustees see fit within We Are Grow's charitable objects.

Our free reserves (unrestricted funds less the value of fixed assets) at 1 December 2024 equated to £238,353. Given projected annual expenditure of £429,740 for the 2024/25 financial year this amounts to 6.5 months of unrestricted reserves. The Trustees are therefore satisfied that sufficient reserves are available for the stable continuance of our charitable activities.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

Plans for future periods

Over 2023 and 2024 we developed our 5-year strategic plan, mapping out the next five years for GROW. We worked with a consultant from The Cranfield Trust and involved staff, volunteers, Trustees, and key stakeholders in the process.

This process identified four key strategic objectives:

1. Farm: GROW runs a financially resilient, equitable, and accessible farm, open to all.

While our farm is the foundation for our education and community engagement work, it must also thrive as an efficient and resilient agroecological system. As we look toward 2030, we are committed to enhancing our farm's efficiency and agroecological practices while expanding educational access and promoting biodiversity.

2. TTA Partnership: GROW is fully embedded into everyday school life, routine and identity and valued as a vital partner.

Our partnership with TTA has grown stronger over the past five years. TTA has generously provided the land for our farm, benefiting from fresh agroecologically grown produce for the school kitchen and an outdoor learning resource full of educational opportunities. While our partnership is thriving, we know there is more we can offer to TTA's students, staff, and families. We also aim to showcase the uniqueness of our collaboration to other educational institutions.

3. Beneficiaries: GROW offers a pioneering and life-long Agroecological learning pathway for our local community, with a priority to those who need it most.

Learning where food comes from and how to grow it is transformative. Agroecology empowers individuals, especially those from under-resourced communities, by teaching sustainable farming practices that promote health, resilience, and self-sufficiency. Growing food not only enhances well-being but also creates opportunities for employment, and community connection.

By 2030, we aim to expand these opportunities, breaking down barriers and making agroecological education accessible to all.

4. Advocacy & Outreach: GROW models and shares best practice in Agroecological growing and education to inspire and support wider communities.

The advancement of all principles of Agroecology is at the heart of all we do. There are so many benefits to local communities and we are passionate that we use our experiences to advance the adoption of agroecology and partnership models such as ours, locally and beyond.

By 2030, GROW aims to be a national leader in agroecology demonstrating the power of community-driven food systems to transform education, health, and environmental sustainability.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity is controlled by its governing document, the Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

On 8 April 2024, the Memorandum and Articles of Association were updated and approved by the Board.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

F Box

A Arias

A Bahia

T Blanc

(Resigned 12 July 2024)

C Delamain

S Jayasuriya

J Venn Smith

(Appointed 24 June 2024)

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

Recruitment and appointment of trustees

We were excited to welcome our new Board of Trustees who joined us from January 2023. Their expertise spans education, volunteer, and community engagement, fundraising and charity accounting, strategy and PR, horticulture, GDPR, and HR.

When selecting trustees, We Are Grow aims to ensure there is a broad range of relevant skills. Trustees are appointed after interviews with existing trustees and formal induction to ensure that they understand our vision, mission, and values.

Trustees are subject to Disclosure and Barring Service checks where applicable.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Who We Are

Staff

In 2023/24 we welcomed four new members of staff to the team: Laura Hunt as School Trip Coordinator & Primary School Facilitator, Noam Hollander as Supported Volunteer Coordinator, Tara Rudd as Marketing & Communications Officer and Andrew Loudas as an assistant facilitator.

In February, our Co-Director, Sarah, decided it was time to move on from GROW for new ventures. She joined Sitopia Farm in Greenwich as their Head of Growth.

We said goodbye to Sophie Perry, our Mushroom Academy Project Manager and Community Engagement Lead at Grahame Park, in November 2024. Sophie is now working as a Research Fellow at City University, London.

We would like to thank our long-standing staff members: Lucy H, Lou, Chris, Marta, Lucy G, Beth, Lotta, Laurel, and Marco who all joined between 2019 and 2022, and are integral members of the GROW family.

Trustees

In April, we said goodbye to one of our Trustees, Tim Blanc, and welcomed a new Trustee, James Smith in May. James is a growing consultant with over 30 years of experience in organic growing and community development. He has supported schools, farm starts, farms, and community groups. He is also working with a Cumbria Further Education Charity to bring land-based opportunities to Cumbria. He is co-founder of Growing Well, an award-winning mental health charity based around a community-supported farm in the Lake District, Cumbria.

We would like to thank our ongoing Board Members Aruna Bahia (Chair), Samantha Jayasuriya (Vice-Chair), Kalpana Arias, Fran Box, and Lottie Delamain for offering outstanding support and guidance throughout last year.

Volunteers

We welcome between up to 30 volunteers each week, from Wednesday to Friday, with many more in the warmer months.

We are very grateful to our regular and committed volunteers Gill Jenkins, Adam Warner, Shigemi Standing, Paula Grainger, Alison Strode, Ginette Baker, Elisabeth Murray, Elspeth Chaplin, Lynn Cornelius, Dulcie Jocelyn, Lucy Rodriguez-Laranjo, Joel Morrison, Darshan Shah, Ellen Jennings, Ginka Hrissimova, Hanna Venter, Jennifer Stanford, Seda Sengun, Lilly Baldwin, Sammi Davis, Sandra Engel, and Vincent Sagues.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

The Trustees' report was approved by the Board of Trustees.

Aruna Bahia
.....

A Bahia

Trustee

19th June 2025
Date:

WE ARE GROW

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF WE ARE GROW

I report to the Trustees on my examination of the financial statements of We Are Grow (the Charity) for the year ended 30 November 2024.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I 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 that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements 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 financial statements to be reached.



Emma Houghton FCCA
Sedulo London Limited

Office 605 Albert House
256 - 260 Old Street
London
EC1V 9DD
United Kingdom

Dated: 11 August 2025

WE ARE GROW

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 NOVEMBER 2024

		Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	Notes	£	£	£	£	£	£
Income from:							
Donations and legacies	2	137,251	154,387	291,638	195,096	137,696	332,792
Charitable activities	3	77,047	-	77,047	77,775	-	77,775
Other trading activities	4	25,356	-	25,356	19,488	-	19,488
Total income		239,654	154,387	394,041	292,359	137,696	430,055
Expenditure on:							
Raising funds	5	30,189	-	30,189	21,461	400	21,861
Charitable activities	6	177,968	121,880	299,848	192,119	74,554	266,673
Total expenditure		208,157	121,880	330,037	213,580	74,954	288,534
Net income		31,497	32,507	64,004	78,779	62,742	141,521
Transfers between funds		2,536	(2,536)	-	6,849	(6,849)	-
Net movement in funds		34,033	29,971	64,004	85,628	55,893	141,521
Reconciliation of funds:							
Fund balances at 1 December 2023		238,659	63,500	302,159	153,031	7,607	160,638
Fund balances at 30 November 2024		272,692	93,471	366,163	238,659	63,500	302,159

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WE ARE GROW

BALANCE SHEET

AS AT 30 NOVEMBER 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Goodwill	11		15,000		25,000
Tangible assets	12		19,339		19,242
Current assets					
Stocks		5,093		1,017	
Debtors	13	19,996		9,188	
Cash at bank and in hand		354,527		294,238	
		<u>379,616</u>		<u>304,443</u>	
Creditors: amounts falling due within one year	14	<u>42,293</u>		<u>31,719</u>	
Net current assets			337,323		272,724
Total assets less current liabilities			371,662		316,966
Creditors: amounts falling due after more than one year	15		(5,499)		(14,807)
Net assets			<u>366,163</u>		<u>302,159</u>
The funds of the Charity					
Restricted funds	17		93,471		63,500
Unrestricted funds			272,692		238,659
			<u>366,163</u>		<u>302,159</u>

WE ARE GROW

BALANCE SHEET (CONTINUED)

AS AT 30 NOVEMBER 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 November 2024.

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 members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on ...~~19th June 2025~~

Aruna Bahia

.....
A Bahia

Trustee

Company registration number 12718450 (England and Wales)

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 NOVEMBER 2024

1 Accounting policies

Charity information

We Are Grow is a private company limited by guarantee incorporated in England and Wales. The registered office is The Totteridge Academy, Barnet Lane, London, N20 8AZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

1 Accounting policies

(Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Intangible fixed assets - goodwill

Goodwill represents the excess of the cost of acquisition of unincorporated businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill shall be considered to have a finite useful life, and shall be amortised on a systematic basis over its life.

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

Goodwill	over 5 years
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1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	2% straight line
Plant and equipment	20% reducing balance
Fixtures and fittings	20% reducing balance
Computers	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

1 Accounting policies

(Continued)

1.9 Agricultural assets and inventory

Biological assets or agriculture produce are only recognised when the entity controls the asset as a result of past events, it is probable that future economic benefits will flow to the entity, and the net realisable value can be measured reliably.

Net realisable value is the estimated selling price for agricultural inventories less all estimated costs of completion and costs necessary to make the sale.

Gains or losses on initial recognition (e.g. as a result of harvesting) of agricultural produce at net realisable value are included in the statement of financial activities for the period in which it arises.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

1 Accounting policies (Continued)

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	40,418	-	40,418	56,006	-	56,006
Grants	96,000	154,387	250,387	129,090	137,696	266,786
Donated goods and services	833	-	833	10,000	-	10,000
	<u>137,251</u>	<u>154,387</u>	<u>291,638</u>	<u>195,096</u>	<u>137,696</u>	<u>332,792</u>

3 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Educational projects and farm		
Educational services	<u>77,047</u>	<u>77,775</u>

4 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Produce sales	22,920	16,890
Fundraising events	<u>2,436</u>	<u>2,598</u>
Other trading activities	<u>25,356</u>	<u>19,488</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

5 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Staging fundraising events	1,003	-	1,003	1,118	400	1,518
Other fundraising costs	1,477	-	1,477	350	-	350
Staff costs	27,709	-	27,709	19,993	-	19,993
	<u>30,189</u>	<u>-</u>	<u>30,189</u>	<u>21,461</u>	<u>400</u>	<u>21,861</u>

6 Expenditure on charitable activities

	Educational projects and farm 2024 £	Educational projects and farm 2023 £
Direct costs		
Staff costs	144,581	118,481
Educational projects and farm	73,613	55,800
	<u>218,194</u>	<u>174,281</u>
Share of support and governance costs (see note 7)		
Support	72,276	84,881
Governance	9,378	7,511
	<u>299,848</u>	<u>266,673</u>
Analysis by fund		
Unrestricted funds	177,968	192,119
Restricted funds	121,880	74,554
	<u>299,848</u>	<u>266,673</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

7 Support costs allocated to activities

	2024 £	2023 £
Staff costs	33,614	41,245
Depreciation	14,409	15,534
Marketing	148	175
Bank charges and interest	1,610	1,112
Consulting	213	2,096
Insurance	1,307	239
Other costs	2,715	1,728
HR, recruitment and training	2,163	646
Rent	10,000	10,000
Subscriptions	1,552	1,269
Telephone	745	786
Irrecoverable VAT	3,799	10,051
Governance costs	9,379	7,511
	<u>81,654</u>	<u>92,392</u>
Analysed between:		
Educational projects and farm	<u>81,654</u>	<u>92,392</u>

8 Trustees

Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 30 November 2024 nor for the year ended 30 November 2023.

Trustees' expenses

In the year, one trustee was reimbursed for travel expenses totalling £143 (2023: £Nil).

9 Employees

The average monthly number of employees during the year was:

2024 Number	2023 Number
<u>8</u>	<u>9</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

9	Employees	(Continued)	
	Employment costs	2024 £	2023 £
	Wages and salaries	191,336	165,053
	Social security costs	11,632	7,863
	Other pension costs	4,154	3,190
		<u>205,904</u>	<u>176,106</u>

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The key management personnel of the charity in the year ended 30 November 2024 was constituted by the Trustees, Managing Director and Farm Director. No remuneration was made to trustees in the year (2023: £nil). The total benefits paid to other key management personnel (including employers NIC and employers pension) in the year was £89,056 (2023: £66,722).

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Intangible fixed assets

	Goodwill £
Cost	
At 1 December 2023 and 30 November 2024	<u>50,000</u>
Amortisation and impairment	
At 1 December 2023	25,000
Amortisation charged for the year	<u>10,000</u>
At 30 November 2024	<u>35,000</u>
Carrying amount	
At 30 November 2024	<u>15,000</u>
At 30 November 2023	<u>25,000</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

12 Tangible fixed assets

	Leasehold improvements	Plant and equipment	Fixtures and fittings	Computers	Total
	£	£	£	£	£
Cost					
At 1 December 2023	-	9,648	14,854	714	25,216
Additions	580	1,714	2,213	-	4,507
	<u>580</u>	<u>11,362</u>	<u>17,067</u>	<u>714</u>	<u>29,723</u>
At 30 November 2024	580	11,362	17,067	714	29,723
Depreciation and impairment					
At 1 December 2023	-	2,829	2,901	244	5,974
Depreciation charged in the year	-	1,607	2,685	118	4,410
	<u>-</u>	<u>4,436</u>	<u>5,586</u>	<u>362</u>	<u>10,384</u>
At 30 November 2024	-	4,436	5,586	362	10,384
Carrying amount					
At 30 November 2024	580	6,926	11,481	352	19,339
	<u>580</u>	<u>6,926</u>	<u>11,481</u>	<u>352</u>	<u>19,339</u>
At 30 November 2023	-	6,818	11,953	471	19,242
	<u>-</u>	<u>6,818</u>	<u>11,953</u>	<u>471</u>	<u>19,242</u>

13 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	11,045	284
Prepayments and accrued income	8,951	8,904
	<u>19,996</u>	<u>9,188</u>

14 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Bank loans	16	10,076	10,140
Other taxation and social security		8,530	9,650
Trade creditors		1,075	2,360
Other creditors		5,984	1,950
Accruals and deferred income		16,628	7,619
		<u>42,293</u>	<u>31,719</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

15 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Bank loans	16	5,499	14,807
		<u>5,499</u>	<u>14,807</u>

16 Loans and overdrafts

	2024 £	2023 £
Bank loans	15,575	24,947
	<u>15,575</u>	<u>24,947</u>
Payable within one year	10,076	10,140
Payable after one year	5,499	14,807
	<u>15,575</u>	<u>14,807</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 December 2023 £	Incoming resources £	Resources expended £	Transfers At 30 November 2024 £	
Skipton Charitable Foundation	3,000	-	-	-	3,000
The Laing Family Trust	1,665	-	-	-	1,665
City Bridge Trust	1,980	10,500	(12,480)	-	-
Shaftesbury Young People Trust	1,179	-	(1,179)	-	-
The Finnis Scott Foundation	2,276	-	(460)	-	1,816
BBC Children In Need	8,336	15,000	(14,994)	-	8,342
Brian D Newman Foundation for the Enviroment	4,000	-	(4,000)	-	-
Lord Barnby's Foundation	2,000	-	-	(580)	1,420
Ampney Brook Foundation	9,724	6,225	(14,083)	-	1,866
The Hadley Trust	28,799	-	(18,042)	-	10,757
The London Marathon Foundation	541	3,031	(3,572)	-	-
Barnet Community Fund	-	(178)	178	-	-
Young Barnet Foundation	-	4,509	(4,509)	-	-
John Lyon's Charity	-	44,300	(26,518)	-	17,782
The Sheldon Trust	-	7,500	(5,858)	-	1,642
Notting Hill Genesis	-	6,000	-	-	6,000
Southern Co-op Wilder Fund 2024	-	20,000	-	-	20,000
The Field Family Trust	-	2,500	(2,500)	-	-
The Mistral Fund	-	10,000	(8,044)	(1,956)	-
The OVO Foundation	-	25,000	(5,819)	-	19,181
	<u>63,500</u>	<u>154,387</u>	<u>(121,880)</u>	<u>(2,536)</u>	<u>93,471</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

17 Restricted funds

(Continued)

Previous year:	At 1 December 2022	Incoming resources	Resources expended	Transfers At 30 November 2023	
	£	£	£	£	£
Götz Bechtolsheimer	5,840	-	(5,840)	-	-
David Riddell Memorial CIO	1,767	-	(1,767)	-	-
Skipton Charitable Foundation	-	3,000	-	-	3,000
The Laing Family Trusts	-	2,000	(335)	-	1,665
Barnet Community Fund	-	9,866	(9,866)	-	-
Natoora Farm Fund	-	6,000	(6,000)	-	-
City Bridge Trust	-	10,000	(8,020)	-	1,980
Shaftesbury Young People Trust	-	9,570	(8,391)	-	1,179
The Finnis Scott Foundation	-	3,500	(1,224)	-	2,276
BBC Children In Need	-	15,000	(6,664)	-	8,336
The Shanly Foundation	-	3,000	(3,000)	-	-
Brian D Newman Foundation for the Environment	-	4,000	-	-	4,000
Lord Barnby's Foundation	-	2,000	-	-	2,000
Young Barnet Foundation	-	3,892	(3,780)	(112)	-
Space2Grow (YBF)	-	4,183	(3,044)	(1,139)	-
Ampney Brook Foundation	-	13,932	(4,208)	-	9,724
John Lyon's Charity	-	4,900	(4,900)	-	-
The Hadley Trust	-	29,663	(864)	-	28,799
Valentine Poole Charity	-	2,759	(2,759)	-	-
The London Marathon Foundation	-	10,431	(4,292)	(5,598)	541
	<u>7,607</u>	<u>137,696</u>	<u>(74,954)</u>	<u>(6,849)</u>	<u>63,500</u>

Transfers between funds represent the value of tangible fixed assets moved from restricted to unrestricted funds when assets have been purchased from a restricted fund grant but are held for a general and not a restricted purpose.

