

# THE CONSERVATION VOLUNTEERS

England & Wales · Charity number 261009

## Details

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Other names	BRITISH TRUST FOR CONSERVATION VOLUNTEERS, BTCV, THE BRITISH TRUST FOR CONSERVATION VOLUNTEERS, THE CONSERVATION VOLUNTEERS
Status	Registered
Legal form	Charitable company
Company number	<a href="#">00976410</a>
Registered	1970-05-14
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website [www.tcv.org.uk](http://www.tcv.org.uk)

## Activities

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**Objects:** 1) TO CONSERVE THE ENVIRONMENT FOR THE BENEFIT OF THE PUBLIC, INCLUDING: A) THE CONSERVATION AND MAINTENANCE OF THE CHARACTER AND AMENITY OF RURAL, URBAN AND INNER CITY AREAS. B) THE MAINTENANCE AND MANAGEMENT OF NATURE RESERVES AND OTHER SITES OF BIOLOGICAL, SCIENTIFIC OR ENVIRONMENTAL IMPORTANCE. 2) TO EDUCATE THE PUBLIC IN THE PRINCIPLES AND PRACTICE OF CONSERVATION THROUGH VOLUNTEERING AND COMMUNITY SUPPORT.3) TO ADVANCE THE EDUCATION OF THE PUBLIC THROUGH THE PROVISION OF TRAINING. IN PARTICULAR:- A) IN PRACTICAL CONSERVATION SKILLS. B) BASIC SKILLS. C) SKILLS TO IMPROVE EMPLOYMENT PROSPECTS.

**Activities:** TCV wants healthier, happier communities for everyone. We work together with people, communities and partners to deliver practical actions that have a lasting impact on people's health prospects and outdoor places.

## Classification

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- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

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- **Area of benefit:** UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND
- Northern Ireland
- Scotland
- Throughout England

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£10,105,000	£10,357,000	£3,780,000	224
2024-03-31	£10,599,000	£10,916,000	£3,698,000	244
2023-03-31	£11,061,000	£11,434,000	£4,015,000	267
2022-03-31	£9,333,000	£8,866,000	£4,388,000	244
2021-03-31	£7,351,000	£7,689,000	£3,720,000	234

## Trustees

Name	Role	Appointed
Andrea Lambert		2025-07-09
Andrew Paul Dalton Walker		2019-09-10
Dermot Toberty		2024-02-12
Dr Joanne Gilbert		2022-11-07
Emma Aspinall		2022-01-25
Jon Towler		2022-12-16
Shannon Russell		2025-06-04
Shipra Gupta		2022-11-07
Tanvi Desai Graham		2025-07-01
Timothy Vaughan		2025-10-07
Uilani Dines		2022-01-11

**THE CONSERVATION VOLUNTEERS**

England & Wales - Charity number 261009

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# Accounts

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# TCV Annual Report and Financial Statements 2024-25



Connecting people together  
to protect and restore nature



Welcome to The Conservation Volunteers' annual report for 2024-25. This year is the final one of our current strategic period 2021-25: 'For people and green spaces: a thriving network for everyone'. I am proud of our achievements across this period and you will see many examples over the following pages of where we have successfully delivered activities in order to achieve our goals.

We had many uplifting moments throughout 2024, starting with the announcement that His Majesty

King Charles III would become the Royal Patron of The Conservation Volunteers, succeeding his late father, Prince Philip, Duke of Edinburgh. We are incredibly proud to have him support our work.

We also celebrated our 65th anniversary, culminating in a special event, which took place alongside our annual TCV Hero Awards. It was fantastic to bring together many of our trustees, partners, colleagues and volunteers to reflect on TCV's positive impact on people and nature over the decades.

TCV has responded to a number of challenges throughout the year with continued wider economic volatility and inflationary pressures. However, in 2024-25, we are reporting a net surplus of £81k. In order to ensure that we continue to have a strong and sustainable charity, we have been progressing a broad transformation programme, including expenditure efficiency and upgrading of key IT systems. Our CEO, Rebecca Kennelly has also refreshed the senior operations team and I am confident that this will allow us to operate more consistently across our regions and to continue to deliver high quality outcomes for our stakeholders.

