

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

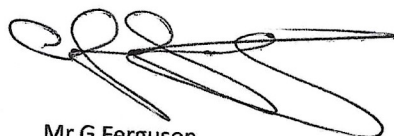
For the year ending 30 November 2021

	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.