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 December 2023	Incoming resources	Resources expended	Transfers At 30 November 2024	
	£	£	£	£	£
General funds	<u>238,659</u>	<u>239,654</u>	<u>(208,157)</u>	<u>2,536</u>	<u>272,692</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2024

18 Unrestricted funds (Continued)

Previous year:	At 1 December 2022	Incoming resources	Resources expended	Transfers At 30 November 2023
	£	£	£	£
General funds	153,031	292,359	(213,580)	238,659
	<u>153,031</u>	<u>292,359</u>	<u>(213,580)</u>	<u>238,659</u>

19 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 November 2024:			
Intangible fixed assets	15,000	-	15,000
Tangible assets	19,339	-	19,339
Current assets/(liabilities)	243,852	93,471	337,323
Long term liabilities	(5,499)	-	(5,499)
	<u>272,692</u>	<u>93,471</u>	<u>366,163</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 30 November 2023:			
Intangible fixed assets	25,000	-	25,000
Tangible assets	19,242	-	19,242
Current assets/(liabilities)	209,224	63,500	272,724
Long term liabilities	(14,807)	-	(14,807)
	<u>238,659</u>	<u>63,500</u>	<u>302,159</u>

20 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

WE ARE GROW

England & Wales - Charity number 1194732

Accounts

Charity registration number 1194732

Company registration number 12718450 (England and Wales)

WE ARE GROW

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 NOVEMBER 2023



WE ARE GROW

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	F Box	(Appointed 23 January 2023)
	A Arias	(Appointed 23 January 2023)
	A Bahia	(Appointed 23 January 2023)
	T Blanc	(Appointed 23 January 2023)
	C Delamain	(Appointed 23 January 2023)
	S Jayasuriya	(Appointed 23 January 2023)
Secretary	L Hollis	
Charity number	1194732	
Company number	12718450	
Registered office	The Totteridge Academy Barnet Lane London N20 8AZ	
Independent examiner	Sedulo London Limited Office 605 Albert House 256 - 260 Old Street London United Kingdom EC1V 9DD	

WE ARE GROW

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WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 NOVEMBER 2023

The Trustees present their annual report and financial statements for the year ended 30 November 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Articles of Association, the Companies Act 2006 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)".

Objectives and activities

The Objects of the Charity are:-

To advance in life and help young people by providing, or assisting in the provision of, physical, educational and other activities as a means of: -

- a. developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals.
- b. advancing education.
- c. relieving unemployment in such ways as may be thought fit, including assistance to find employment; and
- d. providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their youth, disability, poverty or social and economic circumstances with the object of improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, by working with schools, other educational institutions, youth clubs and other youth organisations in Great Britain and Northern Ireland to supplement their respective curricula or activities by providing, or assisting in the provision of, life skills programmes that, amongst other things, encourage mental and physical wellbeing; engage young people with nature; and teach them about food production and nutrition.

To advance education and provide facilities for recreation and other leisure time occupation for the public at large in the interests of social welfare with the object of improving their conditions of life and in particular, but without prejudice to the generality of the foregoing, by: -

- a. the provision of, or assisting in the provision of, the means by which the public are able to participate in community farming and gardening.
- b. educating the public in horticulture; agriculture; and animal
- c. welfare and husbandry; and the provision and maintenance, or assisting in the provision and maintenance, of community centres or similar facilities for the benefit of:
 - i. young people attending schools, other educational institutions, youth clubs or other youth organisations situate in, and
 - i. residents of the respective areas in which any such centres are situate and the respective surrounding areas without distinction of sex, sexual orientation, race or of political, religious or other opinions, for use for meetings, lectures and classes and for other forms of recreation and leisure time occupation.

To promote for the benefit of the public the conservation, protection and improvement of the physical and natural environment and to advance the education of the public in the conservation, protection and improvement of the physical and natural environment in such ways as the Trustees consider appropriate and in particular, but without prejudice to the generality of the foregoing, by:-

- a. the promotion of sustainability, regenerative agriculture and land stewardship; and
- b. advancing the education of the public about sustainability, regenerative agriculture and land stewardship.

In this Article 1.1(3) "sustainability" includes, but is not limited to, waste generation, waste management, waste recycling and the use of surplus; "regenerative agriculture" means farming principles and practices that seek to enhance the ecosystem through, amongst other things, increasing biodiversity, improving soil health and water management; and "land stewardship" means the conservation of natural resources (air, land, water biodiversity).

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

To relieve those in need by reason of youth, age, ill-health, disability, financial hardship and such other social or economic disadvantages and, but not limited to, by the provision and distribution of fresh produce.

In this Article 1.1 "young people" means children and young person's up to the age of 25 years.

Public benefit

The Trustees have referred to the Charity Commission's guidance on public benefit — including 'Public benefit: the public benefit requirement (PB1)' and 'Public benefit: running a charity (PB2)' — when reviewing the Charity's aims and objectives and in planning its current and future activities.

The achievements and activities outlined in this report demonstrate the public benefit arising from the Charity's activities.

Activities

Significant activities

GROW harnesses the power of food and farming to transform local communities.

We believe in food justice and the right to a sustainable way of life for all.

Our agroecological farm and outdoor learning hub at The Totteridge Academy in North London is at the heart of every one of our activities, providing a practical and inspiring resource for everyone who visits.

We are a working farm and we grow vegetables, flowers, and herbs, as well as keep bees and a small flock of chickens. We supply our partner school's busy canteen with fresh produce, and sell directly to our local community. We also welcome volunteers and visitors of all ages and backgrounds through our volunteering programme and community events.

In our programmes, we work predominantly with local children, young people and families who experience barriers to learning, healthy living, and employment. Through direct experience of the joys of the farm and nature, we offer our participants the skills, knowledge and confidence to make positive choices and changes in their lives and the world around them.

Through our partnership with TTA, we are creating a model for how schools and farms can work together to create resilient local food systems, enhance learning and well-being, reach meaningful sustainability goals, and strengthen community.

Our main activities at GROW include:

- Produce growing and selling
- Early support programmes
- After-school, weekend and holiday clubs
- AQA courses in Mushroom Cultivation and Floristry
- Traineeships
- Family growing projects
- Community volunteering
- Community events
- Community outreach
- Curriculum projects
- School trips

We work with schools, local councils, and youth services and organisations who refer participants for programmes based on need.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

The Farm

The GROW Farm uses best practices in agroecological farming. This means that we look after our soil, our wildlife and our community to grow crops that are both delicious and nutritious:

- We have 6 acres of land in total which is owned by The Totteridge Academy and leased to us as part of our partnership agreement. We are cultivating on just under 2 acres of the land.
- We grow vegetables, fruit, herbs and flowers that we sell to the local community as well as supplying our partner school's canteen.
- We grow a wide range of crops, from carrots and cabbage for school canteens to specialist ingredients for chefs and restaurants.
- We also keep bees and chickens, who do their part by pollinating and fertilising our land.
- We are dedicated to creating a financially resilient, sustainable, and equitable local food system that is good for both people and the planet.

The wider context

The Climate Crisis

The world is at a tipping point. We are facing a worldwide ecological crisis with extreme temperatures and weather events, rising sea levels and the mass extinctions of plants, animals and insects.

It can all feel overwhelming, especially to children and young people in an urban setting.

At GROW, we believe that the heart of this problem is a lack of connection. As a society, we no longer feel that we are a part of our ecosystem, and we have been told that we are separate from it, making us feel powerless to stop these disasters.

Our mission is to reconnect our children, young people and participants with the world around them, the life cycles of the farm and the seasons. We believe that when a person can do that, they can begin to feel connected, purposeful and powerful and can go on to make informed decisions about their own lives. As agroecological farmers, we see our role as translators of the natural world, introducing our participants to it and helping them to feel the awe and respect that it commands.

The Food System

We also want to inform our participants about the food system, something that most people are completely unaware of.

Farming, particularly organic farming that does not rely on quick fixes and chemical help, takes time and a lot of energy. It is challenging to make money from vegetable sales, especially when aiming to keep produce affordable. We are in competition with supermarkets who make produce 'cheap' and who import globally, damaging the environment and our concept of seasonality and freshness in the process.

But we believe that nature-friendly food should be accessible to all and that farmers should earn a fair living.

Dangerous industrial farming practices are dominant and are destroying soil health worldwide, exploiting workers, clocking up food miles, decimating biodiversity and perpetuating monocultures of produce that cannot withstand the challenges of climate change.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

Health & Well-being

Fields in Trust has shown that frequent personal use of green spaces is worth over £30 billion a year to the UK population. That value translates into estimated savings for the NHS of at least £100 million a year from fewer GP visits.

The multiple benefits of local green space and routine contact with nature include:

- Improved public health, both physical and mental.
- Reduced stress and improved wellbeing.
- Healthier early years' and childhood development.
- Opportunities for informal and formal learning and improved educational attainment.
- Reduced health-related costs to society.
- Increased social cohesion within and between neighbourhoods and communities.
- Access to green spaces for health is recognised and reflected in social prescribing by the NHS and the National Academy for Social Prescribing.

Decades of research have shown that spending time in green spaces is good for our physical and mental health – including boosting our emotional states and attention spans and improving our longevity. People who have greater exposure to green spaces have a range of more favourable physiological outcomes. Greener environments are also associated with better mental health and wellbeing outcomes including reduced levels of depression, anxiety, and fatigue, and enhanced quality of life. Green spaces can help to bind communities together, reduce loneliness, and mitigate the negative effects of air pollution, excessive noise, heat and flooding.

Inequity in Access to Nature

Studies have long shown that access to green or open spaces is often linked to income, particularly in cities. Under-resourced groups, when living in greener communities, appear to gain greater health benefits and have reduced socioeconomic-related inequalities in health. Therefore, green spaces and a greener urban environment can be used as an important tool in the drive to build a fairer society.

"Spending time in the natural environment... improves our mental health and feelings of wellbeing. It can reduce stress, fatigue, anxiety and depression. It can help boost immune systems, encourage physical activity and may reduce the risk of chronic diseases such as asthma. It can combat loneliness and bind communities together."

UK Government, 25 Year Plan for the Environment

Within Barnet specifically, there are pockets of high deprivation, including our neighbouring Underhill Ward, where the majority of our cohorts reside. Underhill has the highest proportion of Job Seekers Allowance, child obesity and smokers, and the lowest levels of park use in Barnet (Barnet Council/NHS Report 2020).

Covid-19 has placed this issue front and centre: those with access to balconies, gardens, allotments, or good, close neighbourhood parks have benefitted from them during lockdown, while others were trapped inside, the effects of this isolation are still being felt.

"During Covid we did not have access to a garden which was particularly challenging for us as my son was only 4 at the time and naturally an outdoor sort of child. He also has Sensory Processing Disorder, so access to space, fresh air, natural light, being in nature etc is particularly important for him. Being restricted in accessing outdoor spaces definitely had a negative impact on his development. Grow Cook Share has been a pivotal part of his sensory diet since coming out of the pandemic. The pandemic was also a very isolating time for me as a single parent and through Grow Cook Share I have made life-long friends, through a programme that has had a huge positive impact on my own mental health and wellbeing."

Nikki, 2022 participant

Cost of Living

The UK is now facing the new challenge of the cost of living crisis. Over the two years from December 2021 to December 2023 food prices rose by 26.2%. The poorest fifth of UK households would need to spend 47% of their disposable income on food to meet the cost of the Government-recommended healthy diet. This compares to just 11% for the richest fifth. As a direct result of the cost of living crisis, the organic sector has shrunk and box scheme customer numbers are down by an average of 20% nationwide, as good food is still considered a 'luxury product' instead of a human right.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

This will continue to have an adverse impact on families who are already receiving income support and are subsequently recipients of free school meals.

How we are addressing these needs:

1. Developing a resilient local food system that is good for both people and the planet:

The GROW Farm aims to demonstrate a thriving agroecological food system that is financially resilient, sustainable, and equitable. It is vital that we are modelling how to do things differently. That means paying our staff at least London Living Wage, producing efficiently, promoting soil health and biodiversity, and being accessible to all, particularly those communities most under-resourced. Choosing a farming model where we protect the soil, do not use artificial chemicals and fertilisers, leave space for nature, and promote diversity in seeds and plants have untold benefits. This model forms the basis for our wider educational work.

2. Educating our community about the food system:

Through all of our programmes, we educate people about the food system and how good food can become part of the answer to the climate crisis, the health crisis, the mental health crisis and more. We are empowering people with accessible knowledge to help them address climate change and their own health through their everyday life choices. Furthermore, we aim to educate our wider audiences through our commitment to transparency, and creating engaging and informative online content about the food system.

3. Offering free programmes and opportunities for those who face barriers to healthy living:

The majority of our programmes are delivered for children, young people and families who face barriers to healthy living. This includes low income families, free school meal recipients, people who have additional and SEND needs, those who do not have a garden, and those at risk of NEET. We believe in food justice and the right to a sustainable way of life for all.

4. Subsidising our produce for those who need it:

We employ a tiered pricing system for our produce. This enables our produce to be accessible to all, without cutting costs and putting pressure on our farmers. Charitable funding allows our programme participants the opportunity to take home the produce they have grown.

5. Promoting mental and physical well-being:

All of our programmes and activities take place outdoors in green space and focus on connecting to nature as a support for overall well-being. By taking part in the daily jobs needed on the farm participants enjoy the health benefits of the physical activity in all elements of growing and harvesting and produce. We also teach mindful breathing exercises, supporting participants to build resilience and emotional regulation skills.

6. Opening our farm to all:

We aim to provide a safe, engaging, and welcoming space for anyone in our community to enjoy. Through our community events and volunteering opportunities, our farm is regularly open to the public. Furthermore, our GROW-COOK-SHARE project has enabled us to offer local families who do not have a garden an allocated space on our farm to grow food in and visit whenever they wish. We aim to grow this project year on year into a community led allotment model.

