

Charity Registration Number: 223007  
Company Number: 00215695 (England and Wales)



**TRUSTEES' ANNUAL REPORT & ACCOUNTS**

**YEAR ENDED 31 MARCH 2025**

**VOLUNTARY ACTION SHEFFIELD**  
**TRUSTEES' ANNUAL REPORT & ACCOUNTS**  
*FOR THE YEAR ENDED 31 MARCH 2025*

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# **VOLUNTARY ACTION SHEFFIELD**

## **LEGAL AND ADMINISTRATIVE INFORMATION**

### ***FOR THE YEAR ENDED 31 MARCH 2025***

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#### **Registered office:**

The Circle  
33 Rockingham Lane  
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Charity No: 223007  
Company No: 00215695  
VAT Reg No: 706 1183 63

#### **Honorary officers:**

Andy Buck	(Chair – resigned from VAS Board 20 <sup>th</sup> November 2024)
Peter Wozencroft	(Chair from 20 <sup>th</sup> November 2024)
Kay Dickinson	(Treasurer)

#### **Other trustees:**

James Lock (resigned 20<sup>th</sup> November 2024)  
Uri Rennie (resigned 20<sup>th</sup> November 2024)  
Tim Furness  
David Bussue  
Safiya Saeed  
Joanne Arch  
John Hudson  
Ruth Brown  
Ahmed Mohamed (appointed 20<sup>th</sup> November 2024)  
Amy Thornton (appointed 20<sup>th</sup> November 2024)  
Jess Hudson (appointed 20<sup>th</sup> November 2024)  
Siobhan Laird (appointed 20<sup>th</sup> November 2024)

#### **‘Observer’ (non-voting) attendees at the Board:**

Joe Horobin	(Sheffield City Council)
Lucy Ettridge	(NHS Sheffield)

#### **Chief Executive:**

Helen Sims

#### **Company secretary:**

Helen Sims

#### **Senior Management Team:**

Helen Sims, Helen Steers, Sarah Slowther (to January 2025), Liz Dingle, Rachael West, Paul Harvey, Lucy Davies, Lloyd Samuels, Adam Batty (from April 2024), Natasha Munoz (from October 2024).

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## **LEGAL AND ADMINISTRATIVE INFORMATION - CONTINUED** **FOR THE YEAR ENDED 31 MARCH 2025**

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### **Committees and advisers:**

#### Audit and Risk Committee

Kay Dickinson (Chair for Finance section), Tim Furness (Chair for Strategy and Governance section), Andy Buck (to November 2024), Peter Wozencroft, John Hudson and David Bussue.

### **Auditor:**

BHP LLP  
Albert Works  
Sidney Street  
Sheffield  
S1 4RG

### **Bankers:**

Unity Trust Bank plc  
Nine Brindleyplace  
Birmingham  
B1 2HB

### **Solicitors:**

Bhayani Law Limited  
T/A Bhayani HR & Employment Law  
59 Shoreham Street  
Sheffield  
S1 4SB

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### Foreword from the Chair

I am writing this foreword to Voluntary Action Sheffield's 2024/25 Annual Report with a mixture of pride, sadness and resolve.

The Board is proud of the wonderful things achieved by the staff and volunteers working for the organisation on behalf of the communities it serves.

Our role in the development of the Sheffield City Goals was pivotal in harnessing the power of communities to determine what was important and relevant to them. Building upon this, we provided organisational support to a "building thriving communities" initiative, aimed at empowering some of our most underserved communities to succeed in the face of a challenging economic environment. North East Sheffield received an investment package of £1.4m in 2024/25 to boost community infrastructure, and VAS has been at the heart of planning for the distribution of this resource to bring the greatest positive impact.

Recognising that good health and wellbeing is essential for people to thrive, VAS took a key role in the development of the Fair and Healthy Sheffield plan. Maintaining an independent role in capturing people's experiences of health and social care services is central to Healthwatch Sheffield, which is hosted by VAS. Our success in bringing about lasting improvements to these services through rigorous scrutiny and constructive feedback (both positive and negative) to the providers resulted in the awarding of a ten-year contract for the provision of the Healthwatch service.

We know that young people hold the key to the future cohesion and success of our city. Much of VAS' work, and its collaborations with community anchor organisations across Sheffield, is focused on creating positive activities and opportunities for young people to achieve their full potential. We are particularly proud of our emerging leaders programme in providing space for leaders to develop their own new network for better representation and diversity on boards and decision-making bodies in Sheffield.

To continue to do great work with and in communities, VAS needs to maintain its own strength and resilience. We are proud of the work we have done on workplace wellbeing in general, and particularly of the reflective practice and mental health support work targeted at global majority community workers.

There is sadness in loss, and in the time between the end of 2024/25 and writing this VAS has lost two people who profoundly influenced its work and impact in Sheffield. May saw the passing of Judy Robinson, Chair of Healthwatch Sheffield and a wise, positive and unwavering champion of social justice in Sheffield. Then in June we lost Uri Rennie, who was a Trustee of VAS for eight years before stepping down in 2024. Alongside his many achievements in the world of professional football, Uri was passionate about Sheffield and made a huge contribution to the city in his many professional and voluntary roles. We will miss them both enormously, whilst resolving to honour their legacy in continuing the mission of VAS and the wider Voluntary, Community, Faith and Social Enterprise (VCFSE) sector in Sheffield.

We were also shocked and saddened by the racist riots that broke out in South Yorkshire last summer, serving to remind us that there are elements in society, politics and the media intent on sowing division in our communities. Amongst other ripples from this disgraceful episode and the political and societal response to it, the environment has undoubtedly become tougher and more hostile for refugees and those seeking asylum.

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We are respectful of the fact that a new government elected in July 2024 with a large majority is pursuing an ambitious policy agenda in the face of a challenging geopolitical and economic context. It would be remiss of us, however, to ignore the fact that some of the recent and imminent changes, including National Insurance increases and elements of welfare reform have the potential to have negative implications for some of the most vulnerable in society, as well as on the vibrancy and viability of the VCFSE sector. We are also facing up to the local implications of the wholesale restructuring of the NHS, including the proposed abolition of Healthwatch England and Local Healthwatch organisations. At best, this will change the nature of partnership working in the city, distracting people from important work supporting communities whilst they focus on restructuring. At worst, it will result in negative outcomes for people and communities.

Despite these challenges, and as VAS enters its hundredth year representing the VCFSE sector in Sheffield, our resolve remains strong and unwavering. We will continue to stand for community cohesion, and oppose racism and all forms of discrimination. We will strive to empower people in communities across our city to improve the quality of their lives in line with their own priorities. We will care for our own people, paid staff and volunteers, so that their power and resilience is reflective of the power and resilience we seek to instil in our communities.

Peter Wozencroft

Chair of the Board of Trustees

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### Strategy and Delivery

#### **Our work in 2024-25 delivered our vision:**

People in Sheffield have the opportunity to live healthy, fulfilling lives, reach their potential, and thrive equally.

#### **Our purpose is to support people, communities and the Voluntary Community Sector to lead positive change.**

We focused on 5 strategic priorities:

1. Building, hosting and nurturing strong inclusive and effective partnerships to develop positive social change.
2. Supporting leadership and capacity in communities and the voluntary sector.
3. Creating volunteering and other opportunities for people that are most marginalised.
4. Supporting access and empowerment in the next generation of leaders.
5. Being a good employer and a well-run organisation, which cares for our people and resources.

How we delivered this purpose is reflected in our values and behaviour.

#### Our values

- Equity and social justice
- Trust and mutual respect
- Partnership
- The power of people, communities, and the VCS

#### Public benefit

The Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. Details of the activities we carried out to deliver a public benefit are described in this report.

## **Priority One: Building and nurturing strong inclusive and effective partnerships to develop positive social change**

### **Sheffield City Goals Transition work**

Over the past year we have been part of a core team, designing new infrastructure to enable more people to participate in the delivery of the City Goals.

VAS have adopted the City Goals as our 'North star' for directing our skills, connections and resources to create positive social change in the city.

Helen Sims has been co-leading on convening expertise to shape the Neighbourhood Conversations workstream of City Goals infrastructure since April 2024, more recently working alongside the selected consultancy partners Opus Independents and Dark Matter Labs. Helen is co-leading the Neighbourhood Conversations workstream with Simon Duffy, Director of Citizen Network UK, who has a wealth of expertise in participatory governance and Citizen Voice.

### **Sheffield City Partnership board and transition to Sheffield Stronger Together**

As part of the transition work, the Sheffield City Partnership Board was stood down by its Chair Lord Blunkett, in Summer 2024, with a final board meeting to review the work of the partnership over the years.

The first meeting of the newly formed Sheffield Stronger Together leadership group was held on 5th November, the group is chaired by Tom Hunt, Leader of Sheffield City Council and independently facilitated to bring leaders together and identify the purpose and governance structure of this group with the wider City Goals work.

### **Sheffield Health and Care Partnership**

The Chief Executive of VAS and the Chair of Healthwatch are both Board members, providing both patient and community insight to decision making and evaluation of the local devolved ICB plan at Sheffield place.

Helen Steers is a member of a number of the programme delivery boards created by the HCP. Helen supports better working and mutual understanding between partners, for example Helen has been developing the mature leadership model with programme board partners to support Integrated Neighbourhood working and to develop collective influence around community investment.

### **A Fair and Healthy Sheffield**

The Sheffield Health and Wellbeing Board published the new Health and Wellbeing Strategy: A Fair and Healthy Sheffield at the end of September. Helen Steers was a member of the editorial team, advising on reaching out to communities in order to place citizen voice at the centre of this work. We also shared findings from the City Goals Collaborative Conversations work with the research team to inform community voice on health and wellbeing.



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### **This is Us: North East Sheffield Model Neighbourhood, Sheffield Health and Care Partnership**

VAS has been leading a number of areas of work that are supporting and testing new ways for community investment to flow towards the things that will enable the sector and communities to make a difference.

This includes the “This is Us” programme in the North-East of the City.

We have been working with the Programme Board to develop the work and evaluation approach with New Local, including;

- Providing support to the programme’s VCSE leaders and future community delivery partners, to support their capacity and engagement with the Programme, facilitating some of their input to the board.
- Supporting the This is Us (NE Sheffield investment) by developing a capacity and capability plan to help the Board understand options for investment that could build the capacity and capability of the VCFSE to deliver, within the wider model of the NE model neighbourhood.
- Supporting the process of planning and distributing £1.4m of ICB money and managing ongoing activities that support accountability back to the Programme Board.
- Leading conversations to shape the investment plan for Public Health money within the programme to support the leadership capacity and capability in the wider system response strand of the programme.
- North East Neighborhood programme - Evaluation of the engagement activity in all four of the neighbourhoods that make up the North-East neighbourhood investment programme, has now been synthesized by New Local.

### **Sheffield VCFSE Leaders Forum**

Over the past year we have created space to think, space to engage, and in August 2024 following the racist riots, coordinated critical response for leaders of social action in Sheffield.

We maintain regular meetings with City leaders across the Council, health system and other organisations, supporting closer working with the VCS and being instrumental in areas of closer working, for example the work we are doing to help shape the framework for driving more effective ways of working between the Council and sector.

Some of the key pieces of work undertaken by the forum include:

- Following the racist riots at the Holiday Inn in Rotherham, we set up communications infrastructure to bring together community leaders in the city for immediate insights, listening and then worked over the week following the incident to coordinate between formal incident management systems and communities.
- We carried out a workshop to develop a shared narrative that extends understanding and brings to life to the role of prevention in communities. We have produced a brief from the workshop and have been shaping it with key stakeholders to deliver key shared messages from the sector, so that we can speak with consistency and influence to shape neighbourhood and community anchor work.

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- In March 2025 we facilitated a roundtable between VCF-SE leaders and Tom Smith and other leaders in SCC to shape the design of the Sheffield Community Strategy engagement work.

### SY VCSE Alliance

VAS has worked as a South Yorkshire partner. The SY VCSE Alliance is a formal alliance between the SY Integrated Care Board (SY ICB) and Local VCSE infrastructure bodies VAS, Voluntary Action Rotherham, Barnsley CVS, Voluntary Action Doncaster and South Yorkshire Community Foundation. Helen Sims has chaired the VCSE Alliance since July 2023 and its purpose is to work collaboratively to value, engage and support participation of the VCSE in the development and delivery of ICB priorities.

