

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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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.

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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.

WE ARE GROW

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

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:

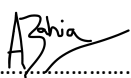
G Ferguson (resigned on 23.01.2023)
J K Leigh (resigned on 23.01.2023)
R S Lawson (resigned on 23.01.2023)
S T Jayasuriya (appointed on 23.01.2023)
C K Delamain (appointed on 23.01.2023)
A Bahia (appointed on 23.01.2023)
F A Box (appointed on 23.01.2023)
T R Blanc (appointed on 23.01.2023)
A Arias (appointed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