7. Supporting wider campaigns:

This includes Riverford's campaign to push the government for fairer systems for farmers.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

Achievements and performance

The numbers in 2022/23

- 100+ adults (16+) volunteered on our farm to improve their sustainable food growing skills and knowledge, spend time outdoors, keep fit and meet new people.
- 60 local young people who are receiving free school meals have participated in at least one of our GROW Holiday Clubs, giving them access to hot healthy meals and enriching outdoor learning activities on our farm during the holidays.
- 60 children who face barriers to learning and healthy living participated in our primary school outreach programme, Learning from the Land, giving them 10 weeks of outdoor learning and food growing education programme to support well-being, confidence, and transition from primary to secondary school.
- 65 vulnerable young people who have been identified as facing barriers to learning and healthy living have taken part in a GROW Outdoors early support programme, giving them up to 12 weeks of outdoor learning and a food growing education to support their wellbeing, confidence, and health.
- 650+ children and young people from local schools and youth groups have participated in a Nature Discovery day on our farm, spending the day immersed in nature, learning about sustainable food growing.
- 40 local children and young people who are recipients of Free School Meals enrolled in our weekly after school club, Let's Get Growing, giving them a free, healthy and enriching space to flourish after school.
- 12 local families without access to a garden participated in our year long growing, cooking and nutrition project; each family was given their own raised bed to look after and grow veg on for the season alongside 20 free educational sessions.
- 10 Looked After Children in the Borough of Barnet regularly participated in our weekly Saturday Outdoors Club in partnership with Live Unlimited, supporting children and young people in the care system to build positive relationships, take healthy risks, develop teamwork, and build resilience.
- 23 local young people at risk of NEET participated in our AQA Mushroom Cultivation Course, achieving an Entry Level or Level 1 qualification.
- 500+ local community members have visited our farm through community events.
- 7 Unaccompanied Asylum Seekers participated in a 12 week work experience programme at the GROW Farm, gaining skills in food growing, supporting their transition into paid work.
- 30 local families signed up to our subsidised veg box scheme.
- 7 young women at risk of NEET participated in our AQA Introduction to Floristry programme, BUNCH, supporting school attendance and well-being.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

The Farm

Last year the farm increased in cultivated land by 0.2 of an acre. This was achieved through the introduction of a trial field bed that was for pumpkins and squash grown through mypex (Plastic membrane). It was a success and greatly increased our efficiency when growing cucurbits. We are currently cultivating 2 acres, and growing produce on 1.6.

Although the farm had its least financially successful year to date, the production of vegetables was at its highest. We extended our season well into December, and continue to harvest in February from our hardy outdoor veg and inside our 3 poly tunnels.

We were able to use more accurate data to understand our most productive veg, and thus plan accordingly for the 2024 season. This is an area that we aim to improve over the coming season. Currently we understand £ per metre squared of a specific veg, and have a more accurate understanding of our sales to school, box scheme, restaurants and retail. This understanding has led us to make the decision to not run the box scheme in 2024. We made just over £4000 on the box scheme in 2023, with labour costs alone being more than triple. It was not financially viable to continue selling in this way. We will however continue to sell to our local community through our weekly stall and an online shop, drastically reducing our input whilst still allowing us to be available to our loyal customers.

We developed our relationship with the Head Chef of the TTA kitchen, and will be planning the 2024 season together. This will allow much larger scale sales to TTA.

We ran 4 Pick Your Own Flower days, 1 Open Day, 2 x Plant Sales and 1 Pumpkin event, welcoming over 700 members of our community to the farm.

A pond was created at the back of the farm, and drainage was dug to empty into this area. This has been great for the waterlogged soil as well as a great increase in biodiversity welcoming more birds, plants and insects.

Future farm plans

The GROW farms sales aims for 2024 are to increase wholesale orders to TTA and a second local school, Christ College Finchley. We hope to maintain our relationship with florists and in Autumn we will plan for the 2025 season flower growing operation in the same way as our vegetables. We will be producing the flowers for a number of weddings, and anticipate this to develop into a strong income stream. We are planning our plant sales in much greater detail, increasing revenue. With wholesale orders, retail, plant sales and flowers we hope to make £30,000-£35,000 in sales in 2024.

We will also be planting 52 fruit trees in agroforestry strips between our veg beds January/February 2024. These will be underplanted with wild flowers and will greatly improve our biodiversity and the resilience of our small bee population.

We plan to increase the tracking of data and better track our vegetable and flower production. The aim is that by 2025 we will have a good and accurate understanding of how much each bed costs and how much it makes. We want to understand all aspects of labour, water usage, seed cost, wholesale price, retail price, mypex needs, fleece needs, micromesh needs, and pest pressure. This work will help us hugely in our aim to become a thriving and financially resilient local food system.

New and notable projects this year

BUNCH

In the Summer of 2023, we piloted an 8 week Introduction to Floristry AQA course for young women at risk of NEET. We offered this programme specifically to young women as we have found that young female (or those who identify as female) learners at risk of NEET tend to struggle with confidence and engagement in our mixed programmes. When we delivered sessions for exclusively female or those who identify as female, they reported increased feelings of safety and confidence.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

We worked with Issy Crossman from the Flower Appreciation Society and Sacha Farley, a specialist Wellbeing Facilitator to design and deliver the programme based on the AQA's curriculum. 7 participants enrolled in the programme and 3 completed the qualification.

Each learner gained:

- AQA qualifications in 'Introduction to Floristry: Knowledge of Flowers and Foliage' and 'Work Experience: Flower Arranging
- Valuable learning and work experience in growing and flower arranging.
- Valuable time spent in nature
- Introduction to sustainable practices and signposting to green jobs and further training
- Time spent in a supportive all-female group.

In general, the participants reported a very positive experience of the programme and have all said they would like to continue to deepen their learning. There were attendance challenges throughout due to working with such a vulnerable group and during school hours. We have applied for funding to deliver a stage 2 of the programme, building on learnings from the pilot.

Canada Villa Community Centre

Over the Summer of 2023, we delivered a 10 week programme at Canada Villa Community Centre in Barnet. As part of the programme, we developed their outdoor site and garden alongside delivering two after school clubs; one for parents and children and one for older young people. This project was successful and we have been invited back to continue developing their site and deliver a 6 month after school programme from April to October. It is our aim this year to develop our model for working with other communities, ensuring that we are empowering communities to take ownership of the projects, and to support them to set up their own resilient food systems within their sites that link back to the GROW Farm and the additional opportunities we offer.

Student Board of Advisors

2023 saw the establishment of our GROW Student Board of Advisors. The GROW Student Board of Advisors are a passionate group of TTA students who support GROW events on the farm as well as sharing ideas about what GROW could be doing better. Members of the board regularly devise and record short videos that are used to promote events on GROW's social media, as well as creating and delivering assemblies for TTA students. At the end of 2023, the GROW Student Board of Advisors had 15 members, ranging from Year 7 to Year 11. In 2023, the GROW Student Board of Advisors helped at the GROW Open Day, two plant sales and the Pumpkin Time event.

Grow-Cook-Share

This year we delivered the second year of our family project, GROW-COOK-SHARE.

GROW COOK SHARE (GCS) started in 2022 and aims to:

- a) empower low-income families to make healthy and environmentally sustainable lifestyle choices.
- b) enhance community cohesion and a sense of belonging for families facing isolation.
- c) increase access to and enjoyment of local green spaces for families who face barriers to doing so.

GCS takes families on a shared journey of learning how to grow their own food. 10 local families who do not have a garden are allocated their own large raised bed on our farm for the growing season. Families will participate in up to 20 free weekend workshops from April - November. Expert guidance supports best practices in sustainable food growing; and additional workshops on 'affordable cooking at home' are delivered. All equipment and seeds are provided and families can visit their beds any day of the week using their GROW Farm membership cards. We will partner with the Barnet 0-19 Early Support Hubs (as in previous years) who will refer families.

Sessions cover: designing your beds, seed sowing, compost, pest management, chicken care, weeding, harvesting, growing at home, and more. Families are given a starter pack, hand-outs and how-to videos to support their learning.

Previous participants can continue as mentors for the following year's cohort. Last year we welcomed back 4 families; with one participant taking on a paid assistant role. 6 more families have requested to carry on next year as mentors and leaders.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

This year, the 4 families who carried on shared one bed so they could continue growing and harvesting. We are seeking funding that will enable us to build more beds to allow previous families to continue their journey with us.

This was a hugely successful project in terms of impact and one that we are very proud of:

- 100% of participants said their mental wellbeing had improved since starting the programme
- 62.5% of participants noticed an improvement in healthy cooking since starting the programme.
- 87.5% of participants said that they were eating more fresh fruit and vegetables as a family since joining the programme.
- 80% of families attended other events on the GROW farm including our Open Day and Pumpkin Time event, demonstrating engagement in the GROW community space outside of the programme. They attended as a group, demonstrating cohesion amongst participants.
- 87.5% of participants rated the quality of the GCS programme as a whole as 5/5
- 30% of families will be continuing with us again in 2024 as mentors for the new families, and volunteers for the programme.

“This has been a real life line for us, being able to access a safe space, where my son can just 'be' in the space and feel free and at peace in his body and mine - thank you!”

‘Thank you for providing a calm, safe, warm, friendly space where we can chat, learn, share tips, ideas, feelings about the process of being in the same space while growing crops.’

‘This project is greatly needed and I believe that many more families would benefit mentally/emotionally/physically by having the opportunity of growing their own vegetables/fruits/herbs. Thank you!’

The GROW Mushroom Academy

During the second half of 2023, we ran two AQA mushroom cultivation programmes, one for students within TTA, and one which was hosted by The Pavilion, a Pupil Referral Unit nearby in Barnet. In addition to this we ran multiple outreach activities, consisting of free and paid workshops. This included three free workshops for local youth groups across July and August, a free mushroom growing workshop for GROW's Grow Cook Share families, and a public facing paid workshop that sold out in October. Currently we are growing pink and King oyster mushrooms in the mushroom lab, and planning the next mushroom course which will run at TTA after February half term 2024.

Partnerships

This year saw the development and strengthening of new and current partnerships, enabling us to reach more worthy and marginalised groups and communities with our programmes, strengthen our services, and expand our reach.

The Totteridge Academy

We are into the fifth year of our partnership with The Totteridge Academy. Up until now, our relationship has been based on a good-will agreement whilst we establish the partnership model. A formal Service Level Agreement is now in place detailing the services we run at TTA, and the financial arrangement for these services. A formal agreement in relation to the use of the land is in the final stages between We are Grow and the Multi Academy Trust that owns the TTA site/land (United Learning). This will give WAG permission to lease the 6 acre TTA field to We Are Grow to be used as an Agroecological Farm and educational and training site for 10 years (until the contract is renewed). The TTA school kitchen continues to buy regular produce from us and looks to increase sales in 2024.

Live Unlimited

Live Unlimited provides support and opportunities to Barnet's Looked After Children and young care leavers. We have run their Saturday outdoors club for over two years, welcoming up to 20 looked after children and young people from the local area to our farm. Here, they learn about sustainable food growing, resilience, and forest school skills, whilst experiencing the benefits of spending time outdoors in a safe and nurturing environment. We run this club three times a year and look forward to continuing the partnership year on year.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

Testimonials

"GROW is a non judgmental, calm place, focused on nature, mindfulness and environmental cooperation. It can help you grow your 'sense of self' as well as actual plants for food."

GROW Student Advisor

"My experience with GROW has been amazing on the student board of advisors and I have had lots of great jobs on the farm."

'When it's been picked fresh you feel compelled to cook it, deal with it, eat it and and get the benefit of that freshness'

Ildiko, 2023 participant

'My son is a picky eater, the fact that he wants to try new things that we have grown has been so helpful.'

Zoe, participant of GROW-COOK SHARE

'I never dreamt I would be able to grow, pick and eat my own potatoes! It has opened up a whole new world for us. Thank you.'

Jo, participant of GROW-COOK-SHARE

'This has been a real life line for us, being able to access a safe space, where my son can just 'be' in the space and feel free and at peace in his body and mine - thank you!'

Nikki, participant of GROW-COOK-SHARE

"The most kind wonderful staff, both my boys love everyone at grow & have learnt life long skills. Both came home everyday full of joy and keen to talk about what they have learnt. Very good thing for the children to do!"

Parent of holiday club participant

"Always feel welcomed to the Summer Holiday Club and confident that Benji will have fun, learn new skills and benefit from spending time outside in the stunning setting of the Grow Club. All the staff are very supportive and enthusiastic about what they do. Feel very lucky to have the opportunity to be able to access this club."

Wendy, carer of participants

"What an Amazing concept, brilliant for the children and adults to have such a wonderful space. The well thought out activities, being able to care for the chickens, collecting, cooking and eating what is being grown on the farm benefits everybody holistically. The GROW team are so welcoming and caring, making for a super safe and inviting space for anybody who is lucky enough to be involved. Thank you"

Parent of holiday club participant

"I have found the course really really interesting, I've definitely discovered a new passion in growing."

Zak, participant of Mushroom Academy

Financial review

Our income for the period totalled £433,055 (2022: £388,640) against expenditure of £288,534 (2022: £312,281). This amounts to a net surplus of £145,521 (2022: £76,359).

2022/23 saw the further strengthening and diversifying of our income streams, with income from Educational Services increasing to £77,775 (2022: £48,591). Donated income does, however, continue to make up the majority of our income (77%) and we benefitted from the receipt of a number of new restricted and unrestricted grants in the year, including multi-year awards. We have also continued to secure additional income through our produce and flower sales and our box scheme.

We expect to see continued pressures from inflation and the ongoing cost of living crisis in 2024 but are confident that we will be able to continue our successful fundraising efforts to meet any additional costs arising.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

Reserves policy

As at 30 November 2023, total reserves were £305,159 (2022: £160,638). Of these, restricted funds were £63,500 (2022: £7,607) and unrestricted funds were £238,659 (2022: £153,031).

As with many other charities of our size and activities, we are largely reliant on grant funding in order to cover our operating costs. We consider that we undertake our activities to the standard expected by current funders and are also hopeful that we will continue to be able to secure new sources of funding.

However, we are also aware that we cannot rely on funding streams to be renewed indefinitely and that while we prioritise sustainable funding sources, such as multi-year grants and long-term corporate partnerships, not all our funders are able to offer repeat funding. We also remain a relatively new organisation and the ongoing development of our aims and activities will likely require us to increase our operating budget and so increase the need for us to secure new funding.

The Charity's current reserves policy is therefore to hold 6 months of expenditure as minimum reserves based on the Charity's yearly budget. This would ensure, in the event of a funding shortfall or unexpected expenditure, the continued activity of the charity. This policy will be reviewed annually by our Board of Trustees. Reserves would only be spent as Trustees see fit within We Are Grow's charitable objects.

Our free reserves (unrestricted funds less the value of fixed assets) at 1 December 2023 equated to £194,417. Given projected annual expenditure of £312,932 for the 2023/24 financial year this amounts to 6 months of unrestricted reserves. The Trustees are therefore satisfied that sufficient reserves are available for the stable continuance of our charitable activities.

Plans for future periods

Priorities for 2024

1. Increasing the financial resilience and efficiency of the farm through building our relationships with Dusty Knuckle and TTA and potentially other local schools, growing less diversity of crops but more efficiently, and improving the site's infrastructure.
2. Developing an agroecological model for working in other communities through our work with Saracens High School and Grahame Park, Edgware Primary School, and Canada Villa Community Centre.
3. Deepening our partnership with TTA through increasing visibility, formalising our curriculum offering, and working together on wider sustainability missions.
4. Developing the skills, knowledge and autonomy of our team through training in agroecology and the food system, supporting our volunteers to thrive and become leaders, and growing our facilitation team.

We are in the process of developing a 3-5 year strategy for GROW to outline our long-term fundraising and marketing strategy, programme and impact development, and steps towards becoming a financially resilient farm.