The Alliance have had an impact across several areas of partnership working:

- Supporting and enabling participation of people from the VCFSE across a range of Integrated Care Board programme steering groups from workforce development, to data and analysis. We supported participants with initial engagement, on-boarding and participation payments to cover time and expenses.
- Working with the research team at Sheffield Hallam University to understand the size, relative economic value and challenges faced by the sector across South Yorkshire.
- The Alliance is also working on a development plan that includes the baseline mapping of total current investment in the VCSE by the SY ICB, in order to understand the nature of investment, and agree a high-level investment framework.

### SY Integrated Care Partnership

Helen Steers attends the ICP board on behalf of Sheffield and the VCFSE, with the purpose of working together to increase economic participation and support a fair, inclusive and sustainable economy.

We have influenced key discussions centred on housing and health and what is happening around work and health, following the investment received by SYMCA for the Health and Growth Accelerator (informed by the Get Britain Working Again White Paper).

### Healthwatch Sheffield

Over the past year Healthwatch Sheffield have unlocked the power of people's voices, as experts in their own care; shaping public services.

In July 2024 we published the annual Healthwatch Sheffield report for 2023-24. However, a significant area of work over the past 12 months has been the shaping, development and successful bid for the future delivery of Healthwatch Sheffield; a contract awarded to VAS in September 2024 for 10 years.

The model we've developed is one which focuses on Healthwatch as an anchor organisation for voice and influence in the city, connecting others and acting as an exemplar in this work.

Our highlights from this year include:

- We were successful in securing £10,000 in grant funding from Great Places Resilience fund to do outreach work within the Wybourn and Richmond areas; based within the community centres in each area, we ran a series of sessions and events to support local people with navigating health and care services, linked with wellbeing activities and opportunities to connect with others.

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- We worked with SAYIT and other local VCS organisations to support involvement in a Healthwatch England national project to understand the experiences of trans and non-binary people in GP services, hearing the views of 73 people as part of this work.
- The team has had 2 medical students on placement; they have been finding out about people's experiences of sexual health services with a particular focus on access for young people in temporary accommodation hostels, working with providers including Roundabout and Sheffield Foyer.
- Project work in Tinsley has also been delivered— whilst hearing about people's experiences we have been able to connect individuals to health and care services, and support organisations with issues such as access and booking for the local community centre.
- We hosted an event in February 2025 to launch the new Healthwatch 10-year contract; partnerships were at the centre of the way we described our work, which was well-attended by a range of stakeholders.

### **SPRING**

Over the past year the SPRING partnership has provided a support network of aid and advocacy alongside people who have come to Sheffield to seek refuge and sanctuary, to ensure they can navigate, settle and contribute to the city.

SPRING is a partnership of Voluntary and Community support organisations: City of Sanctuary, SAVTE, Sheffield Citizens Advice, Solace and VAS. The main location for delivery of support is with our partner City of Sanctuary at their premises, but The Circle continues to provide an open door and inclusive space for meeting clients.

#### **August Racist Riots**

Staff and partners of the SPRING partnership were at the forefront of the response to the August Racist Riots with front line workers providing direct support and feedback to people in need.

The Sanctuary organised an event in that week for professionals in the sector as well as an event only for people from the global majority to come together in solidarity and take action against racism.

The New Beginnings team had organised a summer Trip to Bridlington for 357 people, including SPRING clients and this went ahead the week following the riots, which had a hugely positive impact on those who were able to attend.

#### **Complex cases**

This year has seen an increase in the number of complex cases and crisis work as a result of the national housing crisis and capacity challenges within Sheffield City Council (SCC). We have led some excellent partnership work where we try to mitigate the increasing numbers of complex cases requiring advocacy and refugees rough sleeping on the streets of Sheffield.

This is desperate and distressing work, particularly for the staff and volunteers at the Sanctuary and for the Sheffield City Council housing team who have limited capacity or suitable options for people in need. We have therefore developed additional support through:

- Collaborative workshop to design shared approach to protecting staff wellbeing.
- Working with Sheffield City Council to provide housing training for staff.
- Regular 6 weekly in-person meetings both for front line delivery staff and for strategic partners.

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### **Impact**

Over the course of the last 12 months, SPRING partners supported a total of 728 people, up from 665 the previous year.

### **Sheffield Autism Partnership Network**

Over the past year, the Sheffield Autism Partnership Network worked hard to make life better for people with Autism and ADHD in the city.

### **Listening and Learning**

We worked to establish new ways of supporting people waiting for an ADHD assessment, along with NHS and SCC partners.

Our team leader, Katie Drinkwater, presented at the first South Yorkshire Mental Health, Learning Disability, Autism and ADHD board, All Age Shared Learning Event to talk about the self-identification toolkit which has been supported in development alongside SAANS, SHSC and Thrive by Design.

We held a learning event in February 2025 to close out the Autism Waiting List Project from last summer and the final report has also been written up and shared with funders and diagnostic service - next steps are to format this into something more aesthetic for wider sharing across the sector.

### **Mental Health Support**

We have been working with the Public Health team in Sheffield City Council and the chair of the Mental Health Partnership Network to address the expressed needs of the sector around supporting Autistic people of all ages with suicidal ideations or attempts.

We have developed a project plan to deliver robust training and provide a facilitated peer support network to a pilot group over the course of a year to give front line staff the tools and resources to hold people in that space, whilst also strengthening their boundaries around when they're unable to support people and how to safely and confidently refer them to other agencies.

Work is now starting on launching the Suicide Prevention Project alongside the Director of Public Health's Office and the Mental Health Partnership Network, with the intent to open for applications at the end of March. We are shaping £50k of investment to provide additional support through the sector.

### **Developing our learning, resources and shaping support for people with Long Covid**

The Long Covid programme led by Healthwatch Sheffield and VAS has enabled organisations from a diversity of communities to develop and share their co-produced Long Covid resources, with an estimated reach of 20,000 people across the City.

A multi-agency network has now been established involving both statutory and voluntary sector partners – to co-ordinate a collaborative community that continues to develop and share information and resources to support people with Long Covid.

A report on the findings from the Long Covid work has been published with recommendations for how services can improve ways of working to better support people with Long Covid. An evaluation of the project has been completed – as a collaborative project involving a range of stakeholders, the learning from the work will be key to informing the approach of VAS and Healthwatch in future projects, as well as being a demonstrator model the value of partnership working.

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### **Food Cooperatives in partnership with Cooperation Town**

Now more than ever, there is a need to work collectively to face the challenges of modern society. This was the thinking behind our partnership with Cooperation Town to support the development of food cooperatives in Sheffield. Our work commenced in November 2023 and so we are now reviewing 18 months of activity.

Co-ops are nothing new and in almost every culture there are examples of communities pooling resources to help each other.

#### **How it works**

Each Co-op has around 20 people and needs 3 things to operate.

- a) A group of people with a connection to a specific area or common theme.
- b) A venue where people can receive and distribute food.
- c) A food supply which enables members to get good quality food cheaper than at the shops.

#### **Live Co-ops**

We now have 6 community Food cooperatives set up across Southey, Burngreave, Firth Park and Firvale.

We have developed a partnership with Fareshare Yorkshire to receive 1 tonne of surplus food per week to be shared between new cooperatives as we develop more.

We have worked with Fareshare to prioritise the provision of food that is affordable, nutritious and culturally appropriate.

We have secured phase 2 funding from the Public Health team in Sheffield City Council; a further 12 months of funding for the Coop Organiser role and additional seed funding to explore the development of food supply and associated community organising.



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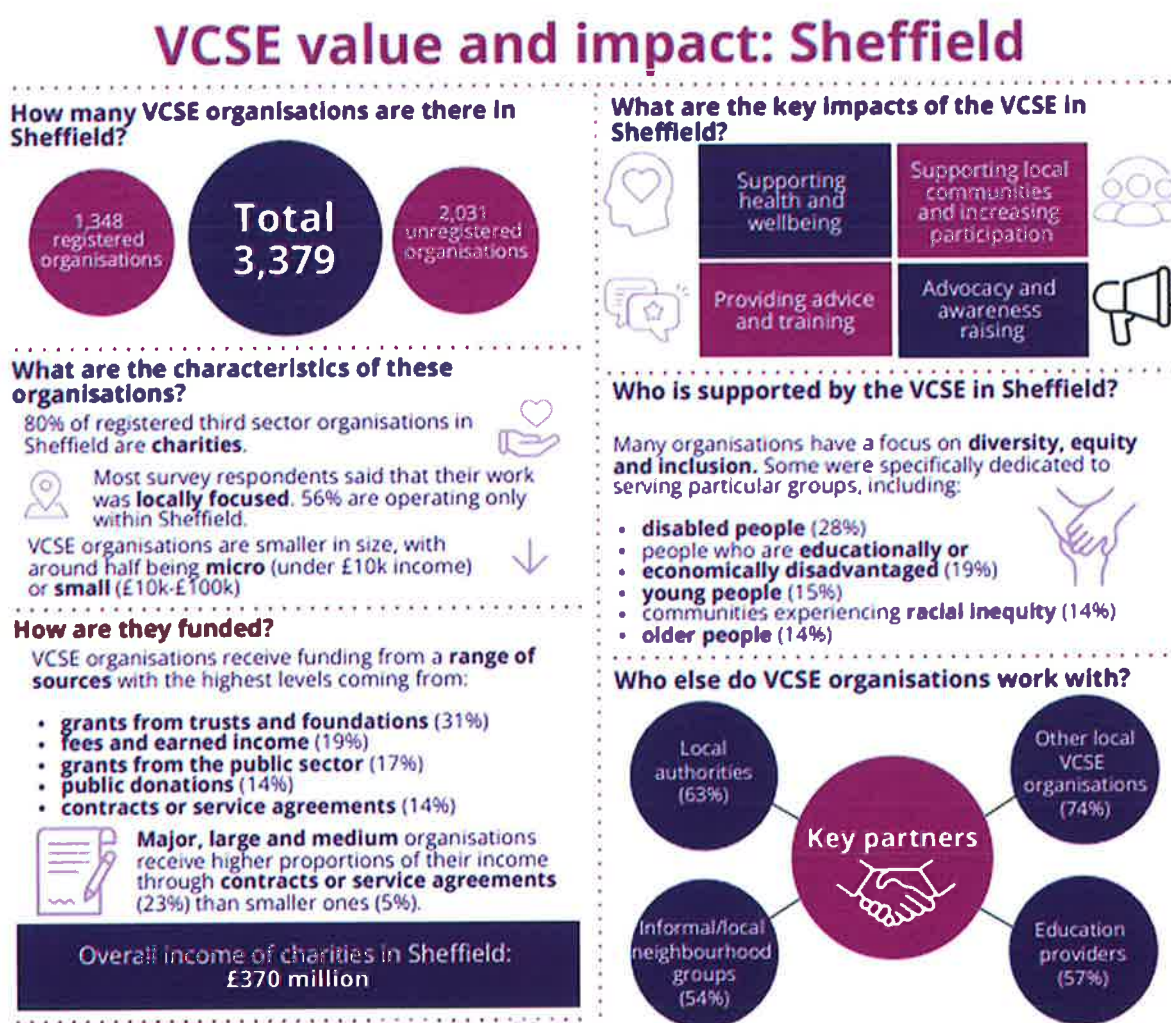
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## Priority Two: Supporting leadership and capacity in communities and the voluntary sector

### State of the Sector- understanding needs and challenges

Throughout 2024 we worked in partnership with the SY ICB VCSE Alliance and colleagues from Sheffield Hallam University to carry out surveys and Charity Commission research into the voluntary sector in South Yorkshire. We jointly published a report of findings on the reported value and impact of the Voluntary Community, Social Enterprise and Faith Sector in South Yorkshire in October 2024. The full report is available on our website, but there is a very useful infographic about the Voluntary Sector in Sheffield set out below:



We also took part in the longitudinal research into the Voluntary Sector, led by Nottingham Trent University in partnership with Pro Bono Economics. Key headlines from this rolling survey were:

**Finances and Services** – The most important concern of the VCS in the UK is income

**Rising costs** – Respondents had to take some of the following actions as a result of rising costs: previously unplanned use of reserves (52%); increase price of services (33%); and reduce office/workspace (27%).

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**Workforce** – Respondents reported difficulty around retention and recruitment of paid staff and volunteers. Recruitment difficulties affecting organizations included: employees working increased hours; having to pause some operations; and having to recruit temporary workers.

**Looking ahead/service demand** – Most respondents don't expect to meet demand for services over the next three months.

### [October 2024 Budget- Impact on the Voluntary Sector](#)

Whilst we welcomed the focus of the budget and targeted investment in local authority, Special Education Needs and Disabilities (SEND) service investment, Housing and NHS expenditure, we were concerned over the impact of increased employer National Insurance contributions on medium to large sized charities.

