

Charity registration number 1194732

Company registration number 12718450 (England and Wales)

WE ARE GROW

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 NOVEMBER 2023



WE ARE GROW

LEGAL AND ADMINISTRATIVE INFORMATION

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

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WE ARE GROW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 NOVEMBER 2023

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Objectives and activities

The Objects of the Charity are:-

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

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

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

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

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

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

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

WE ARE GROW

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

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

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

Public benefit

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

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

Activities

Significant activities

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

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

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

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

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

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

Our main activities at GROW include:

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

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

WE ARE GROW

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

The Farm

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

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

The wider context

The Climate Crisis

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

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

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

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

The Food System

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

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

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

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

WE ARE GROW

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

Health & Well-being

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

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

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

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

Inequity in Access to Nature

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

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

UK Government, 25 Year Plan for the Environment

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

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

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

Nikki, 2022 participant

Cost of Living

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

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

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

How we are addressing these needs:

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

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

2. Educating our community about the food system:

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

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

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

4. Subsidising our produce for those who need it:

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

5. Promoting mental and physical well-being:

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

6. Opening our farm to all:

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

7. Supporting wider campaigns:

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

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

Achievements and performance

The numbers in 2022/23

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

WE ARE GROW

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

The Farm

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

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

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

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

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

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

Future farm plans

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

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

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

New and notable projects this year

BUNCH

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

WE ARE GROW

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

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

Each learner gained:

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

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

Canada Villa Community Centre

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

Student Board of Advisors

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

Grow-Cook-Share

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

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

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

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

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

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

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FOR THE YEAR ENDED 30 NOVEMBER 2023

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

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

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

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

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

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

The GROW Mushroom Academy

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

Partnerships

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

The Totteridge Academy

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

Live Unlimited

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

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

Testimonials

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

GROW Student Advisor

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

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

Ildiko, 2023 participant

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

Zoe, participant of GROW-COOK SHARE

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

Jo, participant of GROW-COOK-SHARE

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

Nikki, participant of GROW-COOK-SHARE

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

Parent of holiday club participant

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

Wendy, carer of participants

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

Parent of holiday club participant

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

Zak, participant of Mushroom Academy

Financial review

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

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

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

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FOR THE YEAR ENDED 30 NOVEMBER 2023

Reserves policy

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

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

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

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

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

Plans for future periods

Priorities for 2024

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

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

Structure, governance and management

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

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

WE ARE GROW

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

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

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

Recruitment and appointment of trustees

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

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

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

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

Who We Are

Staff

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

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

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

Volunteers

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

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

Risk management

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

WE ARE GROW

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

FOR THE YEAR ENDED 30 NOVEMBER 2023

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



A Bahia

Trustee

Date: 10th April 2024

WE ARE GROW

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF WE ARE GROW

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

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

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

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

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

Dated:

WE ARE GROW

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 NOVEMBER 2023

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

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

WE ARE GROW

BALANCE SHEET

AS AT 30 NOVEMBER 2023

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

WE ARE GROW

BALANCE SHEET (CONTINUED)

AS AT 30 NOVEMBER 2023

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

The Trustees acknowledge their responsibilities for

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

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

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

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

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



A Bahia

Trustee

Company registration number 12718450 (England and Wales)

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies

Charity information

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

1.1 Accounting convention

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

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

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

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

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

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

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

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

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies

(Continued)

1.5 Expenditure

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

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

1.6 Intangible fixed assets - goodwill

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

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

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

1.7 Tangible fixed assets

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

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

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

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

1.8 Impairment of fixed assets

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

1.9 Cash and cash equivalents

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies

(Continued)

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Agricultural assets and inventory

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

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

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

1 Accounting policies (Continued)

1.13 Retirement benefit schemes

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

2 Income from donations and legacies

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

3 Income from charitable activities

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

4 Income from other trading activities

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

5 Expenditure on raising funds

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

6 Expenditure on charitable activities

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

7 Support costs allocated to activities

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

8 Trustees

Trustees' remuneration and benefits

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

Trustees' expenses

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

9 Employees

The average monthly number of employees during the year was:

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

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

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

Remuneration of key management personnel

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

10 Taxation

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

11 Intangible fixed assets

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

12 Tangible fixed assets

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

13 Debtors

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

14 Creditors: amounts falling due within one year

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

15 Creditors: amounts falling due after more than one year

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

16 Loans and overdrafts

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

17 Restricted funds

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

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

17 Restricted funds

(Continued)

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

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

18 Unrestricted funds

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

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

WE ARE GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 NOVEMBER 2023

19 Analysis of net assets between funds

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

20 Related party transactions

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