Structure, governance and management

The Charity is controlled by its governing document, the Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

On 8 April 2024, the Memorandum and Articles of Association were updated and approved by the Board.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

F Box	(Appointed 23 January 2023)
A Arias	(Appointed 23 January 2023)
A Bahia	(Appointed 23 January 2023)
T Blanc	(Appointed 23 January 2023)
C Delamain	(Appointed 23 January 2023)
S Jayasuriya	(Appointed 23 January 2023)
G Ferguson	(Resigned 23 January 2023)
J Leigh	(Resigned 23 January 2023)
R Scott-Lawson	(Resigned 23 January 2023)

Recruitment and appointment of trustees

We were excited to welcome our new Board of Trustees who joined us from January 2023. Their expertise spans education, volunteer, and community engagement, fundraising and charity accounting, strategy and PR, horticulture, GDPR, and HR.

When selecting trustees, We Are Grow aims to ensure there is a broad range of relevant skills. Trustees are appointed after interviews with existing trustees and formal induction to ensure that they understand our vision, mission, and values.

Trustees are subject to Disclosure and Barring Service checks where applicable.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Who We Are

Staff

We would like to thank our long-standing staff members: Lucy H, Lou, Chris, Marta, Lucy G, Sophie, Beth, Lotta, Laurel, and Marco who all joined between 2019 and 2022 and are integral members of the GROW family.

This year we welcomed a new freelancer, Charlene, to assist on our GROW-COOK-SHARE project.

In November 2023, our Co-Director, Sarah, decided it was time to move on from GROW for new ventures. Our Senior Grower, Chris, will be taking over as Farm Manager from February 2024.

Volunteers

We welcome between 10-15 volunteers each week, from Wednesday to Friday, with many more in the warmer months. We recorded 1562 hours of volunteering in 2022/23.

We are very grateful to our regular and committed volunteers Gill Jenkins, Adam Warner, Shigemi Standing, Paula Grainger, Alison Strode, Ginette Baker, Elisabeth Murray, Elspeth Chaplin, Lynn Cornelius, Dulcie Jocelyn, Elias Wirth, and Molly Kampmann.

Risk management

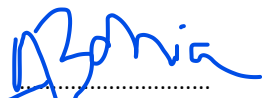
The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

The Trustees' report was approved by the Board of Trustees.



A Bahia

Trustee

Date: 10th April 2024

WE ARE GROW

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF WE ARE GROW

I report to the Trustees on my examination of the financial statements of We Are Grow (the Charity) for the year ended 30 November 2023.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the Charity 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 the Charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.

Emma Houghton
Sedulo London Limited
Office 605 Albert House
256 - 260 Old Street
London
EC1V 9DD
United Kingdom

Dated:

WE ARE GROW

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 NOVEMBER 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income from:							
Donations and legacies	2	195,096	137,696	332,792	219,818	98,856	318,674
Charitable activities	3	77,775	-	77,775	48,591	-	48,591
Other trading activities	4	19,488	-	19,488	21,375	-	21,375
Total income		<u>292,359</u>	<u>137,696</u>	<u>430,055</u>	<u>289,784</u>	<u>98,856</u>	<u>388,640</u>
Expenditure on:							
Raising funds	5	21,461	400	21,861	48,061	-	48,061
Charitable activities	6	192,119	74,554	266,673	149,470	114,750	264,220
Total expenditure		<u>213,580</u>	<u>74,954</u>	<u>288,534</u>	<u>197,531</u>	<u>114,750</u>	<u>312,281</u>
Net income		<u>78,779</u>	<u>62,742</u>	<u>141,521</u>	<u>92,253</u>	<u>(15,894)</u>	<u>76,359</u>
Transfers between funds		6,849	(6,849)	-	-	-	-
Net movement in funds		<u>85,628</u>	<u>55,893</u>	<u>141,521</u>	<u>92,253</u>	<u>(15,894)</u>	<u>76,359</u>
Reconciliation of funds:							
Fund balances at 1 December 2022		<u>153,031</u>	<u>7,607</u>	<u>160,638</u>	<u>60,778</u>	<u>23,501</u>	<u>84,279</u>
Fund balances at 30 November 2023		<u><u>238,659</u></u>	<u><u>63,500</u></u>	<u><u>302,159</u></u>	<u><u>153,031</u></u>	<u><u>7,607</u></u>	<u><u>160,638</u></u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WE ARE GROW

BALANCE SHEET

AS AT 30 NOVEMBER 2023

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Goodwill	11		25,000		35,000
Tangible assets	12		19,242		20,222
Current assets					
Stocks		1,017		-	
Debtors	13	9,188		4,411	
Cash at bank and in hand		294,238		182,299	
		<u>304,443</u>		<u>186,710</u>	
Creditors: amounts falling due within one year	14	<u>31,719</u>		<u>56,581</u>	
Net current assets			<u>272,724</u>		<u>130,129</u>
Total assets less current liabilities			<u>316,966</u>		<u>185,351</u>
Creditors: amounts falling due after more than one year	15		<u>(14,807)</u>		<u>(24,713)</u>
Net assets			<u><u>302,159</u></u>		<u><u>160,638</u></u>
The funds of the Charity					
Restricted funds	17		63,500		7,607
Unrestricted funds			<u>238,659</u>		<u>153,031</u>
			<u><u>302,159</u></u>		<u><u>160,638</u></u>

WE ARE GROW

BALANCE SHEET (CONTINUED)

AS AT 30 NOVEMBER 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 November 2023.

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 members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 8th April 2024



A Bahia

Trustee

Company registration number 12718450 (England and Wales)

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies

Charity information

We Are Grow is a private company limited by guarantee incorporated in England and Wales. The registered office is The Totteridge Academy, Barnet Lane, London, N20 8AZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies

(Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Intangible fixed assets - goodwill

Goodwill represents the excess of the cost of acquisition of unincorporated businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill shall be considered to have a finite useful life, and shall be amortised on a systematic basis over its life.

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

Goodwill	over 5 years
----------	--------------

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	20% reducing balance
Fixtures and fittings	20% reducing balance
Computers	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies

(Continued)

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Agricultural assets and inventory

Biological assets or agriculture produce are only recognised when the entity controls the asset as a result of past events, it is probable that future economic benefits will flow to the entity, and the net realisable value can be measured reliably.

Net realisable value is the estimated selling price for agricultural inventories less all estimated costs of completion and costs necessary to make the sale.

Gains or losses on initial recognition (e.g. as a result of harvesting) of agricultural produce at net realisable value are included in the statement of financial activities for the period in which it arises.

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies (Continued)

1.13 Retirement benefit schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

2 Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	56,006	-	56,006	145,459	1,085	146,544
Grants	129,090	137,696	266,786	64,359	97,771	162,130
Donated goods and services	10,000	-	10,000	10,000	-	10,000
	<u>195,096</u>	<u>137,696</u>	<u>332,792</u>	<u>219,818</u>	<u>98,856</u>	<u>318,674</u>

3 Income from charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Educational services	<u>77,775</u>	<u>48,591</u>

4 Income from other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Non-charitable trading activities	16,890	14,485
Fundraising events and other	<u>2,598</u>	<u>6,890</u>
Other trading activities	<u>19,488</u>	<u>21,375</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

5 Expenditure on raising funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fundraising and publicity						
Staging fundraising events	1,118	400	1,518	6,424	-	6,424
Other fundraising costs	350	-	350	1,127	-	1,127
Staff costs	19,993	-	19,993	40,510	-	40,510
	<u>21,461</u>	<u>400</u>	<u>21,861</u>	<u>48,061</u>	<u>-</u>	<u>48,061</u>

6 Expenditure on charitable activities

	Educational projects and farm 2023 £	Educational projects and farm 2022 £
Direct costs		
Staff costs	118,481	123,089
Educational projects and farm	55,800	62,624
	<u>174,281</u>	<u>185,713</u>
Share of support and governance costs (see note 7)		
Support	84,881	69,357
Governance	7,511	9,150
	<u>266,673</u>	<u>264,220</u>
Analysis by fund		
Unrestricted funds	192,119	149,470
Restricted funds	74,554	114,750
	<u>266,673</u>	<u>264,220</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

7 Support costs allocated to activities

	2023 £	2022 £
Staff costs	41,245	30,149
Depreciation	15,534	20,088
Marketing	175	1,052
Bank charges and interest	1,112	717
Consulting	2,096	490
Insurance	239	1,164
Other costs	1,728	2,128
HR, recruitment and training	646	1,394
Rent	10,000	10,000
Subscriptions	1,269	1,416
Telephone	786	759
Irrecoverable VAT	10,051	-
Governance costs	7,511	9,150
	<u>92,392</u>	<u>78,507</u>
Analysed between:		
Educational projects and farm	<u>92,392</u>	<u>78,507</u>

8 Trustees

Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 30 November 2023 nor for the year ended 30 November 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2023 nor for the year ended 30 November 2022.

9 Employees

The average monthly number of employees during the year was:

2023 Number	2022 Number
9	9
<u>9</u>	<u>9</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

9	Employees	(Continued)	
	Employment costs	2023 £	2022 £
	Wages and salaries	165,053	179,440
	Social security costs	7,863	10,538
	Pension costs	3,190	3,369
		<u>176,106</u>	<u>193,347</u>

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The key management personnel of the charity in the year ended 30 November 2023 was constituted by the Trustees, Managing Director and Farm Director. No remuneration was made to trustees in the year (2022: £nil). The total benefits paid to other key management personnel in the year was £66,722 (2022: £70,790).

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Intangible fixed assets

	Goodwill £
Cost	
At 1 December 2022 and 30 November 2023	<u>50,000</u>
Amortisation and impairment	
At 1 December 2022	15,000
Amortisation charged for the year	<u>10,000</u>
At 30 November 2023	<u>25,000</u>
Carrying amount	
At 30 November 2023	<u>25,000</u>
At 30 November 2022	<u>35,000</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

12 Tangible fixed assets

	Plant and equipment £	Fixtures and fittings £	Computers £	Total £
Cost				
At 1 December 2022	8,355	17,692	2,160	28,207
Additions	2,546	14,854	199	17,599
Disposals	(1,253)	(17,692)	(1,644)	(20,589)
	<u>9,648</u>	<u>14,854</u>	<u>715</u>	<u>25,217</u>
Depreciation and impairment				
At 1 December 2022	2,674	3,538	1,773	7,985
Depreciation charged in the year	1,409	5,732	115	7,256
Eliminated in respect of disposals	(1,253)	(6,369)	(1,644)	(9,266)
	<u>2,830</u>	<u>2,901</u>	<u>244</u>	<u>5,975</u>
Carrying amount				
At 30 November 2023	<u>6,818</u>	<u>11,953</u>	<u>471</u>	<u>19,242</u>
At 30 November 2022	<u>5,681</u>	<u>14,154</u>	<u>387</u>	<u>20,222</u>

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	284	842
Prepayments and accrued income	8,904	3,569
	<u>9,188</u>	<u>4,411</u>

14 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	16	10,140	10,000
Other taxation and social security		9,650	1,583
Trade creditors		2,360	2,947
Other creditors		1,950	39,502
Accruals and deferred income		7,619	2,549
		<u>31,719</u>	<u>56,581</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

15 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Bank loans	16	14,807	24,713
		<u> </u>	<u> </u>

16 Loans and overdrafts

	2023 £	2022 £
Bank loans	24,947	34,713
	<u> </u>	<u> </u>
Payable within one year	10,140	10,000
Payable after one year	14,807	24,713
	<u> </u>	<u> </u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 December 2022	Incoming resources	Resources expended	Transfers At 30 November 2023	
	£	£	£	£	£
Götz Bechtolsheimer	5,840	-	(5,840)	-	-
David Riddell Memorial CIO	1,767	-	(1,767)	-	-
Skipton Charitable Foundation	-	3,000	-	-	3,000
The Laing Family Trusts	-	2,000	(335)	-	1,665
Barnet Community Fund	-	9,866	(9,866)	-	-
Natoora Farm Fund	-	6,000	(6,000)	-	-
City Bridge Trust	-	10,000	(8,020)	-	1,980
Shaftesbury Young People Trust	-	9,570	(8,391)	-	1,179
The Finnis Scott Foundation	-	3,500	(1,224)	-	2,276
BBC Children In Need	-	15,000	(6,664)	-	8,336
The Shanly Foundation	-	3,000	(3,000)	-	-
Brian D Newman Foundation for the Environment	-	4,000	-	-	4,000
Lord Barnby's Foundation	-	2,000	-	-	2,000
Young Barnet Foundation	-	3,892	(3,780)	(112)	-
Space2Grow (YBF)	-	4,183	(3,044)	(1,139)	-
Ampney Brook Foundation	-	13,932	(4,208)	-	9,724
John Lyon's Charity	-	4,900	(4,900)	-	-
The Hadley Trust	-	29,663	(864)	-	28,799
Valentine Poole Charity	-	2,759	(2,759)	-	-
The London Marathon Foundation	-	10,431	(4,292)	(5,598)	541
	<u>7,607</u>	<u>137,696</u>	<u>(74,954)</u>	<u>(6,849)</u>	<u>63,500</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

17 Restricted funds

(Continued)

Previous year:	At 1 December 2021	Incoming resources	Resources expended	Transfers At 30 November 2022	
	£	£	£	£	£
The Isla Foundation	18,540	-	(18,540)	-	-
CLA Charitable Trust	4,961	-	(4,961)	-	-
Barnet Innovation Fund	-	36,504	(36,504)	-	-
Götz Bechtolsheimer	-	9,810	(3,970)	-	5,840
David Riddell Memorial CIO	-	4,189	(2,422)	-	1,767
D'oily Carte Charitable Trust	-	4,500	(4,500)	-	-
CIVA	-	3,100	(3,100)	-	-
The Aurora Trust	-	31,519	(31,519)	-	-
VKL	-	1,085	(1,085)	-	-
Young Barnet Foundation	-	8,149	(8,149)	-	-
	<u>23,501</u>	<u>98,856</u>	<u>(114,750)</u>	<u>-</u>	<u>7,607</u>

Transfers between funds represent the value of tangible fixed assets moved from restricted to unrestricted funds when assets have been purchased from a restricted fund grant but are held for a general and not a restricted purpose.

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 December 2022	Incoming resources	Resources expended	Transfers At 30 November 2023	
	£	£	£	£	£
General funds	<u>153,031</u>	<u>292,359</u>	<u>(213,580)</u>	<u>6,849</u>	<u>238,659</u>
Previous year:	At 1 December 2021	Incoming resources	Resources expended	Transfers At 30 November 2022	
	£	£	£	£	£
General funds	<u>60,778</u>	<u>289,784</u>	<u>(197,531)</u>	<u>-</u>	<u>153,031</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 30 November 2023 are represented by:			
Intangible fixed assets	25,000	-	25,000
Tangible assets	19,242	-	19,242
Current assets/(liabilities)	209,224	63,500	272,724
Long term liabilities	(14,807)	-	(14,807)
	<u>238,659</u>	<u>63,500</u>	<u>302,159</u>
	<u><u>238,659</u></u>	<u><u>63,500</u></u>	<u><u>302,159</u></u>
	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 30 November 2022 are represented by:			
Intangible fixed assets	35,000	-	35,000
Tangible assets	20,222	-	20,222
Current assets/(liabilities)	122,522	7,607	130,129
Long term liabilities	(24,713)	-	(24,713)
	<u>153,031</u>	<u>7,607</u>	<u>160,638</u>
	<u><u>153,031</u></u>	<u><u>7,607</u></u>	<u><u>160,638</u></u>

20 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

WE ARE GROW

England & Wales - Charity number 1194732

Accounts

REGISTERED COMPANY NUMBER: 12718450 (England and Wales)
REGISTERED CHARITY NUMBER: 1194732

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 NOVEMBER 2022
FOR
WE ARE GROW



WE ARE GROW

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FOR THE YEAR ENDED 30 NOVEMBER 2022**

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WE ARE GROW

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 November 2022. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

- (1) To advance in life and help young people by providing, or assisting in the provision of, physical, educational and other activities as a means of: -
- (a) developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals.
 - (b) advancing education.
 - (c) relieving unemployment in such ways as may be thought fit, including assistance to find employment; and
 - (d) providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their youth, disability, poverty or social and economic circumstances with the object of improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, by working with schools, other educational institutions, youth clubs and other youth organisations in Great Britain and Northern Ireland to supplement their respective curricula or activities by providing, or assisting in the provision of, life skills programmes that, amongst other things, encourage mental and physical wellbeing; engage young people with nature; and teach them about food production and nutrition.
- (2) to advance education and provide facilities for recreation and other leisure time occupation for the public at large in the interests of social welfare with the object of improving their conditions of life and in particular, but without prejudice to the generality of the foregoing, by: -
- (a) the provision of, or assisting in the provision of, the means by which the public are able to participate in community farming and gardening.
 - (b) educating the public in horticulture; agriculture; and animal
 - (c) welfare and husbandry; and the provision and maintenance, or assisting in the provision and maintenance, of community centres or similar facilities for the benefit of:
 - i. young people attending schools, other educational institutions, youth clubs or other youth organisations situate in, and
 - ii. residents of the respective areas in which any such centres are situate and the respective surrounding areas without distinction of sex, sexual orientation, race or of political, religious or other opinions, for use for meetings, lectures and classes and for other forms of recreation and leisure time occupation.
- (3) to promote for the benefit of the public the conservation, protection and improvement of the physical and natural environment and to advance the education of the public in the conservation, protection and improvement of the physical and natural environment in such ways as the Trustees consider appropriate and in particular, but without prejudice to the generality of the foregoing, by:-
- (a) the promotion of sustainability, regenerative agriculture and land stewardship; and
 - (b) advancing the education of the public about sustainability, regenerative agriculture and land stewardship.