### [National Insurance increases](#)

The Autumn Budget 2024 increased the employer National Insurance Contributions (NICs) rate from 13.8% to 15%, with effect from April 1, 2025

The change was intended to increase government revenue, but it increased costs for organisations with lower-wage roles and as we entered the new financial year, the impact locally from a sample of 11 medium to large VCS organisations, reported a significant pressure on budgets.

The Sheffield VCFSE Sector is already struggling with funding and fundraising capacity, and the additional budget pressure is forcing organisations into crisis mode; where capacity to plan and innovate are constrained.

The real price of the financial pressure is our people. The financial constraint of contracts and grant agreements (with statutory partners) with no inflationary uplift; the overall reduction in national funding, and lack of capacity to fundraise, impacts on the ability to recruit, retain and reward staff appropriately; talented leaders are burning out and our staff are underpaid and overwhelmed with demand.

### [Building capacity for change](#)

The themes emerging from local, regional and national engagement around the 'health' of the voluntary sector are all expressed by local leaders, workers and volunteers in the Sheffield social action movement. VAS has worked to leverage funding, and brought skills and resources to address the need for capacity building and support to:

1. Lead organisational development/ sustainability
2. Voluntary sector workforce (especially front-line workers)
3. Build capacity in communities - Volunteer development and peer support
4. Build capacity in communities - Community development

### [1. Organisational development and sustainability](#)

#### [UK Shared Prosperity Fund \(UKSPF\)- Building Thriving Communities](#)

Locally, UKSPF is commissioned by Sheffield City Council (who in turn are commissioned by South Yorkshire Mayoral Combined Authority). The fund delivers on 2 key strands: employability targets and outcomes, and community targets and outcomes. The VCFSE are key partners in the delivery of both parts of the programme.

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Building Thriving Communities (BTC) – capacity building through targeted consultant support VAS, in partnership with the South Yorkshire Funding Advice Bureau (SYFAB) and a team of expert consultants has enabled organisations to improve governance, secure funding, and build resilience in the face of financial and operational challenges.

Between March 2023 and February 2025, VAS and SYFAB supported 58 organisations and an additional 177 people trained via VAS and SYFAB. Throughout 2024-2025 local groups have continued to benefit from free support from consultants through the BTC project. They have valued the chance to take time to look at current and future plans and really focus on strategy and process.

The programme has been targeted at groups and organisations that have not benefitted from infrastructure support before and has therefore prioritised organisations from underserved and minoritised communities by design.

We have worked closely with the Sheffield Social Enterprise Network, to refer organisations eligible for their support through the Social Enterprise Growth Accelerator (also funded by the UKSPF programme), to ensure that we support social entrepreneurship as a strategic response to sustainability.

We have also aligned our support with organisations working with the City Council on community asset transfer, providing vital expertise from our framework to support organisations to develop significant legal and business planning work to potentially take over community assets as part of their longer-term plans.

Quote from a leader thanking the consultant:

“Thank you so much for your time on Wednesday. It was, undoubtedly, the most helpful conversation I have had in my time leading the organisation. I appreciate the time you had clearly spent gaining an insight into what we do, and your capacity to listen to my endless stories!”

### **VAS VCS Support team**

VAS receive core funding from Sheffield City Council to support community groups in their management, delivery and evaluating impact. This year, we provided information to 79 organisations and 20 individuals- these were people seeking advice on setting up their own group. Each group/individual was given at least one hour of focussed time, in a face-to-face meeting at their venue or in The Circle. A small percentage of meetings were held online or on the phone, to suit accessibility needs, and further links/resources were sent by email along with clarifications and answers to questions.

Many groups had been referred to us by professionals, for example local Councillors or Community Development Workers, and some found us through recommendations from friends and colleagues. This “word of mouth” shows a level of trust in the communities of Sheffield, especially amongst global minorities who may not have heard of/wanted to ask VAS for help in the past.

The groups have been predominantly small (with an annual income of under £10k), although we have also helped large scale organisations in Sheffield (especially through the Building Thriving Communities project) such as SADACCA.

We continue to deliver outreach events with SYFAB, meeting local groups and people in their areas. We attended nine of these surgeries in 2024-25 (the number of surgeries was supported by UK SPF funding) and reached over 50 groups and have more planned for next year.



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Feedback from a group lead:

"You've given me clarity, and confidence. Now I've got some more people to talk to for information, and I know what the next steps are. I will come back to you to look at what I've done-thank you for your time and help so far!"

### Evaluation

Surveys have shown groups to be very pleased overall with the tailored support and the courses in Charity Leadership. For smaller groups it's built confidence in volunteers' skills, increased their knowledge of systems and processes, and given them tangible resources to use in future, as well as increasing their trust and awareness of VAS. Larger organisations have had successful bids, recruited paid staff, and been supported in work on asset transfers in the venues they use.

## 2. Voluntary Sector workforce support

### Building Thriving Communities - Sheffield Small Charity Leaders support

In September we launched two fantastic opportunities in partnership with one of our framework consultants, Nic Hancock-Fell:

Sheffield Small Charity Leaders Club launched with a cohort of 20 leaders, exploring modules of learning on the essentials of running a charitable organisation from governance to fundraising and communications. With funding from Building Thriving Communities, we were able to offer free places to leaders in this pilot.

The club offered both monthly in person workshops over 6 months, and supported learning in separate peer groups and 1:1 support. A number of the leaders on the course are now in an established peer support group.

We had some great feedback about the sessions:

"There is so little opportunity for meaningful non mandatory development for Voluntary leaders. Small charity leaders club is all the stuff we all as charity leaders feel we should know but often don't. And the stuff we should learn about but is normally in so many different places and costly to attend. The course has been a great opportunity to invest in myself, be an assurance that I am not totally winging it and confirmation we are all doing a great job"

Charity Leaders Essentials – a package of e-learning for charity leaders. This online fully accessible (British Sign Language signed content) set of modules mirrors the 6 modules in the charity leaders club, but is for individuals who prefer online or self-led learning to group sessions. We have had x sign ups to the learning and feedback about the content has been really positive. We believe that the modules are also useful to people supporting charities and groups, and are planning to offer the online content to community development workers in the new year.

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### Frontline workers

#### Mental Health First Aid (MHFA) training programme

Training delivery around accredited Mental Health First Aid was launched back in October 2023 and by November 2024, our 5 trainers had delivered 36 courses to 432 learners from 130+ VCS organisations in Sheffield and South Yorkshire.

This represents 72% actual take up of spaces that were available. Some courses were online, others in person, hosted by 18 VCS venues across 9 Sheffield postcodes. We also trained an individual as a MHFA trainer so they can deliver this training to their community going forward.

The feedback from this training so far has been overwhelmingly positive. The main themes VCS frontline workers have feedback about are:

- This training is wanted and needed
- It has given them useful frameworks to use
- Confirming what they are already doing is OK
- Connecting with others in similar roles

We are planning a learning event for early 2025 to shape an ongoing peer support network, something learners have requested.

### Reflective Support

In June 2024 we awarded small grants to 24 organisations to put in place Reflective Support for some of their workers, to support their wellbeing in the face of widespread burnout in the sector.

We hosted a Learning Event at the end of January and learnt lots about what is and isn't working for organisations taking part, and why. We are using this event to create some templates for disseminating things we learn from work like this, for example for a report and a briefing: "It's time to recognise the value of the workforce": reflective support for frontline staff and volunteers.

## 3. Build capacity in communities - Volunteer development and peer support

### Community Champions

The Community Wellbeing Champions project was set up to focus resource into the areas of Sheffield with the greatest health inequalities, to build on existing local leadership to do so, supporting them to develop new leaders and engage members of the local community. It has done this through facilitating collaborative working between a number of partner organisations:

- Aspiring Communities Together (ACT)
- Darnall Well Being
- Flower Estate Family Action (FEFA)
- Firvale Community Hub
- Heeley Development Trust
- Longley 4 Greens
- Sharrow Community Forum

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- Sheffield African Caribbean Mental Health Association (SACMHA)
- SOAR
- The Terminus Initiative
- Zest

These strong community anchors have provided ongoing development of local volunteer leaders and provided space for engagement activities.

This project has highlighted the value of peer relationships, especially in making connections with marginalised communities. It has also demonstrated the value of volunteering to build social capital, to provide individuals with purpose and opportunities to contribute to the wellbeing of their community, and a pathway for personal development and possibly into employment.

### [4. Build capacity in communities - Community development](#)

#### [Sheffield Youth-Neighbourhoods and Communities](#)

[Our mission is to lower exploitation through empowering communities and building community capacity](#)

#### [Community Hubs](#)

All three community hubs commissioned by SYNC completed their delivery in 2024-25. Darnall/Tinsley and Burngreave/Firth Park hubs received extensions due to ongoing projects. We are currently processing their reports to assess impact and legacy.

We're supporting hubs with their next steps. For example, the unofficial hub in Southey, hosted by Chilypep and supported by Youth Empowerment funding, has made significant progress. The refurbishment of their community building has created a safe space for local residents. One standout initiative is the Dryden Food Pantry, which began during the pandemic and, with our support in partnership with Cooperation Town, has now evolved into a cooperative. The food coop subscribes to Fareshare Yorkshire for a weekly surplus food delivery. This group is now exploring group food buying with surplus funds from coop members' weekly contributions.

#### [Training](#)

We've delivered 166 training sessions, both online and in person, covering: Organisational Development: Partnership building, mentoring, community engagement, leadership, project management, strategic planning. Individual Development: Conflict management, safeguarding, digital marketing, GDPR, first aid, healthy eating, equality and diversity, and more.

At the end of the year, we also launched a Level 2 Youth Work course in partnership with Infinite Skills. This was in response to recognising the gap in the youth work development pathway in the city.

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### Youth Alliance

The Youth Alliance is a partnership that brings together statutory and voluntary sectors and the Chief Executive of VAS sits on the steering group. SYNC staff have fed insight from the SYNC programme into the State of Youth Sector research and mapping undertaken by consultants commissioned by Sheffield City Council, working alongside the Sheffield Youth Alliance. SYNC staff are coordinating efforts to align grassroots youth organisations in the voluntary sector with the development of the Sheffield Youth Alliance.

### Community Research

Our research strand is gaining momentum. We're now working with both Sheffield and Hallam Universities to co-develop a community-embedded research model. This includes piloting new ideas and aligning strategies with community consultations.

A key focus is the impact of poor public transport on young people—a critical factor in their access to opportunities. Our research trainees are instrumental in this work, and we look forward to sharing the findings at the end of the project in September 2025.

### Community Capacity Development - Demonstrator projects

#### Diabetes Action Hub

We continue working with partners from across the health system in the Diabetes Action Hub work to explore ways to involve people living with type 2 in making or evolving decisions that affect them and shaping support.

We have had success in our collaborative projects and there are a number of tangible actions generated from this partnership that include:

- Healthy Plates – Work between STH and community organisations to develop culturally relevant training and training resources has been progressing well. Good collaboration and co-design of resources with African/Caribbean and Somali communities is in progress. We are working with STH to fund re-design of healthy plates for the South Asian and Roma communities.
- Community researcher model – work has started between ISRAAC and SACMHA to share/embed the community research approach developed by SACMHA.
- The Diabetes Education and Self-Management for Ongoing and Newly Diagnosed (DESMOND) lay trainer offer has been developed and budgeted and we have invited organisations to sign up to take on the role. We are working with STH to discuss explore a suitable training
- Redeploying clinical staff to community settings – the Hypertension team and oral health team offered and delivered usual sessions in different community settings
- Training – Diabetes UK delivered 2 rounds of well attended and well received train the trainer sessions to community organisations. This is now being delivered by community organisations to staff and volunteers.
- Community led activity – Workshops, outreach, support groups being delivered across our priority community groups.

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We also appointed Sheffield Hallam University as our evaluation partner for this work and we have:

- Worked with community groups to gather stories (approximately 35 interviews) on living with type 2 to set priorities of the last phase of work.
- Hosted and contributed to a number of events to foster connection and understanding between sectors and communities (Diabetes Day, Connection Cafe world cafe events, Community of practice events for orgs to come together to share what they've been doing).
- Trained up community organisations in using culturally relevant dietetics resources co-created between teaching hospitals and communities.
- Worked with teaching hospitals to train up educators who speak languages/have cultural knowledge of our priority communities.

### **Community Capacity Development - Demonstrator projects**

#### **Move More Connecting Communities**

We have focussed on creating community led local partnership on the move more work which aim to involve people in deciding how we invest in physical activity in an area.

We have managed a series of community engagement activities across the 3 target areas (Jordanthorpe/Batemoor, Tinsley and Carbrook and Shirecliffe) and the VAS Programme Lead has invested in managing the understanding of the wider work (ours is one of 3 strands) to align with our values for working with communities. This has been helpful for setting a clear focus around the work in the City Move More programme.

VAS has been collaborating with communities in Shirecliffe and Parkwood to upskill and empower community individuals to have a say in how physical activity can be embedded in daily life.

## Priority Three: Creating volunteering and other opportunities for people that are most marginalised

Volunteering, when inclusive and accessible, unlocks confidence, connection, wellbeing, skills, and opportunity—and that should be for everyone.

We believe in the power of people and in volunteering as leadership. Whether someone is getting involved for the first time or stepping up as a community organiser or trustee, we see volunteering as an act of empowerment and shared leadership. But this power is not evenly distributed. Our role is to help change that.

At present, volunteering remains out of reach for many people. Cuts to charities, increase in demand from the cost of living leads to charities needing highly skilled volunteers and limited capacity to train people or create entry level volunteering roles with pathways to build skills.

Inclusive volunteering is not just about access; it is about building the infrastructure that enables participation, leadership, and growth.

### Sheffield Volunteer Centre

This year has been one of reflection, refinement, and renewed focus for the Volunteer Centre.

Through our online resources and online volunteering platform, together with our drop in, outreach work and volunteer fairs we are reaching people with new opportunities for volunteering and personal development.

### Data & Impact: We Are Bucking the Trend

Despite national challenges, our data tells a different story—one of reach, inclusion and relevance.

#### Volunteer Reach

- Total registered volunteers: 1,748
- More than 50% of volunteers live in the most deprived areas of Sheffield.
- Only 54% identify as White British, showing above-average ethnic diversity.

#### Demographics

- 28% aged 18–24, showing strong youth engagement (up 7% from last year).
- 12% identify as disabled (up from 9% last year).
- 12% unemployed <12 months, showing growing use of volunteering as a pathway to work.

#### Top Volunteering Roles

- Trusteeship & Leadership – 15%
- Event Support – 13.5%
- Youth & Family Support – 8.4%
- Advice & Information – 7%
- Admin & Customer Service / Fundraising – 6.2% each



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### Volunteer fairs

We held 2 volunteer fairs at the circle to promote volunteering and enable people to have a direct meeting with organisations before applying.

37 organisations had stalls and approximately 240 volunteers attended across the 2 events.

*"This year we undertook some volunteer recruitment which was focused on our engagement volunteer role – this is a role which supports our work to go out and about to talk to people in different settings. As a result, 8 new volunteers attended an introductory training session; this included 2 volunteers that came via New Beginnings, the others came through the Volunteering Fair." Lucy Davies, CEO, Healthwatch Sheffield*

### Drop in

The Tuesday drop-in continues to be well attended and we have three new volunteer Advisors who have settled in well to the existing team. We recently had 18 people visit us on one day – a new record. Since the start of this financial year, we average 8 drop-in visitors each week showing that this face-to-face service is needed and valued by the general public.

### Volunteering Outreach

Since the 1st April, we have engaged with over 250 people during our outreach work at JobCentres, community events and education settings. We also recorded a question-and-answer session about volunteering with JobCentre Partnerships Manager, Claire Robinson. The video was shared regionally with Department for Work and Pensions (DWP) staff to help promote volunteering, its benefits and the Volunteer Centre services.

### Inclusive volunteering model

We are continuing to promote the New Beginnings inclusive volunteering model which is seeing a steady flow of refugees with low confidence and skill moving through the structured pathway in to employment.

We have developed a self-assessment skills matrix for volunteers to complete and then those with more advanced skills train volunteers with less developed skills to support them to develop.

We are taking the lead in supporting and encouraging other partner organisations to see the benefits of adopting our successful NB Admin Volunteering to Employment pathway model. This model has proved to be valuable for people with no work experience or those seeking sanctuary in the UK.

*"Volunteering at VAS was the first thing that made me feel at home. I came to the UK with no network, no direction, and a lot on my mind. But every time I showed up to the office, I felt seen. I felt taken care of and most importantly was treated with respect.*

*Volunteering was the best decision I have made. It has opened opportunities..... And now I am heading to University and looking ahead with hope." Aymen, New Beginnings Project volunteer*

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### New Beginnings Project

The New Beginnings Project welcomes refugees and asylum seekers to Sheffield, supporting them to integrate into the city and empowering them to access opportunities that improve wellbeing, build independence and foster a sense of belonging.

We help our clients develop the skills and confidence they need to independently access:

- Education and training opportunities (including ESOL)
- Volunteering roles in the community
- Pathways to employment
- Participation in social value activities that foster connection and leadership development

This Financial year, the **New Beginnings** team delivered the following key achievements:

- Supported a total of **729** clients from **79** countries
- Registered **586** new Clients
- Supported **94** people to start volunteering and over 3,170 volunteering hours were delivered
- Supported **56** people into jobs
- Supported **90** people to start or complete a course
- Supported **95** people to attend a Higher Education event run in collaboration with Discover/University of Sheffield and Sheffield Hallam
- Supported **5** people to join University
- **527** People participated in **28** different activities in which volunteers were involved to organise.

### UK Shared Prosperity Fund Contract

The Employment team worked tirelessly to successfully deliver the UKSPF contract for last 16 months since December 2023. The team secured a Gold award on results for job outcomes and we were successful in our bid to continue delivery in a new UKSPF contract in the new financial year.

### Sustaining Nature project

The Sustaining Nature project aimed to pilot a learning and development project with 4-5 organisations to explore how to best facilitate refugees engaging in nature for personal well-being, and for some to develop skills and leadership qualities that can lead to employment, particularly in the environment sector.

This fund aimed to support the development and sustainability of the Participation and Engagement work of the project as we evolve, learn and change to improve our work.



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Our funding came to an end in October 2024 after 2 years. The last meeting with the funders Mike Fitter and Heather Hunt was held on 25 Feb 2025 to review the success of the programme, including the outcomes highlighted:

Number of Organisations we engaged with	Total number of Volunteers	Nature Champions Volunteers	Pastoral Support Volunteers	Walk Leaders	Secured Employment in nature	Left
10	34	24	4	6	1	3

Overall, the Sustaining Nature project has been a great success, evolving from a pilot idea and developed an expanded, integral part of the New Beginnings participation support which will continue. It has helped many environmental and nature-focused organisations in Sheffield recognise the value of involving refugees and asylum seekers as part of their volunteer teams. This progress would not have been possible without the additional funding from the Gina Legacy Fund, which enabled us to facilitate more activities within nature spaces, with a particular focus on developing refugees' and asylum seekers' skills in leadership and employment.

The funding created new opportunities for people seeking sanctuary in Sheffield, allowing them greater access to outdoor spaces, engage in meaningful activities, form new friendships, and improve their mental health and overall well-being.

Volunteer opportunities created were designed with a clear progression pathway, supporting individual skill development. This approach proved highly beneficial, as one of our Nature Champions/Walk Leaders successfully secured employment with a local organisation.

### VCS Employment and Skills Network

South Yorkshire has been selected to pilot a number of substantial programs (circa £20m+) to support people in to work with funding coming to SYMCA and the ICB for the region.

Through the VCS skills and employment network hosted by Paul Harvey, relationships with colleagues on both the Sheffield Employment and Skills Advisory Board, and the Health and Employment Local Integration Board, we are working to shape a Sheffield partnership narrative about what is important at a local and hyper local level in the delivery of the Sheffield part of the investment streams.

The strategic connection with SCC remains strong with SCC meeting with VCS providers before the new Commissioning of Pathways employability funding.

## Priority Four: Supporting and empowering the next generation of leaders.

In recent years, significant efforts have been made in our city to address race equality, but certain gaps have become apparent. One major challenge involves ensuring that the lived experiences of diverse communities are genuinely reflected in decision-making processes.

To tackle this, in partnership with the BAMER COVID-19 Action Group, who secured funding from the National Lottery and Opus Independents, we supported some roundtable conversations with leaders of global majority community organisations to establish issues and opportunities for leadership development. This support revealed a shared need: empowering emerging leaders who could succeed the current generation of leaders and bring fresh perspectives to the city's decision-making tables. Thus, the Emerging Leaders Programme was born.

Twelve promising leaders from Global Majority backgrounds were either self-nominated or recommended by their organisations. Initially guided by established leaders who volunteered their time and expertise, this cohort became immersed in a supportive environment that values openness, mutual respect, and trust. Importantly, the programme compensates all participants for their time. Aiming to create a relaxed and empowering atmosphere where everyone feels free to share past experiences and collaborate on solutions.

The new Emerging leaders are addressing questions like: What barriers have we faced? How can we create pathways for a new generation of leaders in our city?

The working group are now assuming a leading role in directing this work. We are supporting the working group to put in place the following infrastructure to take more ownership of this work and drive their own design process:

- The working group has undertaken a skills audit- to identify strengths and gaps. The intention is to recruit to the working group to fill any skills gaps.
- Election of a Chair and Vice chair and key roles in the working group to have focused lead overall and leads for thematic areas such as communications.
- The appointment of an independent facilitator. The VAS lead on this programme Pam Daniel left VAS at the end of March and we planned in the new financial year to define the facilitation role the working group want to see going forward and for a freelance role to report to leadership group.
- VAS is supporting the group to take ownership of the programme budget.

The emerging leaders are a talented and impressive group and we look forward to seeing their strategy come to life in 2025, as the emerging leaders' network is launched.

# **VOLUNTARY ACTION SHEFFIELD**

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Priority Five: Being a good employer and host of well-run organisation, which cares for our resources

### **Valuing our people**

#### **VAS staff forum**

Following feedback through the Strategic Review workshops in 2023-24 and appraisals, a staff forum has been established to improve transparency and collaboration across VAS.

Staff Forum meets every 6 weeks and have reviewed core information about staff diversity, informed decision making across a number of operational areas, including the design of new appraisal processes, designing racial literacy training, and suggesting staff wellbeing initiatives. Members of the staff forum have also been actively involved in both Trustee recruitment and the recruitment of the Director of Operations.

#### **Quarterly Staff awaydays**

We have held three staff awaydays in 2024 so far. The purpose of these regular 2-hour sessions are for all staff to come together in The Circle and share their work, get to know colleagues in other teams, take some time to reflect and celebrate achievements and for key policy and strategic information to be disseminated.

#### **Staff training**

As well as specific project team training VAS have supported staff wide learning with the following sessions this year:

- Core HR training -6 sessions in Oct and November for all line managers.
- Racial literacy training arranged for all staff and trustees
- Active Bystander training delivered – attended by 9 staff and 1 trustee
- Sexual Harassment training to understand changes to the Law -increased employer liability and mandatory reporting
- Carbon Literacy training January 2025
- A Line Managers briefing is held monthly. We've looked at topics including appraisal, sickness reporting and recording and how to use the HR database.

### **Volunteer Celebration**

We held a celebration event in volunteers' week as a thank you to volunteers across VAS. Volunteers from Healthwatch, New Beginnings and the Volunteer Centre came together in the conference room for a social, to connect with each other, play some games organised by staff and for lunch. 30 volunteers attended and enjoyed meeting volunteers across the different teams.

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### **Caring for our Resources**

The Circle is where we host action – it's our home and key to achieving VAS purpose and priorities. It's a welcoming space for people and organisations to work in partnership to deliver positive social action.

It's home to 13 organisations, 12 of whom are part of the voluntary sector or support and advocate for communities. It's home to the volunteer centre and New Beginnings project welcoming people who are often marginalised and putting them at the heart of service design.

This year we said goodbye to long-standing tenants Citizens Advice Sheffield and ME Group and we welcomed Trinity College London as new tenants. Our occupancy remains high, currently around 90% and often 100%. Our sessional income continues to grow and is close to pre-pandemic levels. The majority of our sessional income is from the third and public sectors, with around 20% from the private sector. We also have 73 registered office users.

A working group was established by the board in early 2024 to develop a longer-term asset management strategy for The Circle. The Board asked the working group to consider:

- The Circle offer and customers – who the building is for
- A Greener Future – developing an investment plan and approach to reduce the carbon footprint of the building
- Financial investment plan - identifying longer term maintenance and renewals and how this is funded

The group has developed a 30-year asset management investment plan for The Circle and board agreed to establish a ring fenced reserve to invest £56,500 in The Circle planned renewal identified in the Asset Management Plan

### **Environmental impact**

The working group explored a Greener Future, and have developed an overarching Environmental Policy for VAS and arranged carbon literacy training for staff and trustees to support our environmental ambitions.

We have renewed the gas contract with renewable gas created through anaerobic digestion.