WE ARE GROW

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

In this Article 1.1(3) "sustainability" includes, but is not limited to, waste generation, waste management, waste recycling and the use of surplus; "regenerative agriculture" means farming principles and practices that seek to enhance the ecosystem through, amongst other things, increasing biodiversity, improving soil health and water management; and "land stewardship" means the conservation of natural resources (air, land, water biodiversity).

(4) to relieve those in need by reason of youth, age, ill-health, disability, financial hardship and such other social or economic disadvantages and, but not limited to, by the provision and distribution of fresh produce.

In this Article 1.1 "young people" means children and young person's up to the age of 25 years.

Significant activities

We work with schools and communities delivering outdoor learning and sustainable food growing programmes. We work predominantly with children, young people and families who face barriers to learning, healthy living, and employment.

Our 6-acre agroecological farm and outdoor learning hub at The Totteridge Academy in Barnet provides a practical and inspiring resource for all who visit.

Our main activities at GROW include:

- Vegetable, fruit and flower growing on our 6-acre farm
- Early support programmes
- After-school, weekend and holiday clubs
- Traineeships
- AQA courses
- Community volunteering
- Teacher training and consultancy
- Community events
- Curriculum projects
- Subsidised veg box scheme and produce selling
- School trips

Through our partnership with The Totteridge Academy, we are creating a model for how schools and farms can work together to enhance learning and well-being, reach sustainability goals, and strengthen community.

We are currently farming on around 3 acres of our site. This includes a market garden, field beds, raised beds for growing and educational projects, polytunnels and caterpillar tunnels for protected growing, an apiary, a compost toilet and an army tent for volunteers.

The ethos of the farm is grounded in Agroecology which, put simply, means the practice by which farming can impact the world around us. At GROW, we believe that people can change the world through even the smallest of actions, and we believe in the power of education and community to do that.

Cohorts are referred to us via local youth and council services who we work very closely with from the start of a project to the end when we share outcomes and data. We work regularly with Barnet Council organisations including Live Unlimited (supporting Looked After Children), 0-19 Early Support Hub, local youth centres (eg: The Rainbow Centre and F.U.S.E), and Young Barnet Foundation to ensure we are collaborating, not duplicating, and offering something unique to their service users.

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The wider context

The world is at a tipping point. We are facing a worldwide ecological crisis with mass extinctions of plants, animals and insects, extreme temperatures and weather events and rising sea levels.

It can all feel overwhelming, especially to children and young people in an urban setting.

At GROW, we believe that the heart of this problem is a lack of connection. As a society, we no longer feel that we are a part of our ecosystem, and we have been told that we are separate from it, making us feel powerless to stop these disasters.

Our mission is to reconnect our children, young people and participants with the world around them, the life cycles of the farm and the seasons. WE believe that when a person can do that, they can begin to feel connected, purposeful and powerful and can go on to make informed decisions about their own lives. As agroecological farmers, we see our role as translators of the natural world, introducing our participants to it and helping them to feel the awe and respect that it commands.

We also want to inform our participants about the food system, something that most people are completely unaware of.

Dangerous industrial farming practices are dominant and are destroying soil health worldwide, exploiting workers, clocking up food miles, decimating biodiversity and perpetuating monocultures of produce that cannot withstand the challenges of climate change.

At GROW, we are educating people in the best practices of nature friendly, community farming, creating local resilient food systems and improving soil health and biodiversity in the process. Our model is one that works and does good for people and the planet, and this is at the core of everything we do.

Health & Well-being

Fields in Trust has shown that frequent personal use of green spaces is worth over £30 billion a year to the UK population. That value translates into estimated savings for the NHS of at least £100 million a year from fewer GP visits.

The multiple benefits of local green space and routine contact with nature include:

- Improved public health, both physical and mental.
- Reduced stress and improved wellbeing.
- Healthier early years' and childhood development.
- Opportunities for informal and formal learning and improved educational attainment.
- Reduced health-related costs to society.
- Increased social cohesion within and between neighbourhoods and communities.
- Access to green spaces for health is recognised and reflected in social prescribing by the NHS and the National Academy for Social Prescribing.

Decades of research have shown that spending time in green space is good for our physical and mental health – including boosting our emotional states and attention spans and improving our longevity.

People who have greater exposure to green space have a range of more favourable physiological outcomes. Greener environments are also associated with better mental health and wellbeing outcomes including reduced levels of depression, anxiety, and fatigue, and enhanced quality of life for both children and adults. Green space can help to bind communities together, reduce loneliness, and mitigate the negative effects of air pollution, excessive noise, heat and flooding.

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Fewer than half of those with a household income of less than £15,000 lived close to green space but 63% of those with a household income of more than £35,000 could find green space within five minutes' walk of their home. Disadvantaged groups appear to gain a larger health benefit and have reduced socioeconomic-related inequalities in health when living in greener communities, so green space and a greener urban environment can also be used as an important tool in the drive to build a fairer society.

Environmental pressures and building resilience

The role and value of well-maintained soil and farmlands in contributing to positive environmental outcomes are also being increasingly understood. Choosing regenerative farming models, where we protect the soil, do not use artificial chemicals and fertilisers, leave space for nature, and promote diversity in seeds and plants have untold benefits. Some include:

- Healthy soil can sequester carbon much more successfully than industrially farmed soils, which are often heavily tilled and compacted and devoid of life. Properly managed soils help to combat climate change, flooding, and support the production of nutrient dense foods, improving biodiversity. Leaving space for ponds, wildflower strips, and other animal and insect populations creates healthy ecosystems, helps to conserve endangered species and sequesters carbon.
- Producing local nature friendly foods reduces the need for imported crops and reduces carbon emissions and food miles.
- Good food also creates good jobs for the local community.

Since the Covid-19 pandemic and the rising cost of living, the need for our services has greatly increased:

Inequity in Access to Nature

Studies have long shown that access to green or open space is often linked to income, particularly in cities. Disadvantaged groups, when living in greener communities, appear to gain a greater health benefit and have reduced socioeconomic-related inequalities in health. Therefore, green space and a greener urban environment can be used as an important tool in the drive to build a fairer society.

Covid-19 has placed this issue front and centre: those with access to balconies, gardens, allotments, or good, close neighbourhood parks have benefitted from them during lockdown. Others were trapped inside, and the effects of this isolation are still being felt.

Barnet community

Within Barnet specifically, there are pockets of high deprivation, including the Underhill Ward, where the majority of our cohorts reside. Underhill has the highest proportion of Job Seekers Allowance, child obesity and smokers, and the lowest levels of park use in Barnet (Barnet Council/NHS Report 2020).

Furthermore, in the Young Barnet Foundation's Youth Voice Survey 2020, coping with stress and making healthier life choices were in the top 3 identified areas of need that Young People stated that they want more help and support to overcome.

Barnet's 0-19 Early Support Hub stated: *"We have had a real spike in referrals since August (2022) regarding children spending a lot of time in their bedrooms, on electronic devices, facing social anxiety. The cost of living/financial struggles is also often mentioned in many of our referrals via the MASH and via our Univ Plus route. We aim to signpost families to activities within their own community to support them. The GROW programme is a great example of this."*

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Cost of Living

The UK is now facing the cost-of-living crisis. Food costs rose by 13% in August 2022. By June 2022, 1 in 6 households were already in serious financial difficulty with consequences for their health. The poorest fifth of UK households would need to spend 47% of their disposable income on food to meet the cost of the Government-recommended healthy diet. This compares to just 11% for the richest fifth. As a direct result of the cost-of-living crisis, the organic sector has shrunk and box scheme customer numbers are down by an average of 20% nationwide, as good food is still considered a 'luxury product' instead of a human right.

This will continue to have an adverse impact on families who are already receiving income support and are subsequently recipients of free school meals.

How we are addressing this

All of our programmes are designed to support a) mental & physical well-being b) access and connection to nature and healthy food c) the development of future-facing skills & knowledge.

We work with schools, local councils, and youth services & organisations who refer participants for programmes based on need e.g.: mental health, financial, social or racial barriers to healthy living and future employment.

By sowing seeds and taking part in the daily jobs needed on the farm, participants enjoy the health and mental well-being benefits of the physical activity in all elements of growing and harvesting produce. We also teach mindful breathing exercises in all of our programmes, supporting participants to build resilience to support their well-being. According to <https://disability-equality.org.uk/gardening-and-wellbeing/> it also helps those with physical disabilities because "Gardening improves physical health through exercise and can aid people with reduced mobility to learn how to use or strengthen their muscles."

We are empowering young people with accessible resources to help them address climate change and their own health through their everyday life choices such as how they source their food, what they choose to eat, and how they treat their environment.

The GROW Farm is the location for all activities within our organisation and has become an important community hub in the Barnet area through our events, programmes and volunteering opportunities, welcoming over 500 members of the local community every year, motivating many people to be active and out in nature. We often hear anecdotally how important the farm is for our regulars, from volunteers who struggled with not coming to the farm over Christmas to trainees and visitors who tell us they feel a sense of calm that they don't get elsewhere when on the farm.

By visiting GROW and engaging with our free programmes or family events, people of all ages from a broad ranging demographic have the opportunity to access green space and participate in physical activity, both of which are vital for their overall mental health and well-being.

All volunteers (who may be retired members of the community, those out of work, or adults with learning difficulties referred to GROW via Mencap) are also given a hot healthy meal which, for many participating in this way, is a vital and welcome source of nutrition.

Our subsidised box scheme allows those from lower income households to access our fresh produce for supermarket prices by operating a sliding scale payment system. Those on higher income can choose to pay 20% more to enable those on lower income to pay 20% less.

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Any uncollected boxes from our box scheme are either turned into pickles and preserves or are sent to local food banks and food sharing projects, such as Onestonegrove. Box scheme customers who are away for a week can also choose to donate their box. These will either go to a family in need on one of our programmes or to a food sharing project.

This year was the fourth year of our traineeship, as it is going from strength to strength. Our traineeship aims to address some of the big challenges faced by the food and farming sector as well as to strengthen GROW's position in the community:

- Increasing the representation of underrepresented groups in the food and farming sector, which is one of the least diverse sectors in the UK. To access the traineeship, young people must be able to demonstrate markers of disadvantage as well as a desire to work in the sustainable food sector and/or make change in their community.
- Helping young people from urban backgrounds access valuable work experience in the sustainable food world, introducing them to green jobs and fair working practices.
- Creating a pathway into work for GROW learners.

We have been running our annual traineeship for four years and are looking forward to recruiting for the fifth season. The aim of the traineeship is to address some of the big challenges faced by the food and farming sector and the environmental movement as a whole. These include:

- Increasing representation in food and farming. Food and farming is one of the least diverse sectors in the UK. Over 97% of farmers in the UK are white, which means that minority voices and cultures are often not heard or represented. To qualify for our traineeship, young people have to demonstrate markers of disadvantage as well as a strong desire to learn about agriculture and to change their communities.
- Create good green jobs for young people in the local area, particularly for young people from urban contexts.
- Create an employment pathway for children and young people coming through the GROW programmes.

Community volunteering

Providing valuable work experience for local residents who are out of work, providing references and signposting towards relevant jobs. We have a track record of both providing positive references and employing people who start with us as volunteers.

Creating a welcoming and calming environment for local people, many of whom may be elderly, socially isolated, SEND, NEET or experiencing mental health problems. Our farm gives them a purpose and social connections that they are often missing, as well as educating them about sustainability and conservation.

Sharing and spreading knowledge of sustainable farming practices to people in the local area. Volunteers learn through doing on the farm and leave with valuable practical skills and knowledge of horticulture, farming, and gardening.

We believe in the right to food justice and a sustainable way of life for all.

Public benefit

We have referred to the Charity Commission's guidance on public benefit - including 'Public benefit: the public benefit requirement (PB1)' and 'Public benefit: running a charity (PB2)' - when reviewing our aims and objectives and in planning our current and future activities. The achievements and activities outlined in this report demonstrate the public benefit arising from the charity's activities.

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ACHIEVEMENT AND PERFORMANCE

The numbers in 2021/22:

- 60 disadvantaged local children who are receiving free school meals have participated in at least one of our GROW Holiday Clubs, giving them access to hot healthy meals and enriching outdoor learning activities on our farm during the holidays.
- 150 vulnerable children participated in our primary school outreach programme, Learning from the Land, giving them 10 weeks of outdoor learning and a food growing education programme to support well-being, confidence, and transition from primary to secondary school.
- 30 food growing beds set up across 5 primary schools in Barnet; supporting schools to bring food growing into the heart of their curriculum.
- 115 vulnerable young people who have been identified as facing barriers to learning and healthy living have taken part in a GROW Outdoors early support programme, giving them up to 12 weeks of outdoor learning and food growing education to support their wellbeing, confidence, and health.
- 500+ children from local schools and youth groups have participated in a Nature Discovery Day on our farm, spending the day immersed in nature, learning about sustainable food growing.
- 50 local children and young people who are recipients of Free School Meals have enrolled in our weekly after school club, Let's Get Growing, giving them a free, healthy and enriching space to flourish after school.
- 15 Looked After Children in the Borough of Barnet regularly participated in our weekly Saturday Outdoors Club in partnership with Live Unlimited, supporting children in the care system to build positive relationships, take healthy risks, develop teamwork, and build resilience.
- 10 local teenagers at risk of NEET have participated in our AQA Mushroom Cultivation Course, achieving an Entry Level or Level 1 qualification.
- 2 young people, 18-25, facing barriers to employment have been employed for a 6 month 'Food Grower' paid traineeship on our farm, giving them future-facing green skills, access to work in the environmental sector, training, and CV and job application support.
- 500+ local community members have visited our farm through community events.
- 100 adults (16+) volunteered on our farm to learn sustainable food growing skills and knowledge, spend time outdoors, keep fit and meet new people.
- 24 teachers and facilitators from schools and educational settings across London completed our free 4-day GROW teacher training programme.
- 10 local families without access to a garden have participated in our growing, cooking and nutrition project; each family was given their own raised bed to look after and grow veg on for 6 months alongside 20 free educational sessions.
- 40 local families signed up to our subsidised veg box scheme.

Grow-Cook-Share

This year we launched our first families project on the GROW Farm with support from the Barnet Innovation Fund.

GROW-COOK-SHARE was a 6-month project working with 10 local families who do not have access to a garden or who are facing financial or social barriers to healthy living. Each family was given their own raised bed on the GROW Farm to look after and grow food in for the duration of the project. They also received 15 food growing, nutrition, and cooking sessions delivered by the GROW team and local partners and were given full access to the farm every day.