We have developed an investment plan summarised above to reduce the carbon footprint. The longer-term financial strategy work for VAS will consider investment in this as part of the 30-year asset management plan and wider VAS budget setting.

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### Looking Forward

Our priorities for the year ahead will be in delivering our 5 strategic objectives

**1. Building, hosting and nurturing strong inclusive and effective partnerships to develop positive social change.**

VAS will:

- centre our work around people and communities, building networks and partnerships at place (neighbourhoods) and with communities of interest and communities of identity in the city.
- lead work on developing neighbourhood infrastructure to empower people and connect neighbourhoods across thematic areas of interest.
- develop and strengthen existing partnership delivery models and seek to develop new models, from our learning in this space over many years.
- host and nurture partnership work around driving change in the systems that are failing in our city.
- leverage the power of networks and partnerships to drive change through influencing national and local policy.

**2. Supporting leadership and capacity in communities and the voluntary sector.**

VAS will:

- Understand the needs of voluntary and community groups and organisations in order to target resources and expertise in areas of greatest need.
- Support leaders to come together and grow in peer support and shared learning.
- Lead on a programme of work to understand, value and explore the future with community anchor organisations.
- Support with expertise and information that supports the capacity and capability of the voluntary sector in the city.

**3. Creating volunteering and other opportunities for people that are most marginalised.**

VAS will:

- Deliver a volunteer centre to support quality volunteering opportunities and impact for people in the city to contribute and grow in a reciprocal relationship.
- Grow the inclusive volunteering approach we have developed in VAS and work with more partners to embed accessible and supported volunteering roles.
- Develop the pathway of opportunity for some of the most marginalised people to volunteer in order to develop confidence and skills into education and work.
- Work with the VCFSE to develop more joined up pathways and opportunities through strong relationships with the private and public sector organisations.

**4. Supporting access and empowerment in the next generation of leaders.**

VAS will:

- Continue to support and champion the Emerging leaders programme and celebrate and support the network as it grows.
- Develop our support and offer to enable the next generation of trustees, Directors and leaders in the sector.

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5. Being a good employer and a well-run organisation, which cares for our people and resources.

VAS will:

- Invest in our people and continue to provide a supportive and enabling environment and culture for people to do their best work.
- Invest in the refurbishment and maintenance of The Circle, being conscious of the environmental and energy saving measures identified.
- Implement our 3-year sustainability action plan
- Host our tenants at The Circle and support networking with all the people working in our hub.

## Structure, governance and management

Members of the Board of Trustees are nominated from and elected by the members. Each trustee is elected at an annual general meeting to serve for a three-year term, with approximately one third retiring each year. Casual vacancies may be filled by appointment by the Board until the next AGM. Honorary Officers (Chair, Vice-Chair and Treasurer) are nominated and elected by trustees annually, at the first Board meeting to follow the AGM.

The Board also has the power to admit observers, which is used to ensure close links with important partner organisations, such as the City Council and the NHS. Observers are not registered trustees or directors, and do not have voting rights.

The Board is served by its committees and working groups, each chaired by a member of the Board, which meet between three and five times per year. These are responsible for scrutinising specific areas of work, undertaking tasks delegated to them by the Board, and advising the Board on policy and strategy. In 2024/25 there was an Audit and Risk Committee, and an Asset Management Working Group (a task and finish group with a specific time limited terms of reference).

The Board has undertaken a self-assessment against the Charity Governance Code and regularly reviews progress against a governance action plan. This year our focus was on diversity of the board, and following a skills audit, we successfully recruited four new trustees to complement the board.

All new Board members receive an induction with the Chair and Chief Executive. In addition, there are annual or twice-yearly away sessions with senior managers and trustees focusing on strategy and enabling trustees to understand the organisation and their responsibilities.

The senior management team is our executive body. This was restructured during the year and at the end of the financial year comprised, the Chief Executive, Director of Strategic Partnerships, Director of Operations, Head of Finance, Chief Executive of Healthwatch Sheffield, Head of Volunteering, Head of Facilities, SYNC Programme strategic lead, Head of VCSE Partnerships and Opportunities and Head of Programme and Project- Inclusive Practice Development.

The link between the Board of Trustees and staff is maintained through the following mechanisms:

- Line management of the Chief Executive by the Chair;
- Senior staff attendance at meetings of the Board and committees;
- Joint sessions of the Board and Senior Management Team;
- Designated link trustees, with a special interest in a particular strategic priority.

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We have continued to benefit from having a skilled and experienced team of trustees who brought constructive challenge and support to the Executive. Relationships between trustees and the senior management team developed productively and positively.

### **Risk management**

Our Audit and Risk Committee leads on risk management and scrutinises the full risk management plan every quarter, with each trustee board meeting reviewing the most significant risks to the organisation, and those where we are most reliant on mitigating actions to reduce the risk faced.

The main risks included in the register are:

- Ineffective leadership and governance resulting in poor/ill informed decision making.
- A lack of focus and clarity of our role and purpose hampering our ability to deliver outcomes and manage our assets.
- An inability to clearly articulate our impact, values and strategy.
- Changes in statutory government arrangements disrupting our ability to engage and influence decision-making on behalf of our members, citizens and wider VCS.
- Our pay, progression and funding security negatively impacting our ability to attract and retain key staff.

### **Pay policy for senior staff**

The determination of remuneration for all staff is reserved to the Board of Trustees. Salaries are reviewed annually as part of the budget setting process, taking into account cost of living increases and affordability. Periodically a more detailed review is carried out, comparing all salary grades with equivalent roles in the sector.

### **Grant Making Policy**

As described on page 5, one of our strategic priorities is 'Building, hosting and nurturing strong inclusive and effective partnerships to develop positive social change'. Many of our projects are aimed at discovering and developing best practice in community working. To this end, part of our role in these projects is to allocate grants to community organisations, to allow them to trial new ways of working. Organisations are invited to tender for inclusion in the project.

In addition, we recognize that there are times where other organisations are much better placed to reach specific communities than we are. In these circumstances, we may give grant funding, usually as a result of an open invitation to organisations working with those communities.

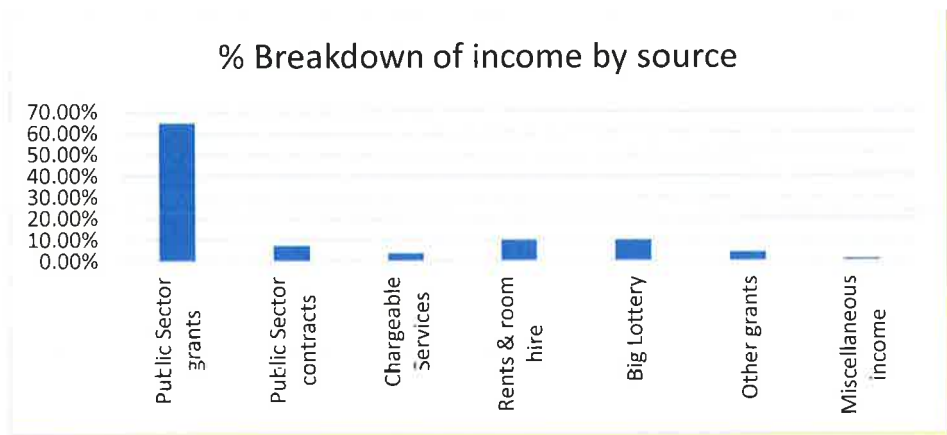
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**Financial review**

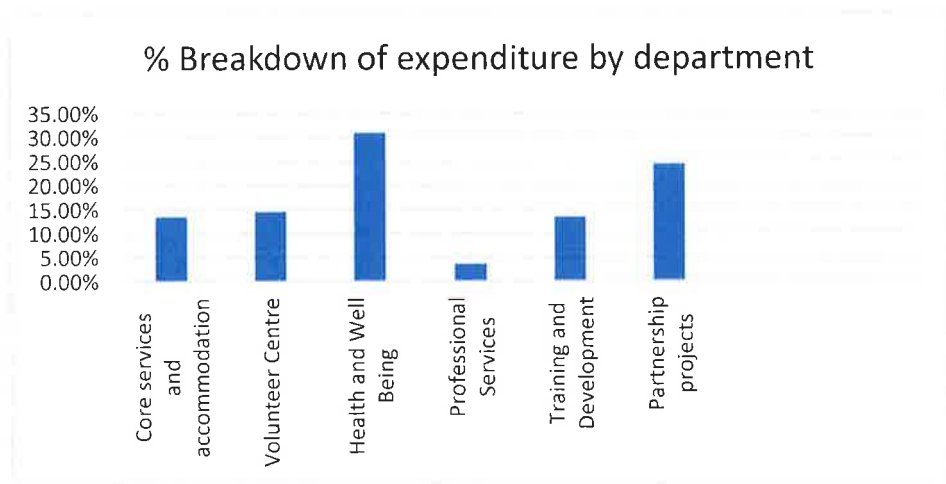
The net movement in funds for the year was an increase of £1.1m. This breaks down into £997k of restricted funds (given for a specific purpose) and £102k of unrestricted funds. In turn, the unrestricted funds break down into £98k of designated funds and £4k on the general fund. The increase in restricted funds largely represents the funding received for This Is Us which is yet to be spent, less grants received in previous years but expended in 2024-25.

Our income for the year was £3.75m, up from £3.32m the previous year. The biggest increase compared with 2023-24 is £1.45m funding for the North East Neighbourhoods project: This Is Us. Against this we received less income for the SPRING project (refugees) and our Community Champions project came to an end.

The principal sources of income were:



Our expenditure for the year was £2.65m, compared with £3.31m the previous year. The breakdown of expenditure by department was:





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The reduction of £661k reflects a reduction in scale of some of our projects due to reductions in funding. In particular, we spent £350k less on the SPRING project and £104k less on Community Champions. As shown in note 8 to the accounts, nearly 30% of our expenditure is funds passed onto VCS partner organisations.

### **Reserves policy**

The Board has determined:

- (a) To maintain free reserves sufficient to cover redundancy and related costs for staff in case of wind-up, and a further £60,000 to manage risks such as short-term year-on-year budget fluctuations. The redundancy costs to be calculated each year as at 31 March.

To take a flexible approach to the precise amounts designated for each purpose if necessary.

The cost of redundancy and related costs for staff as at 31 March 2025, was calculated to be £269,817. Adding the £60,000 to manage risks, gives a requirement of £329,817. At that date, free reserves stood at £392,939, an increase of £4,528 from 2024. This is more than the level required by the policy which has allowed the Trustees to set a deficit budget for 2025-26. The Trustees are happy with the current level of reserves.

- (b) That restricted funds must be kept in a risk-free and liquid form.

Restricted funds are all grants received in advance of delivery of objectives. They are held in VAS's current account.

Designated funds totalled £1,655,821 at the year end. These relate to the Circle building less the outstanding mortgage and the amount owing to eliminate the pension fund deficit. It also includes amounts ring fenced for partnership projects, Healthwatch activities, development of The Circle as a venue, and IT infrastructure costs. See note 22 of the accounts for further details.

### **Fundraising Activities**

VAS raises funds by applying to funding bodies for grants and charging for services. VAS does not proactively raise funds from the public, although it does receive small donations and occasional legacies from individuals.

# **VOLUNTARY ACTION SHEFFIELD**

## **INDEPENDENT AUDITOR'S REPORT**

**FOR THE YEAR ENDED 31 MARCH 2025**

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### **Trustees' responsibilities statement**

The trustees (who are also directors of VAS for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

On behalf of the Board of Trustees



Peter Wozencroft

**Chair**

Date: 30 July 2025

# **VOLUNTARY ACTION SHEFFIELD**

## ***INDEPENDENT AUDITOR'S REPORT FOR THE YEAR ENDED 31 MARCH 2025***

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### **Independent Auditor's Report to the Members of Voluntary Action Sheffield**

#### **Opinion**

We have audited the financial statements of Voluntary Action Sheffield (the 'charitable company') for the year ended 31 March 2025, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The other information comprises the information included in the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent

# **VOLUNTARY ACTION SHEFFIELD**

## ***INDEPENDENT AUDITOR'S REPORT FOR THE YEAR ENDED 31 MARCH 2025***

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otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

# **VOLUNTARY ACTION SHEFFIELD**

## ***INDEPENDENT AUDITOR'S REPORT FOR THE YEAR ENDED 31 MARCH 2025***

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### **Auditor responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our commercial knowledge and experiences of the charities sector;
- we focussed on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Charities Act 2011, Companies Act 2006, taxation legislation and data protection, employment law and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence throughout; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by;

- making enquiries of management and trustees as to where they considered there to be susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risks of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

# **VOLUNTARY ACTION SHEFFIELD**

## ***INDEPENDENT AUDITOR'S REPORT FOR THE YEAR ENDED 31 MARCH 2025***

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In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the FRC's website at:  
[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Rachel Heath (Senior Statutory Auditor)

for and on behalf of

**BHP LLP**  
Statutory Auditor  
Albert Works  
Sidney Street  
Sheffield  
S1 4RG

Date: 6 August 2025

# VOLUNTARY ACTION SHEFFIELD

## STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
<b>Income:</b>					
Donations and legacies	3	23,655	87	23,742	23,823
Income from charitable activities	4/5	772,250	2,918,567	3,690,817	3,296,613
Investments	6	32,685	-	32,685	-
<b>Total income</b>		<b>828,590</b>	<b>2,918,654</b>	<b>3,747,244</b>	<b>3,320,436</b>
<b>Expenditure:</b>					
Costs of raising funds	7	(12,736)	-	(12,736)	(12,177)
Expenditure on charitable activities	8/11	(698,516)	(1,926,304)	(2,624,820)	(3,296,856)
Remeasurement of pension scheme		(10,564)	-	(10,564)	-
<b>Total expenditure</b>		<b>(721,816)</b>	<b>(1,926,304)</b>	<b>(2,648,120)</b>	<b>(3,309,033)</b>
<b>Net income/(expenditure)</b>	10	<b>106,774</b>	<b>992,350</b>	<b>1,099,124</b>	<b>11,403</b>
<b>Transfers between funds</b>	21	<b>(4,426)</b>	<b>4,426</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>102,348</b>	<b>996,776</b>	<b>1,099,124</b>	<b>11,403</b>
Funds brought forward as at 1 April 2024		1,946,412	1,468,948	3,415,360	3,403,957
<b>Funds carried forward as at 31 March 2025</b>		<b>2,048,760</b>	<b>2,465,724</b>	<b>4,514,484</b>	<b>3,415,360</b>

All of the above results are derived from continuing activities. The result for Companies Act purposes comprises the net movement in funds of £1,109,695 (2024: Net movement in funds of £11,403).

The statement of financial activities includes all gains and losses recognised during the year.

# VOLUNTARY ACTION SHEFFIELD

## BALANCE SHEET

AS AT 31 MARCH 2025

	Note	£	2025 £	2024 £
<b>Fixed assets</b>				
Tangible assets	16		<b>1,842,000</b>	1,873,000
			<b>1,842,000</b>	1,873,000
<b>Current assets</b>				
Debtors	17	<b>1,614,166</b>		242,976
Cash at bank and in hand		<b>1,618,493</b>		1,866,771
		<b>3,232,659</b>		2,109,747
<b>Creditors: amounts falling due within one year</b>	18	<b>(357,569)</b>		(284,390)
<b>Net current assets</b>			<b>2,875,090</b>	1,825,357
<b>Total assets less current liabilities</b>			<b>4,717,090</b>	3,698,357
<b>Creditors: amounts falling due in more than one year</b>	19		<b>(202,606)</b>	(282,997)
<b>Net assets</b>			<b>4,514,484</b>	3,415,360
<b>Charity funds</b>				
<b>Restricted</b>	20		<b>2,465,724</b>	1,468,948
<b>Unrestricted</b>				
Designated	22	<b>1,655,821</b>		1,558,001
General	24	<b>392,939</b>		388,411
			<b>2,048,760</b>	1,946,412
<b>Total Charity funds</b>	23		<b>4,514,484</b>	3,415,360

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

These accounts were approved and authorised for issue by the Board on 30 July 2025 and are signed on its behalf by:-



**K Dickinson**  
Honorary Treasurer



**P Wozencroft**  
Chair

**Company Registration No.00215695**



**VOLUNTARY ACTION SHEFFIELD**  
**CASHFLOW STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
<b>Cash flows from operating activities:</b>		
Net cash provided by operating activities	(167,474)	541,353
<b>Cash flows from financing activities:</b>		
Repayment of borrowing	(80,804)	(73,005)
<b>Net cash used in financing activities</b>	<b>(80,804)</b>	<b>(73,005)</b>
<b>Net increase in cash and cash equivalents</b>	<b>(248,278)</b>	<b>468,348</b>
<b>Cash and cash equivalents at 1 April 2024</b>	<b>1,866,771</b>	<b>1,398,423</b>
<b>Cash and cash equivalents at 31 March 2025</b>	<b>1,618,493</b>	<b>1,866,771</b>
<b>Cash and cash equivalents consists of:</b>		
Cash at bank and in hand	1,618,493	1,866,771
<b>Cash and cash equivalents at 31 March 2025</b>	<b>1,618,493</b>	<b>1,866,771</b>
<b>Reconciliation of net income to net cash flow from operating activities</b>		
	2025 £	2024 £
<b>Net income for the reporting period</b>	<b>1,099,124</b>	<b>11,403</b>
<b>(as per the statement of financial activities)</b>		
<b>Adjustments for:</b>		
Depreciation charges	31,000	31,000
(Increase)/decrease in debtors	(1,371,190)	453,396
Increase in creditors	67,913	51,243
Increase/(decrease) in pension deficit provision	5,679	(5,689)
<b>Net cash provided by operating activities</b>	<b>(167,474)</b>	<b>541,353</b>

# **VOLUNTARY ACTION SHEFFIELD**

## **NOTES TO THE ACCOUNTS**

### **FOR THE YEAR ENDED 31 MARCH 2025**

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#### **1. Accounting policies**

##### **(a) General information and basis of preparation**

Voluntary Action Sheffield is a registered charity in the United Kingdom and a company limited by guarantee in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 - 2 of these financial statements. The nature of the charity's operations and principal activities are detailed in the Trustees' annual report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

##### **(b) Funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### **(c) Income recognition**

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

**VOLUNTARY ACTION SHEFFIELD**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**1. Accounting policies (continued)**

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Report.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

The charity receives government grants in respect of Infrastructure Support to the Voluntary and Community Sector, the Sheffield Healthy Holiday scheme and the Volunteer Centre. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is interest earned on the Charity's current account.

**(d) Expenditure recognition**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds - This relates to the cost of obtaining the grants referred to in note (c). It includes 25% of the Marketing & Communications Officer's salary together with related office costs.
- Expenditure on charitable activities - These are the direct costs of VAS's work to meet its charitable activities plus governance costs. Governance includes the direct and indirect costs relating to external audit and to the constitutional and statutory requirements for managing the charity. The following costs have been allocated to governance:
  - One day per week of each of the Chief Executive, Head of Business Growth and Head of Finance together with related office costs.
  - Auditor costs.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

**(e) Support costs allocation**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises overheads have been allocated on a cost per square foot basis and other overheads have been allocated on a staff hours basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 8.

**VOLUNTARY ACTION SHEFFIELD**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**1. Accounting policies (continued)**

**(f) Tangible fixed assets**

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Leasehold land	Nil
Leasehold buildings	50 years straight line
Computer equipment	3 years straight line
Fixtures and fittings	10 years straight line

The lease term for leasehold land starts 1 January 2005 for a period of 250 years. The trustees have considered the fair value of leasehold land and annually consider the need for an impairment review. As a consequence, depreciation has not been charged.

**(g) Debtors and creditors receivable / payable within one year**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

**(h) Loans and borrowings**

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

**(i) Impairment**

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

**(j) Provisions**

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

**(k) Leases**

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

**1. Accounting policies (continued)**

**(l) Employee benefits**

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

The charity contributes to the Pension Trust Growth Plan for its employees. This is in most respects a money purchase arrangement, but does include certain guaranteed benefit elements. The Plan is a multi-employer scheme. Since the charity has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the contributions paid are shown in the income and expenditure account. Under FRS 102, the fair value of the commitment is recognised. The calculation of their fair value of the commitment is subject to an assumption on the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality bonds.

**(m) Tax**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**(n) Going concern**

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

**(o) Judgements and key sources of estimation uncertainty**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

There are no estimates and assumptions that have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year.

**VOLUNTARY ACTION SHEFFIELD**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**2. Prior Year Statement of Financial Activities – for comparison**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2024 £</b>
<b>Income:</b>				
Donations and legacies	3	19,543	4,280	23,823
Income from charitable activities	4/5	812,795	2,483,818	3,296,613
<b>Total income</b>		<b>832,338</b>	<b>2,488,098</b>	<b>3,320,436</b>
<b>Expenditure:</b>				
Costs of raising funds	6	(12,177)	-	(12,177)
Expenditure on charitable activities	7/10	(805,948)	(2,490,908)	(3,296,856)
Remeasurement of pension scheme		-	-	-
<b>Total expenditure</b>		<b>(818,125)</b>	<b>(2,490,908)</b>	<b>(3,309,033)</b>
<b>Net income/(expenditure)</b>	9	<b>14,213</b>	<b>(2,810)</b>	<b>11,403</b>
<b>Transfers between funds</b>	21	<b>(21,722)</b>	<b>21,722</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(7,509)</b>	<b>18,912</b>	<b>11,403</b>
Funds brought forward as at 1 April 2023		1,953,921	1,450,036	3,403,957
<b>Funds carried forward as at 31 March 2024</b>		<b>1,946,412</b>	<b>1,468,948</b>	<b>3,415,360</b>

All of the above results are derived from continuing activities. The result for Companies Act purposes comprises the net movement in funds of £11,403 (2023: Net movement in funds of £642,715).

The statement of financial activities includes all gains and losses recognised during the year.

**VOLUNTARY ACTION SHEFFIELD**  
**NOTES TO THE ACCOUNTS**  
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**3. Income: Donations and legacies**

	Unrestricted	Restricted	Total	Total
	£	£	2025	2024
			£	£
Marjorie Coote Old People's Charity	10,000	-	10,000	10,000
Sheffield Town Trust	1,500	-	1,500	2,500
James Neill Trust Fund	2,000	-	2,000	2,000
Church Burgesses Trust	10,000	-	10,000	5,000
Naomi Cohen	-	-	-	540
David Blunkett Foundation	-	-	-	2,000
Various donations for Awards event	-	-	-	1,725
Sundry donations	155	87	242	58
	<b>23,655</b>	<b>87</b>	<b>23,742</b>	<b>23,823</b>

**4. Income from charitable activities: analysis by activity**

This income can be analysed over the following activities:

	Unrestricted	Restricted	Total	Total
	Funds	Funds	2025	2024
Core Services and accommodation	400,293	35,470	435,763	464,825
Volunteer Centre	45,173	174,883	220,056	500,532
Health and Wellbeing	226,856	1,838,504	2,065,360	625,889
Professional Services	99,138	-	99,138	93,059
Training and Development	-	329,549	329,549	279,191
Partnership Projects	790	540,161	540,951	1,333,117
<b>Total</b>	<b>772,250</b>	<b>2,918,567</b>	<b>3,690,817</b>	<b>3,296,613</b>

An analysis of the sources of this income is shown in note 5.

**VOLUNTARY ACTION SHEFFIELD**  
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**5. Income from charitable activities: analysis by funding source**

	2025	2024
	£	£
Sheffield City Council – Voluntary Sector/revenue grants	161,930	162,930
Sheffield City Council – Other Funding		
- Healthwatch	225,776	209,952
- Sheffield Healthy Activities Fund	13,564	7,854
- Food co-ordination	24,000	-
- Community Champions	-	315,400
- Changing Futures	-	25,000
- Shared Prosperity fund	102,000	123,060
- Better Support	47,282	-
- ESF/SPF Employment project	44,759	40,054
- SPRING	415,000	391,793
- Sheffield Youth Alliance	6,000	-
- Help Yourself	-	6,981
- Refugee Project	-	53,471
Sheffield Teaching Hospitals	-	97,900
South Yorkshire Integrated Care Board	1,651,673	111,188
Sport England (via Sheffield Hallam University) - Move More Empowering Communities	69,070	9,919
National Lottery Community Fund - Restricted funds:		
- New Beginnings Project (Ref. 20222935)	146,196	32,134
- Diabetes Action Hub (Ref. 20210300)	80,308	107,957
- Emerging Leaders Programme (via BAMER COVID-19 Action Group)	50,000	-
- Sheffield Youth - Neighbourhoods and Communities (SY-NC) (Ref. 20106886)	84,712	172,404
Esmee Fairbairn SY-NC	34,449	63,799
South Yorkshire Community Foundation	10,000	10,000
Great Places Housing Association	10,000	-
University of Sheffield	5,096	-
Other grants less than £5,000	7,287	1,060
Asylum and Migration Integration Fund	-	700,121
SACMHA	-	40,300
Dept of Culture Media and Support	-	2,500
Care Quality Commission	-	5,000
Harrogate and District NHS Foundation Trust	-	20,000
Ignite Imaginations	-	23,750
NAVCA	-	5,000
The Circle – Rental income / room hire / conferencing	381,655	403,709
Chargeable services / sundry income	120,060	153,377
	<b>3,690,817</b>	<b>3,296,613</b>



**VOLUNTARY ACTION SHEFFIELD**  
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**6. Investment income**

Surplus balances on the current account were invested in a succession of fixed-term (30 day) deposit accounts. The interest earned on these accounts totalled £32,685 (2024: nil).