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In total, 32 individuals across the 10 families participated in the programme. We worked in partnership with 0-19 Early Support Hub who referred 8 of the 10 families. Families were referred based on two areas of need: a) not having access to a garden and b) facing financial barriers to healthy living that have worsened or will worsen due to the cost-of-living crisis. We built 10 raised beds, a pergola, and 2 picnic benches as part of the project.

This was a hugely successful project in terms of impact and one that we are very proud of. We have received funding to run it again in 2023.

- 100% of participants rated their experience of the programme as a whole as 5 out of 5.
- 90% stated that their mental well-being had improved since joining the programme.
- 90% of participants stated that the programme increased their use of green space.
- 80% of participants stated that they are cooking using fresh fruit or vegetables 20%-80% more than they used to.
- 30% of families will be continuing with us this year as mentors for the new families, and volunteers for the programme.

“This is the most at ease I’ve felt since I moved to this area. It feels like home.” Fay

“I never dreamt I would be able to grow, pick and eat my own potatoes! It has opened up a whole new world for us. Thank you.” Jo

“So grateful to have this programme. It is amazing to be growing our own food which we couldn't have done as we don't have a garden.” Nikki

The GROW Mushroom Academy

This year we officially launched GROW's Mushroom Academy after the success of our pilot in early 2021. This programme is aimed at young people (14-18) at risk of NEET (not continuing in education, employment, or training). This year, 10 young people participated in GROW's AQA Mushroom Cultivation course, receiving an Entry Level qualification in an Introduction to Mushroom Cultivation.

We have just launched an after-school Mushroom club welcoming 20 new young people who are hoping to gain an Entry Level and Level 1 qualification.

GROW Futures

GROW Futures ran in February and October 2022. GROW Futures is a free 4-day training programme at the GROW Farm for teachers and individuals aiming to set up a food growing project in their school or educational setting. This year, we welcomed 20 individuals and teachers to the GROW Futures Training programme.

The aim of the GROW Futures training is to:

SHARE our learnings, knowledge, mistakes, and resources with other practitioners.

EMPOWER others to set up relevant spaces and projects that work with and for their own communities rather than just replicating ours.

CREATE a network of like-minded individuals who can support each other in their journeys and be part of the GROW network.

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Traineeship

We aim to recruit 2 trainees each year who are between 18-25 and from underrepresented backgrounds. This could include young people from BAME backgrounds, neurodiverse young people and those who are NEET (not in employment, education or training). The trainees work closely with the farm team and the wider GROW team to learn the basics of agroecological food production as well as being introduced to a healthy working culture and its expectations. This year, our traineeship ran from May to October, covering the UK's main growing season.

The key aims of the traineeship are:

- A broad knowledge of agroecological food production. Participants see the farm from Spring through to Autumn and learn to raise crops from seed. They see the whole process from seeding, through planting, harvesting and composting.
- Time management and responsibility. Trainees are given real responsibilities on the farm including running the GROW produce stall, handling money, leading volunteer sessions, and harvesting and packing produce.
- They are introduced to Working in a team. Trainees take part in our weekly all staff meetings and are expected to contribute, giving them confidence in the world of work.
- Resilience. Working on the farm isn't always easy and trainees are expected to work in all weathers. With our training and support, trainees can build their resilience and achieve things they did not think were possible.
- Improved confidence and mental health. Our participants often report that they feel calmer and more connected to the world after a few months on the farm. We aim to introduce our participants to the link between the outdoors and improved mental health, something many of our participants are not familiar with.

"I was kind of aware of the outdoors before, but GROW has given me a more in-depth overview of how to grow food. Ever since coming outside, I feel freer." Zak

"I never knew that a job like this existed before. Since working at GROW, I feel so much calmer and more grounded and I know that I want to continue doing this as a career." Lotta

Partnerships

This year saw the development and strengthening of new and current partnerships, enabling us to reach more vulnerable and disadvantaged communities with our programmes, strengthen our services, and expand our reach.

The Totteridge Academy

We are into the fourth year of our partnership with The Totteridge Academy. Up until now, our relationship has been based on a good-will agreement whilst we establish the partnership model. A formal agreement in relation to the use of the land is currently being prepared by our respective management and legal teams. I.e., Between We are Grow and the Multi Academy Trust that owns the TTA site/land (United Learning). We expect this to be signed off by April 2023. This will give WAG permission to lease the 6-acre TTA field to We Are Grow to be used as an Agroecological Farm and educational and training site at no cost for 10 years (until the contract is renewed).

Live Unlimited

Live Unlimited provides support and opportunities to Barnet's Looked After Children and young care leavers. We have run their Saturday outdoors club for the past year and a half, welcoming up to 20 looked after children and young care leavers from the local area to our farm. Here, they learn about sustainable food growing, resilience, and forest school skills, whilst experiencing the benefits of spending time outdoors in a safe and nurturing environment. We run this club three times a year and look forward to continuing the partnership year on year.

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Underhill Children's Centre

This year we worked in partnership with Underhill Children's Centre to deliver a free summer programme for parents and under 5s from their centre. This programme focussed on supporting family bonding, well-being, and nutrition. We ran this for 7 weeks welcoming 10 families to the project. We aim to run this again in the Summer of 2023. This project also allowed us to continue maintaining the raised beds we built as part of a project with Underhill Primary School.

MENCAP

We are now established as a formal work experience site for learners from Mencap, welcoming 2 learners a week to our adult farm volunteering days. Learners are supported by a mentor from MENCAP and GROW provide monthly feedback on their progress. One participant has completed the Mencap supported section of the programme and is now a regular community volunteer. All learners are signposted to our paid traineeship scheme, if applicable.

Testimonials & Case Studies from our programmes

"GROW outdoors is a fantastic opportunity for students. It has a transformative impact on their overall demeanour, they are much more grounded and something they genuinely love to look forward to. One student has relished the opportunity and has highlighted GROW outdoors to making her feel happier at school, and more able to deal with every-day challenges more effectively". Head of Year 9 at TTA.

"I loved GROW, I love being outside. I have learnt how to de-root and repot plants. A chicken escaped twice and I caught it both times. I learnt how to light a fire with flint and steel. I found a rock with baby slugs and spider eggs on it. We harvested some crops and went minibeast hunting." Summer Holiday Club participant.

"GROW has made me think differently about life and our environment because we were learning how to treat soil and how to treat the environment well." Year 7 GROW programme participant

Ruby, a 15-year-old participant of one of our early support programmes, GROW Outdoors, had been struggling a lot with her mental health. This was having a negative effect on her behaviour at school, and she was receiving regular consequences. She was referred to a GROW programme via her school and spent 10 weeks with us, 2 hours a week. After 4 weeks of working with us, the daily consequences she was receiving went from 3 a day to zero. She reported feeling calmer and happier at school, and it was noted by her Head of Year that her general demeanour had greatly improved. Ruby is now helping at one of our primary after school clubs.

"GROW helps me with my mental health a lot. It helps you stay focussed. When you start with a bad day and the first thing you do is GROW it changes your negative mindset into a positive mindset. When I come to GROW, I can be more calm, more relaxed, and I can just be myself." Ruby.

2021 GROW participant, Nyah, asked for a compost bin for her birthday after joining our holiday and after school club. Her family, who are recipients of free school meals, agreed and now she insists on using a food waste bin at home. The family previously had no knowledge about why that was important until Nyah told them.

"I'm impressed by GROW. I like that it shows a different part of life to children, things that you usually take for granted like getting food shopping from the supermarket each week and not thinking about where it comes from. GROW challenges that." - Nyah's Dad.

"I've been coming every Wednesday to the GROW farm since 2020. I don't have a job so volunteering gets me out of the house and gives me something to look forward to every week. It has helped me to gain skills and ideas. I enjoy strimming and mowing and have even designed and made hand painted signs for the farm. Everyone here is very welcoming." Adam, farm volunteer.

"The GROW farm is a really nice place. I have learnt a lot from Sarah and Chris. I have learnt how to sow, harvest and take care of plants. The volunteers here are very nice as well. The GROW farm is good for the community. I am glad that I could have a chance to volunteer here. Thank you so much!" Wai Lan, farm Volunteer.

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The Farm

This year, we set up 1300m² of new growing beds, including new field beds and accessible raised beds for herbs and flowers.

We designed and planted a pollinator garden in front of our apiary (bee area); a semi cultivated garden space with perennials to support pollinators, to be used as another educational space as well as for production.

We successfully fundraised for and erected a new 12m caterpillar tunnel, allowing us to crop more tender summer crops like tomatoes and cucumbers and extending our season to allow us to pick for the school canteen all year round.

We instated Thursday and Friday regular volunteering to support the core farm team.

We built a pergola in the education area and 15 new raised beds as part of our GROW-COOK-SHARE project.

We ran 6 successful Pick Your Own Flower days, 3 plant sales and 2 farm open days.

Farm Produce & Box Scheme

This year was the second year of our GROW Veg Box Scheme. 40 local community members signed up this year. We run a sliding scale payment structure meaning those on higher income can pay 20% more to enable those on lower income to receive a 20% discount. Customers can buy a small or a large box filled with produce picked fresh from the farm that day. This allows our produce to be accessible for all. We have capacity to reach 50 customers in 2023 and aim for 20% of our customers to be from lower income backgrounds.

We employ a circular economy with our scheme; connecting consumers directly to the people who grow the veg, creating local economic solutions.

This year we have also strengthened relationships with restaurants and florists, sending weekly deliveries across North London for April - November. Edie Rose florists and Missy were key partners. Missy even hosted a supper club using 100% GROW farm produce. Next year, we hope to increase our wholesale sales to include more cafes, restaurants and florists and increase bagged salad and bunched flower sales by 20%.

Other Notable Achievements

Co-director Sarah spoke about GROW on panels at national conferences including Groundswell, The Oxford Real Farming Conference and Capital Growth.

This year we featured in a variety of films and campaigns with production companies including Nike and Water Bear, showcasing our innovative work. You can also find us on BBC Gardeners' World in 2021, Episode 28.

In 2022, GROW and TTA were shortlisted to the final 10 of The World's Best School under the category of Health and Well-being.

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Volunteers

We now have a fantastic regular core of volunteers, usually welcoming between 8-10 regular volunteers each week, with many more in the warmer months. We recorded 1670 hours of volunteering in 2021, with 70 volunteers.

Alison is a horse lover and retired osteopath who began volunteering with us this Spring. She is now our most regular volunteer, coming 3 days a week. She has now completed a Level 1 in horticulture at Organic lea and even came to the Oxford Real Farming Conference with the farm team. Alison's favourite jobs are anything to do with the chickens.

Adam is a keen artist and loves royal history, flags, and children's tv programmes. He has been out of work for a number of years and comes to the farm every Wednesday without fail, referring to it as his job. We estimate that Adam has transported at least 20,000 barrows of woodchip in his time with us. Adam likes all things tools and machinery.

Suresh is a local accountant. His daughter did a corporate volunteering day with us in 2020 and recommended us to her dad, who was recently widowed. Suresh now comes regularly on a Wednesday before working in the afternoon and enjoys a hot meal and some company with us. Suresh likes big team tasks best of all and is happy to get involved in anything.

FINANCIAL REVIEW

Financial position

Our income for the period totalled £388,639 against expenditure of £312,281. This amounts to a net surplus of £76,357.

This period saw continued efforts to develop WAG as a sustainable organisation and to secure the future of our charitable activities. We have been grateful for the ongoing support of the charitable trusts and corporate partners who have continued to fund us alongside those new funders who made grants in 2022.

2021/22 saw the strengthening and diversifying of our income streams. Although trusts and foundations make up 42% of our income, we have built up other reliable income streams via our produce and flower sales, box scheme, educational services, and loyal corporate partners, most of whom have committed to support us for at least another 12 months. In the forthcoming year we anticipate grants to remain our largest source of funding and are pleased to note that we secured 3 multi-year grants in 2022.

Nonetheless, the uncertainties we face in 2023 include how the volatile economic climate and the ongoing cost of living crisis will affect both the need for our services and our access to funding. We will continue to carefully evaluate our budget and funding targets throughout the year and seek to establish sustainability for the charity through securing new multi-year grants.

Reserves policy

As at 30 November 2022, total reserves were £160,636 (2021: £84,279). Of these, restricted funds were £7,606 (2021: £23,501) and general funds were £153,030 (2021: £60,778).

As with many other charities of our size and activities, we are largely reliant on grant funding (42%) in order to cover our operating costs. We consider that we undertake our activities to the standard expected by current funders and are also hopeful that we will continue to be able to secure new sources of funding.

However, we are also aware that we cannot rely on funding streams to be renewed indefinitely and that while we prioritise sustainable funding sources, such as multi-year grants and long-term corporate partnerships, not all our funders are able to offer repeat funding. We also remain a relatively new organisation and the ongoing development of our aims and activities will likely require us to increase our operating budget and so increase the need for us to secure new funding.

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The Charity's current reserves policy is therefore to hold 6 months of expenditure as minimum reserves based on the Charity's yearly budget. This would ensure, in the event of a funding shortfall or unexpected expenditure, the continued activity of the charity. This policy will be reviewed annually by our Board of Trustees. Reserves would only be spent as Trustees see fit within We Are Grow's charitable objects.

Our free reserves at 1st December 2022 equated to £153,030. Given projected annual expenditure of £271,138 for the 2022/23 financial year this amounts to at least 6 months of unrestricted reserves. The Trustees are therefore satisfied that sufficient reserves are available for the stable continuance of our charitable activities.

FUTURE PLANS

In 2023, we aim to run the same programmes as 2022, increasing participant and volunteer numbers by 15-20%.

We are also aiming to introduce a new AQA Floristry programme called BUNCH, aimed at girls and women aged 14-18 years at risk of NEET. We want to offer this programme specifically to girls and young women as we have found that young female learners at risk of NEET tend to struggle with confidence and engagement in our mixed programmes, and when we have had sessions for girls only they have really shone.

On the farm this year, we are raising funds to build a packing shed and hard standing and install a cold-store. A packing shed would mean we can a) expand our production of regeneratively grown fruit, vegetables, herbs and flowers to local people and b) conserve more of the produce we grow, to get it into the hands of those that need it. Building the new area will also allow our children, young people, volunteers, and trainees to have a more hands-on relationship with the food they are helping to grow and enable them to learn more about each step in the food production journey.

The packing shed will also finally house hot water and electricity, making volunteer tea and lunches much simpler. It will also allow us to cook on the farm and to do farm admin on site, saving the farm team much time and energy.

We are also a quarter of the way to funding a disabled access toilet. This will enable young people with disabilities and the elderly to access our farm, outdoor educational programmes and events positively and safely.

In 2023 the aims for the farm are to streamline our processes, producing more veg in the same space. We will be adding a new field bed to double our pumpkin and squash production so we can store more veg and expand our box scheme season by 4-6 weeks.

In the next 3-5 years, we hope to build a farm building which will help us to expand our educational programmes and expand into workshops and training. We would like to continue to work with Turner prize winning architects Assemble, with whom we have a close relationship, to design a building that truly reflects the farm and local environment, perhaps using clay from the field as a building material.

In the long term, we would like to develop the bottom end of the field to include native sheep and goats, who would be grazed on species rich pastures which we would develop over the coming years.

We would also like to begin to offer more qualifications in horticulture and sustainable skills for children, young people and adults.

We have a commitment to the participants that we support, and to TTA, that we are a sustainable organisation and community resource. We aim to develop our training opportunities to create further facilitation of our programmes and the GROW approach to other areas of the UK.

WE ARE GROW

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

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.

Recruitment and appointment of new trustees

We are excited to welcome our new Board of Trustees who will be joining us from January 2023. Their expertise spans education, volunteer, and community engagement, fundraising and charity accounting, strategy and PR, horticulture, GDPR, and HR.

When selecting trustees, We Are Grow aims to ensure there is a broad range of relevant skills. Trustees are appointed after interviews with existing trustees and formal induction to ensure that they understand our vision, mission, and values. Trustees are subject to Disclosure and Barring Service checks where applicable.

Who We Are

We are pleased to welcome the following members of staff:

Our new part-time Education Coordinator, Beth, who runs our key educational programmes at TTA and with local schools. Beth holds a Level 2 in Horticulture. She has a variety of experience delivering food growing and outdoor learning programmes with vulnerable children and young people in London through her work with Organiclea and Young Carers.

Two new freelance facilitators, Laurel and Marco, who support our after-school clubs, holidays programmes and AQA Mushroom Cultivation Course. Marco started as a volunteer on our farm with GROW in 2021 and joined us as a freelancer in 2022.

Sophie, a PHD student from Kings, came on board in September to project manage the AQA Mushroom Cultivation programme. Sophie has successfully recruited 11 new at risk of NEET young people to our newest programme.

Anna has taken up the role of Maternity Cover for our Fundraising Manager, Lucy. Anna is a teacher and former actor and is overseeing our vital Trust and Foundations applications.

Our two farm trainees: Zak and Lotta. They joined us for 6 months on a paid traineeship scheme funded by the Aurora Trust. Zak has plans to study Plant Science at University, and Lotta will be coming back to GROW in April as an Apprentice.

We would also like to thank our long-standing staff members: Sarah, Lucy, Lou, Chris, and Marta who all joined between 2019 and 2021 and are integral members of the GROW family.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

WE ARE GROW

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12718450 (England and Wales)

Registered Charity number

1194732

Principal address

The Totteridge Academy
Barnet Lane
London
N20 8AZ

Trustees

The trustees who served during the year are as follows:

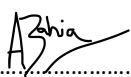
G Ferguson (resigned on 23.01.2023)
J K Leigh (resigned on 23.01.2023)
R S Lawson (resigned on 23.01.2023)
S T Jayasuriya (appointed on 23.01.2023)
C K Delamain (appointed on 23.01.2023)
A Bahia (appointed on 23.01.2023)
F A Box (appointed on 23.01.2023)
T R Blanc (appointed on 23.01.2023)
A Arias (appointed on 23.01.2023)

Independent Examiner

Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 17th February 2023 and signed on its behalf by:

A Bahia - Trustee.....

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WE ARE GROW

Independent examiner's report to the trustees of We Are Grow ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 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

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.



Daniel Wilson FCCA
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

20th February 2023

Date:

WE ARE GROW

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 NOVEMBER 2022

				Year Ended 30.11.22	Year Ended 30.11.21
	Notes	Unrestricted fund £	Restricted funds £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	219,817	98,856	318,673	293,303
Charitable activities		48,591	-	48,591	63,501
Other trading activities	3	<u>21,375</u>	<u>-</u>	<u>21,375</u>	<u>12,216</u>
Total income		289,783	98,856	388,639	369,020
EXPENDITURE ON					
Raising funds	4	48,061	-	48,061	19,420
Charitable activities	5	149,470	114,751	264,220	265,321
		<u>197,531</u>	<u>114,751</u>	<u>312,281</u>	<u>284,741</u>
Total resources expended					
NET INCOME/(EXPENDITURE)		92,252	(15,895)	76,357	84,279
RECONCILIATION OF FUNDS					
Total funds brought forward		60,778	23,501	84,279	-
TOTAL FUNDS CARRIED FORWARD		<u>153,030</u>	<u>7,606</u>	<u>160,636</u>	<u>84,279</u>

All income and expenditure derive from continuing activities. The statement of financial activities includes all gains and losses recognised in the year.

The notes form part of these financial statements

WE ARE GROW

BALANCE SHEET 30 NOVEMBER 2022

	Notes	Unrestricted fund £	Restricted funds £	30.11.22 Total funds £	30.11.21 Total funds £
FIXED ASSETS					
Intangible assets	10	35,000	-	35,000	50,000
Tangible assets	11	<u>20,222</u>	<u>-</u>	<u>20,222</u>	<u>25,310</u>
		55,222	-	55,222	75,310
CURRENT ASSETS					
Debtors	12	4,411	-	4,411	3,093
Cash at bank		<u>174,693</u>	<u>7,606</u>	<u>182,299</u>	<u>72,827</u>
		179,104	7,606	186,710	75,920
CREDITORS					
Amounts falling due within one year	13	(56,581)	-	(56,581)	(17,852)
		<u>122,523</u>	<u>7,606</u>	<u>130,129</u>	<u>58,068</u>
NET CURRENT ASSETS					
		177,743	7,606	185,351	133,378
TOTAL ASSETS LESS CURRENT LIABILITIES					
Amounts falling due after one year	14	(24,713)	-	(24,713)	(49,099)
		<u>153,030</u>	<u>7,606</u>	<u>160,636</u>	<u>84,279</u>
NET ASSETS					
FUNDS	15				
Unrestricted funds				153,030	60,778
Restricted funds				<u>7,606</u>	<u>23,501</u>
TOTAL FUNDS				<u>160,636</u>	<u>84,279</u>

The notes form part of these financial statements

WE ARE GROW

BALANCE SHEET - continued FOR THE YEAR ENDED 30 NOVEMBER 2022

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 November 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.

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 17th February 2023 and were signed on its behalf by:



.....
A Bahia - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.

The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Going concern

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. However, the COVID-19 pandemic is likely to have a profound impact on the global economy and may in turn affect the charity's fundraising efforts in the future.

The trustees have considered the impact of this issue on the charity's current and future financial position. The charity holds unrestricted, general reserves of £153,030, and an unrestricted cash balance of £174,693. For this reason, the trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

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.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, are reconsider when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income received in advance of provision of events is deferred until criteria for income recognition are met.

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.

Donated services and facilities

Donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2022

1. ACCOUNTING POLICIES - continued

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.

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

Goodwill	- over 5 years
----------	----------------

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

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

Computer equipment	- 25% reducing balance
Fixtures and fittings	- 20% reducing balance
Plant and machinery	- 20% reducing balance

Taxation

The charity is exempt from 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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2022

2. DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Corporate volunteers	15,002	-	15,002	-
Corporate donations	93,785	1,085	94,870	174,328
Donations from individuals	37,272	-	37,272	5,028
Grants	63,758	97,771	161,529	113,947
Gifts in kind	10,000	-	10,000	-
	<u>219,817</u>	<u>98,856</u>	<u>318,673</u>	<u>293,303</u>

3. OTHER TRADING ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Farm produce sales	14,485	-	14,485	12,216
Events and other	6,890	-	6,890	-
	<u>21,375</u>	<u>-</u>	<u>21,375</u>	<u>12,216</u>

4. COST OF RAISING FUNDS

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Staff costs	40,509	-	40,509	19,420
Fundraising events	6,424	-	6,424	-
Subscription costs	1,127	-	1,127	-
	<u>48,061</u>	<u>-</u>	<u>48,061</u>	<u>19,420</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2022

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Total 2022
	£	£	£
Educational projects and farm	<u>185,713</u>	<u>78,507</u>	<u>264,220</u>

	Direct Costs	Support costs (see note 6)	Total 2021
	£	£	£
Educational projects and farm	<u>118,458</u>	<u>146,773</u>	<u>265,321</u>

6. SUPPORT COSTS

	Total 2022	Total 2021
	£	£
Wages and salaries	30,148	132,179
HR, recruitment and training	1,394	2,049
Subscriptions	1,416	-
Insurance	1,164	1,991
Telephone	759	515
Bank charges and interest	717	(86)
Marketing	1,052	
Depreciation expense	5,088	1,283
Amortisation expense	15,000	-
Accountancy fees	9,150	8,075
Gift in kind	10,000	-
Other costs	<u>2,618</u>	<u>767</u>
	78,507	146,773

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2022

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 November 2022 nor for the year ended 30 November 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2022 nor for the year ended 30 November 2021.

8. STAFF COSTS

	Year Ended 30.11.22	Year Ended 30.11.21
	£	£
Wages and salaries	179,440	145,832
Social security costs	10,538	2,275
Pension costs	<u>3,369</u>	<u>3,251</u>
	<u>193,347</u>	<u>151,358</u>

	Year Ended 30.11.22	Year Ended 30.11.21
Average monthly number of employees	<u>9</u>	<u>7</u>

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

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2022

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	236,231	57,072	293,303
Charitable activities	63,501	-	63,501
Other trading activities	<u>12,216</u>	<u>-</u>	<u>12,216</u>
Total	311,948	57,072	369,020
EXPENDITURE ON			
Raising funds	19,420	-	19,420
Charitable activities	231,750	33,571	265,321
Total	<u>251,170</u>	<u>33,571</u>	<u>284,741</u>
NET INCOME/(EXPENDITURE)	60,778	23,501	84,279
RECONCILIATION OF FUNDS			
TOTAL FUNDS CARRIED FORWARD	<u>60,778</u>	<u>23,501</u>	<u>84,279</u>

10. INTANGIBLE FIXED ASSETS

	Goodwill £
COST	
At 1 December 2021 and 30 November 2022	<u>50,000</u>
AMORTISATION	
At 1 December 2021	-
Charge for year	<u>15,000</u>
At 30 November 2022	<u>15,000</u>
NET BOOK VALUE	
At 30 November 2022	<u>35,000</u>
At 30 November 2021	<u>50,000</u>

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 NOVEMBER 2022

11. TANGIBLE FIXED ASSETS

	Plant and Machinery etc £
COST	
At 1 December 2021	28,207
Additions	-
At 30 November 2022	<u>28,207</u>
DEPRECIATION	
At 1 December 2021	2,897
Charge for year	<u>5,088</u>
At 30 November 2022	<u>7,985</u>
NET BOOK VALUE	
At 30 November 2022	<u>20,222</u>
At 30 November 2021	<u>25,310</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.11.22 £	30.11.21 £
Trade debtors	842	656
Prepayments and accrued income	3,569	-
Taxation and social security	-	<u>2,437</u>
	<u>4,411</u>	<u>3,093</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.11.22 £	30.11.21 £
Bank loans and overdrafts	10,000	10,648
Trade creditors	2,948	2,203
Taxation and social security	1,583	-
Other creditors	<u>42,050</u>	<u>5,001</u>
	<u>56,581</u>	<u>17,852</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2022

14. CREDITORS: AMOUNTS FALLING AFTER ONE YEAR

	30.11.22	30.11.21
	£	£
Bank loans	<u>24,713</u>	<u>49,099</u>
	<u>24,713</u>	<u>49,099</u>

15. MOVEMENT IN FUNDS

	At 1.12.21	Net movement in funds	At 30.11.22
	£	£	£
Unrestricted funds			
General fund	60,778	92,252	153,030
Restricted funds			
The Isla Foundation	18,540	(18,540)	-
CLA Charitable Trust	4,961	(4,961)	-
Gotz Bechtolsheimer	-	5,840	5,840
David Riddell Memorial CIO	-	1,766	1,766
	<u>23,501</u>	<u>(15,895)</u>	<u>7,606</u>
TOTAL FUNDS	<u>84,279</u>	<u>76,357</u>	<u>160,636</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2022

15. 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	279,783	(187,531)	92,252
Restricted funds			
The Isla Foundation	-	(18,540)	(18,540)
CLA Charitable Trust	-	(4,961)	(4,961)
Barnet Innovation Fund	36,504	(36,504)	-
Gotz Bechtolsheimer	9,810	(3,970)	5,840
David Riddell Memorial CIO	4,190	(2,424)	1,766
D'Oyly Carte Charitable Trust	4,500	(4,500)	-
CIVA	3,100	(3,100)	-
The Aurora Trust	31,519	(31,519)	-
VKL	1,085	(1,085)	-
Young Barnet Foundation	8,149	(8,149)	-
	<u>98,856</u>	<u>(114,751)</u>	<u>(15,895)</u>
TOTAL FUNDS	<u>378,639</u>	<u>(302,282)</u>	<u>76,357</u>
Comparatives for movement in funds			
	Incoming resources £	Resources expended £	At 30.11.21 £
Unrestricted funds			
General fund	311,948	(251,170)	60,778
Restricted funds			
Mushroom Project	14,583	(14,583)	-
Space2grow	5,492	(5,492)	-
Forest School Project	1,045	(1,045)	-
Kickstart	12,412	(12,412)	-
Isla Foundation	18,540	-	18,540
CLA Charitable Trust	5,000	(39)	4,961
	<u>57,072</u>	<u>(33,571)</u>	<u>23,501</u>
TOTAL FUNDS	<u>369,020</u>	<u>(284,741)</u>	<u>84,279</u>

16. RELATED PARTY DISCLOSURES

During the comparative year, Mr G Lamb provided a loan to the charity for working capital amounting to £18,400. During the year, repayments totalling £4,000 were made. At the year end, Mr G Lamb wrote off the loan in the form of a donation to the charity totalling £14,400.

WE ARE GROW

England & Wales - Charity number 1194732

Accounts

We Are Grow

**Trustees Annual Report and Unaudited Financial
Statements**

For the period ending 30 November 2021

Charity Registration Number 1194732

Reference and administrative details of the Charity, its Trustees and its Advisors

Charity Name: We Are Grow

Charity Registration Number: 1194732

Company Registration Number: 12718450

Registered Office and Operational Address: The Totteridge Academy,
Barnet Lane,
London,
N20 8AZ

Board of Trustees

Gerard Ferguson - Chair
Jacqueline Katherine Leigh
Robin Scott Lawson
Laura Leanne Weir – Resigned 1 November 2021

Management Team

Lucy Hollis

Independent Examiner:

Charlotte Zacharia FCCA
The Z Squared Group Ltd
Riverdale House
21a High Street
Wheathampstead
Hertfordshire
AL4 8BB

Bankers:

Natwest Bank
St James & Piccadilly
Western Avenue
Waterside Court
Chatham Maritime
Kent
ME4 4RT

Trustees Report
For the period ending 30 November 2021

Objective and Activities

The objects of the Charity are: -

(1) to advance in life and help young people by providing, or assisting in the provision of, physical, educational and other activities as a means of: -

- (a) developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals.
- (b) advancing education.
- (c) relieving unemployment in such ways as may be thought fit, including assistance to find employment; and
- (d) providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their youth, disability, poverty or social and economic circumstances with the object of improving their conditions of life, and in particular, but without prejudice to the generality of the foregoing, by working with schools, other educational institutions, youth clubs and other youth organisations in Great Britain and Northern Ireland to supplement their respective curricula or activities by providing, or assisting in the provision of, life skills programmes that, amongst other things, encourage mental and physical wellbeing; engage young people with nature; and teach them about food production and nutrition.

(2) to advance education and provide facilities for recreation and other leisure time occupation for the public at large in the interests of social welfare with the object of improving their conditions of life and in particular, but without prejudice to the generality of the foregoing, by: -

- (a) the provision of, or assisting in the provision of, the means by which the public are able to participate in community farming and gardening.
- (b) educating the public in horticulture; agriculture; and animal welfare and husbandry; and
- (c) the provision and maintenance, or assisting in the provision and maintenance, of community centres or similar facilities for the benefit of:
 - (i) young people attending schools, other educational institutions, youth clubs or other youth organisations situate in, and

(ii) residents of the respective areas in which any such centres are situate and the respective surrounding areas without distinction of sex, sexual orientation, race or of political, religious or other opinions, for use for meetings, lectures and classes and for other forms of recreation and leisure time occupation.

(3) to promote for the benefit of the public the conservation, protection and improvement of the physical and natural environment and to advance the education of the public in the conservation, protection and improvement of the physical and natural environment in such ways as the Trustees consider appropriate and in particular, but without prejudice to the generality of the foregoing, by: -

- (a) the promotion of sustainability, regenerative agriculture and land stewardship; and
- (b) advancing the education of the public about sustainability, regenerative agriculture and land stewardship.