**7. Costs of raising funds**

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Staff costs	<b>12,116</b>	11,625
Other costs	<b>620</b>	552
	<b>12,736</b>	12,177

**8. Expenditure on charitable activities**

Support costs totalling £251,662 (2024: £265,624) have been allocated across activities. Costs have been allocated either on the basis of time spent by the departments in supporting the activities, or other usage of the service.

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Finance	<b>36,497</b>	36,526
Human Resources	<b>34,388</b>	30,365
ICT internal services	<b>24,335</b>	32,308
Executive management and administration	<b>156,442</b>	166,425
	<b>251,662</b>	265,624

Expenditure can be analysed over the following activities:-

	<b>Activities undertaken directly</b>	<b>Activities undertaken by partners</b>	<b>Support costs</b>	<b>Total 2025</b>	<b>Total 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Core services and Accommodation	<b>490,967</b>	-	<b>251,662</b>	<b>742,629</b>	878,267
Less: Support costs recharged to projects	<b>(169,427)</b>	-	<b>(220,098)</b>	<b>(389,525)</b>	(397,488)
	<b>321,540</b>	-	<b>31,564</b>	<b>353,104</b>	480,779
Volunteer Centre	<b>244,925</b>	<b>92,500</b>	<b>43,723</b>	<b>381,148</b>	422,560
Health and Well-being	<b>535,887</b>	<b>185,372</b>	<b>90,171</b>	<b>811,430</b>	897,421
Professional Services	<b>77,769</b>	-	<b>14,796</b>	<b>92,565</b>	98,022
Training and Development	<b>303,398</b>	<b>3,830</b>	<b>40,948</b>	<b>348,176</b>	332,064
Partnership Projects	<b>150,585</b>	<b>457,352</b>	<b>30,460</b>	<b>638,397</b>	1,066,010
	<b>1,634,104</b>	<b>739,054</b>	<b>251,662</b>	<b>2,624,820</b>	3,296,856

**VOLUNTARY ACTION SHEFFIELD**  
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<b>9. Governance costs</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Staff costs	<b>32,133</b>	32,435
Related office costs	<b>1,241</b>	1,103
Audit	<b>13,000</b>	12,600
	<b>46,374</b>	46,138
<b>10. Net income/(expenditure) for the year is stated after charging:</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Auditor's remuneration	<b>13,000</b>	12,600
Operating lease rentals in respect of equipment and vehicles	<b>1,628</b>	1,763
Depreciation of fixed assets	<b>31,000</b>	31,000
<b>11. Interest payable</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Bank loans/mortgage	<b>25,830</b>	32,136
<b>12. Staff costs and employee benefits</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>1,220,028</b>	1,243,464
Social security costs	<b>105,520</b>	103,122
Pension contributions – current service	<b>69,241</b>	71,782
Pension contributions – scheme deficit (see note 14)	<b>5,085</b>	6,102
	<b>1,399,874</b>	1,424,470

The average number of employees during the year was 55 (2024: 58).

No employee earned more than £60,000 per annum (2024: nil).

Wages and salaries includes £10,571 of redundancy costs relating to two employees (2024: nil).

**13. Trustees, key management personnel remuneration and expenses and related party transactions**

None of the trustees receive any remuneration in respect of their role as director/trustee of VAS. Travel expenses of £13 were paid during the year (2024: nil). No trustees received payment in respect of training and consultancy (2024: nil).

Several VAS trustees are also employees or trustees of VAS member organisations to which VAS provides various services including payroll services and rent/room hire. The charges for these services are relatively small and always on normal commercial terms. One trustee, James Lock, is a director and shareholder of Opus Independents that provided services to a value of £214 (2024: £3,960). James is also an entrepreneur in residence for Sheffield Hallam University (SHU). VAS received £54,108 funding for the Move More project via SHU (2024: nil). VAS paid SHU £13,621 for evaluation work on our Diabetes Action Hub project (2024: £nil).

**VOLUNTARY ACTION SHEFFIELD**  
**NOTES TO THE ACCOUNTS**  
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**13. Trustees, key management personnel remuneration and expenses and related party transactions (cont.)**

Two trustees, Joanne Arch and Ruth Brown work for the NHS in Sheffield, from whom VAS receives funding as detailed in the notes above. No sponsorship was received from NHS bodies because there was no awards event held in the period (2024: £20,000). None of the Trustees have authority or influence over the funds given to VAS.

One trustee, David Bussue is an employee of SACMHA which received £10,000 in funding from the Community Champions project, a £2,400 Reflective Support grant, £8,125 from our Diabetes Action Hub project and £400 from our Mental Health First Aid project. (2024: £20,000 Community Champions and £1,500 funding to attend various workshops and £1,000 grant to contribute to a piece of work that Healthwatch carried out on end of life care). VAS did not receive any grant from SACMHA for our Autism Waiting lists project (2024: £40,300). One trustee, Safiya Saeed is the project manager of Reach Up Youth which received £58,262 from our SYNC project, £4,000 from our Reflective Support project and £500 from our DCMS project. (2024: £17,640 HAF funding, £45,462 funding from the SYNC project, a £1,000 Collaborative Conversations grant, a £1,000 Long Covid grant, a £500 Cost of Living grant and £250 to attend Diabetes meetings). Safiya is currently the Lord Mayor of Sheffield City Council (SCC), from whom VAS receives funding as detailed in the notes above. VAS paid SCC £9,524 as part of our Move More project, £11,000 as part of our Food Project and £300 from our Healthwatch project (2024: £4,762 from Move More). No sponsorship was received from SCC for an awards event (2024: £5,000). Safiya has no authority or influence over the funds given to VAS. Another Trustee, Tim Furness, is a Trustee of Age UK Sheffield. VAS received no funding from Age UK Sheffield (2024: £2,500). Age UK received £420 for training delivered as part of our Building Thriving Communities project (2024: £30,575 as a partner in our Stroke project). One Trustee, Ahmed Mohamed is the CEO of Infinite Skills which received £4,554 for CPD training delivered as part of our SYNC project (2024: £2,673). Another trustee, Siobhan Laird, is also a trustee of Sheffield and Rotherham Wildlife Trust who received a £1,000 grant for a Green Social Prescribing project (2024: £nil). During the period, trustees made no financial donations to the charity (2024: £1,000)

VAS Chief Executive, Helen Sims, is a non-executive Director of South Yorkshire Climate Action which received no funding in the period (2024: £1,450 funding from the Collaborative Conversations project). One member of the senior management team, Lloyd Samuels, is also an employee of ZEST which received £10,000 in funding from Community Champions (2024: £20,027). Another member of the senior management team, Helen Steers, is a trustee of Citizens Advice Sheffield which received £116,036 from VAS as part of the SPRING consortium (2024: £181,720). Another member, Paul Harvey, is Co-chair of ASSIST Sheffield which received a £4,000 Reflective Support grant (2024: £nil).

The total amount of employee benefits received by key management personnel is £400,814 (2024: £382,562). The Trustees consider key management personnel to comprise: Chief Executive Officer, Director of Operations, Director of Strategic Partnerships, Head of Finance, Buildings and Facilities Manager, Head of Volunteering, Head of Programme and Project Inclusive Practice Development, Head of VCS Partnerships and Opportunities, Healthwatch Chief Officer and SY-NC Strategic Lead.

**14. Pension costs**

VAS makes payments on behalf of employees into individuals defined contributions pension schemes. The assets of these schemes are held separately from those of VAS in independently administered funds. The pension cost charge in the statement of financial activities represents contributions payable by VAS to the funds and amounts to £74,326 (2024: £77,884). £5,085 of the contributions in 2025 related to the deficit on the Pensions Trust scheme (see note 27) (2024: £6,102). Contributions of £7,958 were due at the year-end (2024: £8,955).

**VOLUNTARY ACTION SHEFFIELD**  
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**FOR THE YEAR ENDED 31 MARCH 2025**

**15. Taxation**

As a charity, VAS is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

**16. Tangible assets**

	Long Leasehold land and building £	Computer equipment £	Other fixtures £	Total £
<b>Cost</b>				
At 1 April 2024	4,305,888	30,540	177,963	4,514,391
Disposals	-	-	-	-
<b>At 31 March 2025</b>	<b>4,305,888</b>	<b>30,540</b>	<b>177,963</b>	<b>4,514,391</b>
<b>Depreciation</b>				
At 1 April 2024	2,432,888	30,540	177,963	2,641,391
Charge for the year	31,000	-	-	31,000
<b>At 31 March 2025</b>	<b>2,463,888</b>	<b>30,540</b>	<b>177,963</b>	<b>2,672,391</b>
<b>Net Book Value</b>				
At 31 March 2025	1,842,000	-	-	1,842,000
At 31 March 2024	1,873,000	-	-	1,873,000

**17. Debtors**

Debtors falling due within one year	2025 £	2024 £
Trade debtors	82,694	202,356
Prepayments	21,667	19,583
Grants receivable	1,509,615	20,842
Other debtors	190	195
	<b>1,614,166</b>	<b>242,976</b>

**VOLUNTARY ACTION SHEFFIELD**  
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**18. Creditors: amounts falling due within one year**

	2025	2024
	£	£
Bank loan	87,215	80,767
Pension scheme deficit contributions	3,806	4,988
Trade creditors	59,342	27,657
Accruals	131,677	104,542
Deferred income – income received in advance (see note (a) below)	27,745	23,875
Tax and social security	26,009	24,408
Staff holiday accrued	21,775	18,152
	<b>357,569</b>	<b>284,390</b>

The bank loan is secured on freehold land and buildings of the company over 10 years from February 2018, at a rate of 3% over Unity Trust Bank's base rate, subject to a minimum rate of 3%.

**(a) Deferred income:**

Tenant rent deposits	15,632	16,754
Contract income	11,671	6,679
Other	442	442
	<b>27,745</b>	<b>23,875</b>

**19. Creditors: amounts falling due after more than one year**

	2025	2024
	£	£
Bank loan	195,745	282,997
Pension scheme deficit contributions	6,861	-
	<b>202,606</b>	<b>282,997</b>

**Bank loan maturity analysis:**

In less than one year	87,215	80,767
In more than one year but not more than two years	94,166	86,997
In more than two years, but not more than five years	101,579	196,000
	<b>282,960</b>	<b>363,764</b>

See note 27 for details of the pension deficit payments.