In this Article 1.1(3) "sustainability" includes, but is not limited to, waste generation, waste management, waste recycling and the use of surplus; "regenerative agriculture" means farming principles and practices that seek to enhance the ecosystem through, amongst other things, increasing biodiversity, improving soil health and water management; and "land stewardship" means the conservation of natural resources (air, land, water biodiversity).

(4) to relieve those in need by reason of youth, age, ill-health, disability, financial hardship and such other social or economic disadvantage and, but not limited to, by the provision and distribution of fresh produce.

In this Article 1.1 "young people" means children and young person's up to the age of 25 years.

The main activities of the Charity are:

- Production of organic vegetables, fruits and flowers for the local community
- 2 paid traineeships a year for local disadvantaged young people to gain skills and experience in sustainable food growing.
- Free holiday programmes and after school clubs for local free school meal recipients.
- Early support 'GROW Outdoors' curriculum for children and young people who face barriers to learning and healthy living delivered in schools.
- Design and delivery of secondary school curriculum packages focussed on food, sustainability, and nature.
- Design and delivery of school trips to our farm to support curriculum learning, well-being and enrichment opportunities.
- AQA courses for young people at risk of NEET.

- Teacher Training.
- Primary school outreach.
- Free family friendly community events.
- Weekly adult community volunteering
- Subsidised veg box scheme for local community.
- Saturday Forest School for Looked After Children and care leavers in the borough.

The Trustees have had due regard to the Charity Commission's general public benefit guidance in furthering the aims and objectives of We Are Grow and planning future activities

We Are Grow is not currently grant making. All income is used to deliver GROW programmes.

Volunteers donate their time to support farm maintenance, planting and harvesting

Achievements and Performance

A summary of the main achievements of the charity and the identification of the benefits it has had to the beneficiaries and society as a whole, are as follows:

- Preparation and cultivation of around 2.5 acres of ground, growing a diverse range of crops for sale to the school canteen, local food projects, restaurants, the public and florists. Our weekly stall sold affordable fresh produce to the local community and was run by trainees, giving valuable work experience.
- Planted over 1000 young trees to establish hedgerow on the Northern perimeter of the farm. Planted an orchard, established an apiary (area for beehives) and significantly improved drainage on the farm by installing a French drain system. Erected two polytunnels and one caterpillar tunnel.
- Hosted weekly open volunteering sessions for 11 months of the year, welcoming an average of 6 volunteers per day. We received over 230 enquiries about volunteering in this time.
- Carried out work on behalf of Barnet council, designing, planting and maintaining 30 street planters across the borough. This work was carried out by staff and 4 trainees, offering valuable work experience.
- Delivery of 4 weeks of free holiday programmes for 50 free school meal recipients in the Borough of Barnet focussed on sustainable food growing, outdoor learning and healthy eating.
- Delivery of 24 weeks of after school gardening and forest school club for local children and young people who are either free school meal recipients or on the SEND register.
- Delivery of 12 weeks of a Saturday Forest School Club for Looked After Children and care leavers in the Borough of Barnet in partnership with Live Unlimited, supporting resilience, development of positive relationships, and mental well-being.
- Delivery of four x 10-week early support programmes at our partner school, The Totteridge Academy, for 50 vulnerable children and young people who have been identified as facing

barriers to learning and healthy living. Programmes teach sustainable food growing skills and knowledge, mindfulness and forest school activities, with the aim to support well-being, confidence, and connection to nature.

- Delivery of 6 x Nature Connect Days at our farm for 6 schools across London to learn about sustainable food growing and spend the day immersed in nature to support curriculum learning, well-being, and enrichment.
- Employment of 2 x Food Growing trainees on the farm for 6 months in 2020, through Feedback's Ecotalent programme. Employment of 2 x Food Growing trainees for 7 months on our farm in 2021 through the government Kickstart Scheme. All four places went to local young people from disadvantaged backgrounds and were paid London Living Wage.
- Continued delivery of our Learning from the Land programme; delivering 4 x 10-week food growing and outdoor learning programmes a year across 4 schools for 75 children who have been identified by their school as facing barriers to learning and healthy living (Free school meal recipients, SEND register, mental health, behaviour or attendance concerns).
- Establishment of the country's first AQA Mushroom Cultivation Course and pilot delivery of 4 weeks of Entry Level course for 7 young people at risk of Neet to support with employment skills, further training, and attendance in school.
- Hosting of 6 free family friendly community events on our farm to engage the wider public on agroecological farming and sustainable food growing.
- Launch of subsidised Veg Box Scheme for the local community, giving families from low-income household's access to affordable, fresh, local, organic produce.
- Design and delivery of 5 curriculum projects at our partner school, The Totteridge Academy, linking subject learning to our farm, reaching over 540 young people

We Are Grow was established with the view of taking over the activities, assets and liabilities of Project Grow Limited, company number 11705921, as explained in detail in the We Are Grow Charity Commission application for registration. The said transfer completed on 31 October 2021.

Financial Review

There was a surplus at the end of the period of £83,926

As we are still a relatively new charity, we are not in a position to hold reserves as of yet. The Trustees are looking to hold the equivalent of 3 months of expenditure in reserves by the end of 2023 (£60,000).

The future of the charity include:

- Continuing all current programmes and activities as outlined above.
- Expanding our programme of free, family-friendly events throughout the year.
- Expanding the educational area of the farm to include accessible growing beds, benches, shading, and an outdoor oven, funded by multiple trusts and foundations.
- Launching a 6-month growing and allotment project with local families in need funded by Barnet Innovation Fund and in partnership with Barnet 0-19 Early Support Family Services.
- Expanding our subsidised Veg Box Scheme to reach 50 local families.
- Working with new delivery partners across the borough of Barnet including Underhill Children's Centre, Unitas Youth Zone, and the Somali Bravanese Welfare Association to deliver our programmes to new groups of disadvantaged and marginalised children, young people, and families.

- Launching our free bi-annual Teacher Training programme, empowering schools to set up their own growing projects, funded by Isla Foundation and Ashden Trust.
- Working in partnership with Silas Yard, SEEit Working Trust and Tower Hamlets to develop and launch a food waste pilot programme.

Structure, Governance and Management

The Articles of Association is the Charities Governing document

We Are Grow is constituted as a charitable company limited by guarantee

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error

The Founder of We Are Grow, Mr George Lamb ("the Founder") has the power during his lifetime to appoint future trustees

The Founder was a party to a loan agreement between the Founder and Project Grow Limited. This agreement was novated in favour of We Are Grow on 31 October 2021 (the transfer date). At the end of the financial period the amount outstanding to the Founder was £18,400.

Approved by order of the board of trustees on 13th June 2022 and signed on its behalf by Mr G Ferguson



Mr G Ferguson

Chair of Trustees

Independent Reviewers Report

We have reviewed the financial statements of We Are Grow for the year ended 30 November 2021 which comprise of the Statement of Financial Activities, Balance sheet and the related notes.

Our review work has been undertaken so that we might state to the charities' trustees those matters we are required to state to them in our report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charities' trustees as a body, for our review work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and independent reviewers

As described in the Statement of Trustees responsibilities, the charities' Trustees are responsible for the preparation of the financial statements

Our responsibility is to review the financial statements in accordance with the General Directions given by the Charity Commission. We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Charities Act 2011.

We also report to you if, in our opinion, the Trustees Report is not consistent with the financial statements, if the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our review or information specified by law regarding Trustees' remuneration and transactions with the charity is not disclosed.

We read the Trustee's Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Opinion on the accounts

In our opinion the financial statements:

- give a true and fair view of the state of the charities' affairs as at year ended 30 November 2021.
- have been properly prepared in accordance with Section 145(5)(b) of the 2011 Act; and
- no particular matter has come to our attention that gives us reasonable cause to believe the charity has not complied to all requirements made by the Act 2011, Companies Act 2006 and Charities SORP.

Opinion on other matters prescribed by the Charities Act 2011

In our opinion the information given in the Trustees report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our review have not been received from branches not visited by us; or

- the financial statements are not in agreement with the accounting records and the returns;
or
- certain disclosures of trustee's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our review; and

A handwritten signature in black ink, appearing to read 'Zacharia', with a large, stylized initial 'C' on the left.

Charlotte Zacharia FCCA

The Z Squared Group Limited

Riverdale House

21a High Street

Wheathampstead

Hertfordshire

AL4 8BB

We Are Grow

Statement of Financial Activities For the period ended 30 November 2021

	Notes	Unrestricted Funds	Restricted funds	Total
Incoming resources				
Incoming Resources	2			
Donations and Legacies		£236,231	£57,072	£293,303
Incoming resources from charitable activities		£63,501	£0	£63,501
Other trading activities		£12,216	£0	£12,216
Total incoming resources		£311,948	£57,072	£369,020
Resources expended	3			
Costs of generating funds		£19,420	£0	£19,420
Charitable activities		£231,750	£33,571	£265,321
Total resources expended		£251,170	£33,571	£284,741
Net movement in funds		£60,778	£23,501	£84,279
Funds carried forward 30 November 2021	9	£60,778	£23,501	£84,279

All results are from continuing operations.

We Are Grow

Balance Sheet

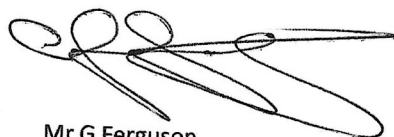
For the year ending 30 November 2021

	Notes	2021 £
Fixed assets		
Intangible fixed assets		£50,000
Tangible fixed assets	6	£25,310
		<u>£75,310</u>
Current assets		
Debtors		£8,378
Cash at bank and in hand		£72,827
		<u>£81,205</u>
Creditors due within one year	7	(£17,852)
Net current assets		<u>£63,353</u>
Total assets less current liabilities		£138,663
Creditors due after one year	8	(£53,751)
Provisions for liabilities		(£633)
Net assets		<u><u>£84,279</u></u>
Funds		
Statement of Financial Activities	9	£84,279
Total Funds		<u><u>£84,279</u></u>

For the year ended 30 November 2021, the company was entitled to exemption under section 477 and 476 of the Companies Act 2006. No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 249b(2). The directors acknowledge their responsibility for

- i) Ensuring the company keeps accounting records which comply with section 221; and
- ii) Preparing accounts which give a true and fair view of the state of affairs of the company as at the end of its profit and loss for the financial year in accordance with section 226, and otherwise comply with the requirements of the Companies Act relating to accounts so far as applicable to the company.

The financial statements of We Are Grow were approved by the Chair of Trustees on 13 June 2022 and were signed on their behalf by:



Mr G Ferguson
Director

We Are Grow

Notes to the financial statements For the period ended 30 November 2021

General Information

We Are Grow is a Private Company, Limited By Guarantee, registered in England and Wales. Its Company Registration Number is 1278450. The Registered Office is The Totteridge Academy, Barnet Lane, London, N20 8AZ.

The presentation currency is £ Sterling.

1. Accounting Policies

Statement of compliance

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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

Basis of Preparation

The financial statements have been prepared on the going concern basis and under the historical cost convention as modified by the revaluation of land and buildings and certain financial instruments measured at fair value in accordance with the accounting policies.

The financial statements are prepared in sterling which is the functional currency of the company.

Going Concern

At the time of approving the financial statements and having a due regard to the impact of Covid-19, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operation existence for the foreseeable future. Therefore, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements

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.

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.

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.

Goodwill

Acquired goodwill is stated at cost less amortisation. Amortisation is calculated on a straight line basis over the estimated expected useful economic life of the goodwill in years.

Tangible Fixed Assets

Tangible fixed assets, other than freehold land, are stated at cost or valuation less depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis

Plant and Machinery	20% Reducing Balance
Fixtures and Fittings	20% Reducing Balance
Computer Equipment	25% Reducing Balance

Provisions

Provisions are recognised when the company has a present obligation as a result of a past event which is more probable than not will result in an outflow of economic benefits that can be reasonably estimated.

2. Incoming resources

Incoming resources from generated funds:

	Total Unrestricted	Total restricted	Total funds 2021
General donations	£236,231	£57,072	£293,303
Activities for generating funds	£63,501	£0	£63,501
Other trading activities	£12,216	£0	£12,216
	<u>£311,948</u>	<u>£57,072</u>	<u>£369,020</u>

3. Analysis of total resources expended

	Total	Generating Funds	Charitable Activities	Restricted Costs
Direct Costs				
Materials	£50,283		£44,487	£5,796
Freelancers	£40,976		£28,465	£12,511
Transprt, Frieght and Carriage	£1,894		£1,894	
Admin Costs	£16,192		£15,653	£539
Training	£3,910		£1,596	£2,314
Farm Vehicles	£3,581		£3,581	
Events and Marketing	£2,914		£2,914	
	<u>£119,750</u>	<u>£0</u>	<u>£98,591</u>	<u>£21,159</u>
Administration Costs				
Wages and Salaries	£151,599	£19,420	£119,767	£12,412
Staff costs	£847		£847	
Accountancy	£8,075		£8,075	
Bank charges	(£86)		(£86)	
Insurance	£1,991		£1,991	
Telephone	£515		£515	
Depreciation	£1,283		£1,283	
Canteen	£767		£767	
	<u>£164,990</u>	<u>£19,420</u>	<u>£133,159</u>	<u>£12,412</u>
Total resources expended	<u>£284,741</u>	<u>£19,420</u>	<u>£231,750</u>	<u>£33,571</u>

4. Staff costs and pension schemes

Average number of employees during the period was 14.

Wages & Salaries	£145,832
PAYE & NI contributions	£2,275
Pension contributions	£3,251
HR costs	£1,202
	<u>£152,560</u>

No employees had an annual salary exceeding £60,000

5. Trustees' remuneration, expenses and related party transactions

The Trustees received no remuneration or expenses during the year.

6. Intangible Fixed Assets

	Goodwill	Total
Cost or Valuation		
Additions	£50,000	£50,000
Disposals	£0	£0
At 30 November 2021	£50,000	£50,000
Depreciation		
Charge for the period	£0	£0
On disposals	£0	£0
At 30 November 2021	£0	£0
Net Book Values		
Closing balance as at 30 November 2021	£50,000	£50,000
Opening balance	£0	£0

7. Fixed Assets

	Plant and Machinery	Fixtures and Fittings	Computer Equipment	Total
Cost or Valuation				
Additions	£8,355	£17,692	£2,160	£28,207
Disposals	£0	£0	£0	£0
At 30 November 2021	£8,355	£17,692	£2,160	£28,207
Depreciation				
Charge for the period	£1,253	£0	£1,644	£2,897
On disposals	£0	£0	£0	£0
At 30 November 2021	£1,253	£0	£1,644	£2,897
Net Book Values				
Closing balance as at 30 November 2021	£7,102	£17,692	£516	£25,310
Opening balance	£0	£0	£0	£0

8. Current Creditors

2021	
Trade Creditors	£2,203
Accruals	£1,001
Other Creditors	£4,000
Bounce Back Loan	£10,648
	£17,852

9. Long Term Creditors

Other Creditors	£14,399
Bounce Back Loan	£39,352
	£53,751

Amount due to Mr G Lamb after 12 months 2021: £14,399

10. Funds

	Incoming Resources	Resources expended	Movement in funds
Unrestricted funds			
General funds	£311,948	(£251,170)	£60,778
Restricted funds			
Mushroom Project	£14,583	(£14,583)	£0
Space2Grow	£5,492	(£5,492)	£0
Forest School Project	£1,045	(£1,045)	£0
Kick Start	£12,412	(£12,412)	£0
Isla Foundation	£18,540	£0	£18,540
CLA Charitable Trust	£5,000	(£39)	£4,961
	£57,072	(£33,571)	£23,501
Total funds	£369,020	(£284,741)	£84,279

Unrestricted funds can be used in accordance with the charitable objects at the discretion of the trustees.

11. Carry forward restricted funds

CLA Charitable Trust	£4,961
Isla Foundation	£18,540
	£23,501

12. Related Party Transactions

There is a loan due to Mr G Lamb of £18,399. This loan was made to the charity by Mr G Lamb at its infancy as a form of working capital. It is being repaid on a monthly basis.