**VOLUNTARY ACTION SHEFFIELD**  
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**20. Restricted funds**

	Balance at 01/04/24	Income	Expenditure	Transfers	Balance at 31/03/25
<b>Core</b>					
Support Services	-	25,470	5,350	-	20,120
Thriving VCF Group	990	-	-	-	990
Collaborative Conversations	3,285	-	3,285	-	-
Voice & Leadership	14,000	10,000	12,500	(9,000)	2,500
Cohesion Sheffield	5,339	-	-	-	5,339
	<b>23,614</b>	<b>35,470</b>	<b>21,135</b>	<b>(9,000)</b>	<b>28,949</b>
<b>Volunteering</b>					
Volunteer Centre	3,670	554	1,280	-	2,944
Refugee & Asylum Seekers New Beginnings project	66,436	174,416	187,276	-	53,576
Community Champions	160,904	-	124,151	-	36,753
Community Makers	9,698	-	2,041	-	7,657
	<b>240,708</b>	<b>174,970</b>	<b>314,748</b>	<b>-</b>	<b>100,930</b>
<b>Health and Wellbeing</b>					
Healthwatch	40,090	44,065	68,306	-	15,849
VCS Infrastructure support	7,844	58,480	55,093	-	11,231
VAS Long Covid	37,313	-	26,404	-	10,909
People Keeping Well	19,585	44,300	32,366	14,000	45,519
Autism support	84,290	50,000	49,227	-	85,063
Move More Empowering Communities	-	69,070	69,070	-	-
Diabetes Action Hub	51,244	80,308	131,552	-	-
Changing Futures	9,372	-	3,693	-	5,679
This Is Us	-	1,445,000	1,229	-	1,443,771
Better Support	-	47,282	8,445	-	38,837
Health Education England	170,443	-	159,254	213	11,402
	<b>420,181</b>	<b>1,838,505</b>	<b>604,639</b>	<b>14,213</b>	<b>1,668,260</b>
<b>Training and Development</b>					
Lunch Club Referral Service	-	28,188	26,045	-	2,143
Development Team	3,000	120,023	127,068	4,045	-
Emerging Leaders Programme	-	50,000	14,002	-	35,998
Food Network Co-ordination	33,466	29,338	27,972	168	35,000
Shared Prosperity Fund	113,759	102,000	98,732	-	117,027
Holiday Activities and Food	72,052	-	54,356	-	17,696
	<b>222,277</b>	<b>329,549</b>	<b>348,175</b>	<b>4,213</b>	<b>207,864</b>
<b>Partnership Projects</b>					
SPRING	333,201	415,000	429,190	(5,000)	314,011
Sheffield Youth Neighbourhoods and Communities (SYNC)	228,967	125,160	208,417	-	145,710
	<b>562,168</b>	<b>540,160</b>	<b>637,607</b>	<b>(5,000)</b>	<b>459,721</b>
	<b>1,468,948</b>	<b>2,918,654</b>	<b>1,926,304</b>	<b>4,426</b>	<b>2,465,724</b>

# VOLUNTARY ACTION SHEFFIELD

## NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

### 20. Restricted funds (continued)

Prior Year restricted funds – for comparison

	Balance at 01/04/23	Income	Expenditure	Transfers	Balance at 31/03/24
<b>Core</b>					
Awards Ceremony	2,053	3,725	5,778	-	-
Thriving VCF Group	990	-	-	-	990
Collaborative Conversations	33,875	-	30,590	-	3,285
Voice & Leadership	14,000	10,000	20,000	10,000	14,000
Cohesion Sheffield	6,131	-	792	-	5,339
	57,049	13,725	57,160	10,000	23,614
<b>Volunteering</b>					
Volunteer Centre	3,860	-	190	-	3,670
Refugee & Asylum Seekers New Beginnings project	57,320	115,084	105,968	-	66,436
Community Champions	73,542	315,400	228,038	-	160,904
Community Makers	10,064	24,290	24,656	-	9,698
	144,786	454,774	358,852	-	240,708
<b>Health and Wellbeing</b>					
Healthwatch	70,779	58,900	89,589	-	40,090
VCS Infrastructure support	129,854	53,500	175,510	-	7,844
VAS Long Covid	78,238	-	40,925	-	37,313
People Keeping Well	12,489	44,300	37,204	-	19,585
Autism support	76,293	96,361	88,364	-	84,290
Move More Empowering Communities	-	9,919	9,919	-	-
Diabetes Action Hub	69,996	107,957	126,709	-	51,244
Changing Futures	416	25,000	16,044	-	9,372
Health Education England	243,000	20,000	92,557	-	170,443
	681,065	415,937	676,821	-	420,181
<b>Training and Development</b>					
Lunch Club Referral Service	-	28,188	32,091	3,903	-
Development Team	11,191	132,342	163,644	23,111	3,000
Food Network Co-ordination	69,000	-	41,867	6,333	33,466
Shared Prosperity Fund	20,000	110,000	16,241	-	113,759
Holiday Activities and Food	150,259	15	78,222	-	72,052
	250,450	270,545	332,065	33,347	222,277
<b>Partnership Projects</b>					
SPRING	21,953	1,096,914	782,041	(3,625)	333,201
Sheffield Youth Neighbourhoods and Communities (SYNC)	294,733	236,203	283,969	(18,000)	228,967
	316,686	1,333,117	1,066,010	(21,625)	562,168
	1,450,036	2,488,098	2,490,908	21,722	1,468,948

**VOLUNTARY ACTION SHEFFIELD**  
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**FOR THE YEAR ENDED 31 MARCH 2025**

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**20. Restricted funds (continued)**

**Core** - Funding to support core running costs.

All of the other restricted funds relate to specific projects being undertaken by VAS. The projects are shown separately, but categorised into the main activities of VAS. Details of many of these projects are given in the Trustees' Annual Report.

Those restricted projects that are believed to need further narrative to explain what services they provide are detailed below. More information can be found on our website ([www.vas.org.uk](http://www.vas.org.uk)).

<u>Project</u>	<u>Service</u>
<b>Healthwatch Sheffield</b>	Established 1 April 2013 as part of the Government health reforms, to strengthen the patient, service user and public voice in shaping health and social care services. Gives citizens and communities a stronger voice to influence and challenge how health and social care services are provided in their locality.
<b>SPRING</b>	A collaboration of six organisations helping refugees settle into the local community. It is funded by the Asylum Migration and Integration Fund.
<b>Changing Futures</b>	A government funded programme aiming to improve outcomes for adults experiencing multiple disadvantage – including combinations of homelessness, substance misuse, mental health issues, domestic abuse and contact with the criminal justice system.
<b>Community Makers</b>	A project funded by Arts Council England (via Ignite Imaginations) to promote volunteering within the creative arts sector in Sheffield.
<b>Collaborative Conversations</b>	This project aims to create a common way of having meaningful conversations about what happens in our city. This will support local people to collaborate on decisions that affect their lives and create action that really matters.
<b>Shared Prosperity Fund</b>	A three-year government funding stream that replaces European Structural and Investment Funds. The fund aims to improve pride in place and increase life chances across the UK by investing in communities and supporting local businesses, people, and skills.

**21. Transfers between funds**

There were transfers of £4,426 between restricted and unrestricted funds during the year (2024: £21,722). These represent unrestricted funds applied to restricted projects.



**VOLUNTARY ACTION SHEFFIELD**  
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**22. Designated funds**

The unrestricted funds of the Charity include the following designated funds which have been set aside out of unrestricted funds by the Board of Trustees for specific purposes:-

	Balance at 01.04.24 £	Transfers £	Utilised/ realised £	New Designations £	Balance at 31.03.25 £
Fixed assets	1,504,248	-	-	44,125	1,548,373
Consortium Service funds	14,225	(14,225)	-	-	-
IT infrastructure and equipment fund	15,030	-	(4,546)	-	10,484
Healthwatch	20,399	-	-	20,065	40,464
Circle Redevelopment Fund	4,099	-	(4,099)	56,500	56,500
	<u>1,558,001</u>	<u>(14,225)</u>	<u>(8,645)</u>	<u>120,690</u>	<u>1,655,821</u>

**Prior Year designated funds – for comparison**

	Balance at 01.04.23 £	Transfers £	Utilised/ realised £	New Designations £	Balance at 31.03.24 £
Fixed assets	1,456,554	-	-	47,694	1,504,248
Consortium Service funds	14,225	-	-	-	14,225
IT infrastructure and equipment fund	20,387	-	(12,875)	7,518	15,030
Healthwatch	31,048	-	(10,649)	-	20,399
Circle Redevelopment Fund	19,933	-	(15,834)	-	4,099
Strategic Review fund	12,000	-	(12,000)	-	-
	<u>1,554,147</u>	<u>-</u>	<u>(51,358)</u>	<u>55,212</u>	<u>1,558,001</u>

**Fixed assets** are funds which represent the net book value of the fixed assets (£1,842,000) less the amount outstanding on the mortgage relating to the building (£282,960) and the amount committed to eliminating the deficit on the pension fund (£10,667). See note 27 for more details of the pension deficit payments.

**Consortium Service funds** are funds donated to Voluntary Action Sheffield by Sheffield Cubed as part of the agreement to transfer a significant proportion of their undertakings to VAS. The Board have decided to un-designate these funds to reflect the partnership work already done by VAS.

**IT infrastructure and equipment fund** is a fund to cover the cost of new/updated databases identified by the Trustees as required to improve the communication facilities at VAS.

**Healthwatch** is funds set aside to cover additional staff costs for the Healthwatch function.

**Circle redevelopment fund** is a fund set up to cover the cost of developing facilities at The Circle in order to continue to attract room hire customers.

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**23. Analysis of Charity funds balances between net assets as at 31 March 2025**

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Fixed assets	-	1,842,000	-	1,842,000
Current assets	549,704	107,448	2,575,507	3,232,659
Current liabilities	(156,765)	(91,021)	(109,783)	(357,569)
Creditors: amounts falling due in more than one year	-	(202,606)	-	(202,606)
	<u>392,939</u>	<u>1,655,821</u>	<u>2,465,724</u>	<u>4,514,484</u>

**Prior Year analysis – for comparison**

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Fixed assets	-	1,873,000	-	1,873,000
Current assets	491,694	53,753	1,564,300	2,109,747
Current liabilities	(103,283)	(85,755)	(95,352)	(284,390)
Creditors: amounts falling due in more than one year	-	(282,997)	-	(282,997)
	<u>388,411</u>	<u>1,558,001</u>	<u>1,468,948</u>	<u>3,415,360</u>

**24. Statement of movement on unrestricted reserves**

	General reserve £	Designated reserves £
Balance at 1 April 2024	388,411	1,558,001
Net movement in fund	4,528	97,820
<b>Balance at 31 March 2025</b>	<u>392,939</u>	<u>1,655,821</u>

**25. Obligations under operating leases**

At 31 March 2025, the total of future minimum lease payments under non-cancellable operating leases for each of the following periods are as follows:-

	2025 £	2024 £
not later than one year	1,588	1,588
later than one year and not later than five years	132	1,720
later than five years	-	-
	<u>1,720</u>	<u>3,308</u>

These payments relate to two photocopiers at The Circle.

# **VOLUNTARY ACTION SHEFFIELD**

## **NOTES TO THE ACCOUNTS**

### **FOR THE YEAR ENDED 31 MARCH 2025**

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#### **26. Commitments**

As at the year end, VAS had capital commitments outstanding of £nil (2024: £nil).

#### **27. Pension costs and liabilities**

##### **SCHEME: TPT Retirement Solutions – The Growth Plan**

VAS participates in two pension schemes – a defined benefit scheme and a defined contribution scheme. They are both with The Pension Trust (TPT) and are part of their Growth Plan Scheme. The defined benefit scheme is closed to new members and to the accrual of benefit by existing members. The only payments to this scheme therefore relate to the funding deficit, details of which are given below.

##### **Defined Contribution Scheme**

For the defined contribution scheme, VAS paid contributions at the rate of 6% during the accounting period and members paid contributions at rates between 1% and 11% during the accounting period. As at the balance sheet date there were 43 (2024: 46) active members of the Plan employed by VAS. VAS continues to offer membership of the defined contribution scheme to its employees.

##### **Defined Benefit Scheme**

The defined benefit pension scheme that VAS participates in is a multi-employer scheme which provides benefits to some 521 non-associated participating employers. It is not possible for VAS to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

##### **Deficit contributions**

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From 1 April 2025 to 31 March 2028:	£2,100,000 per annum	(payable monthly)
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Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

**VOLUNTARY ACTION SHEFFIELD**  
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**27. Pension costs and liabilities (continued)**

Note that the scheme’s previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

**Deficit contributions**

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum	(payable monthly)
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

When an employer withdraws from a multi-employer defined benefit pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). The calculation basis that applies to the Growth Plan was amended due to a change in the definition of money purchase contained in the Pensions Act 2011 and therefore Series 3 liabilities have to be included in the calculation of an employer’s debt on withdrawal.

VAS has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2024. As of this date, the estimated employer debt for VAS was £72,075 (2023: £67,235).

The present value of the deficit repayment provision and the rates of discount used are as follows:

	31 March 2025	31 March 2024	31 March 2023
Present value of provision (£)	10,667	4,988	10,677
Rate of discount (% per annum)	4.84	5.31	5.52

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**27. Pension costs and liabilities (continued)**

**Reconciliation of opening and closing provisions**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Provision at start of period</b>	<b>4,988</b>	<b>10,677</b>
Unwinding of the discount factor/ impact of any change in assumptions	<b>132</b>	<b>409</b>
Deficit contributions paid	<b>(5,085)</b>	<b>(6,102)</b>
Impact of changes in assumptions	<b>68</b>	<b>4</b>
Amendments to contribution schedule – revised recovery plan	<b>10,564</b>	<b>-</b>
<b>Provision at end of period</b>	<b>10,667</b>	<b>4,988</b>
<b>Disclosed as creditors:</b>		
Due in less than one year	<b>3,806</b>	<b>4,988</b>
Due in more than one year	<b>6,861</b>	<b>-</b>
	<b>10,667</b>	<b>4,988</b>

**APPENDIX A – ORGANISATIONAL STRUCTURE 2024/25 as at 31.3.25**