The most inspiring part of my role is always time spent visiting projects across the country and meeting with our amazing colleagues and volunteers who deliver such important work every day. From a crisp morning on former coalfield sites in South Yorkshire, to our tree nursery at Gogarburn near Edinburgh or the tranquil oasis of Greenwich Peninsula Ecology Park surrounded by the hustle and bustle of London, I love putting on a pair

of gloves and mucking in with the tasks of the day, making new friends and chatting about why we choose to spend time outdoors connecting with nature.

Much of our focus this year has been on developing our next five-year strategy. I am grateful for the input of many colleagues, partners and volunteers into this process and I am delighted at the level of positive feedback around the huge value, which our work brings to nature, people and communities. I am very much looking forward to launching the new strategy in the first quarter of 2025-26.

During the year, we said farewell to three Trustees, Emily Evans, Katie Bowyer and Neal Ransome and we would like to thank them for their support and guidance during their tenure and to wish them well in their next endeavours. Our governance remains strong with a broad set of skills across the Trustees and we will look to bolster this further over coming months.

My thanks go to all of the colleagues and volunteers who protect and restore green spaces every day, creating nature-rich, bio-diverse, and welcoming spaces where people can connect to nature. I also extend my huge thanks to the partners, funders and donors who support us and enable us to continue our vital work.

**Jon Towler, Chair,  
The Conservation Volunteers**

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Following my first full year in role as CEO of The Conservation Volunteers, I am proud to be introducing this year's annual report to showcase some of the fantastic achievements of our teams across the UK. Like many voluntary sector organisations, TCV has been experiencing challenges that required strong leadership and collaboration across Trustees, the Leadership Team, and the broader support of our amazing staff, volunteers, and sector partners as we continue to deliver for people and nature.

There is an unprecedented global challenge with ecological and climate emergencies, coupled with the increasing need to support more people with their mental and physical health. I believe TCV plays a huge part in the solution to tackling these by empowering people to connect with nature, and protect and restore it.

So that TCV is in the most effective, efficient and sustainable position, we launched a transformation programme with huge ambition to improve our internal processes, deliver more impact, grow our income base and right size the charity. With a fresh approach to leadership and renewed energy to transform TCV, our team has worked incredibly hard to make this happen. We have successfully restructured allowing us to concentrate resources in a fit-for-purpose organisational design, which includes a new regional accountability structure in Operations. I would like to thank Fiona Richards as she retires from her role as Operations Director. I welcome new Director of UK Operations, Rachel Slade, to the

Leadership Team who will play a role in transforming our operational delivery. We have also embarked on a replacement of some of our core systems and processes including Finance, HR and Payroll.

As part of the transformation programme, we developed and launched a new strategy for 2025-30 with a mission to connect people together to protect and restore nature, delivering lasting benefits for both. I am very excited to work with teams over the next five years to deliver our goals and increase our impact for people and nature.

This year also marked our 65th anniversary and we celebrated this through our TCV Hero Awards event held at People's Postcode Lottery's headquarters. The TCV Hero Awards showcased the best of TCV's work, teams and community groups across the country who deliver volunteering opportunities and nature improvements in community green spaces. It was a privilege to congratulate the winning teams and volunteers.

I find such joy in leading this amazing charity, knowing that the work of our teams means that 99% of our volunteers would rate their experience as excellent or good. 94% say they feel more connected to nature and that their wellbeing has improved. I am also particularly proud of the diversity of our volunteers, which is exemplified in our delivery being rooted in local communities and our focus on enabling as many differing groups of people to access nature and feel the benefits it provides. 18% of our registered volunteers have a disability, 27% are from ethnic minority backgrounds, and 22% are

in the top 20% most deprived UK areas.

I would also like to recognise the importance of our partners, whose support means we can keep connecting people to nature and we have some fantastic examples within this report of our work with NatWest, People's Postcode Lottery, the Land Trust and the National Lottery as well as other local partners who continue to support TCV. I am immensely grateful for their continued support, which enables us to deliver lasting impact. To every person who works with and supports TCV – staff, volunteers, community network members, partners, funders, and individual donors – you all make this happen, so thank you.

The next 12 months is an exciting time for TCV as we continue to deliver our transformation programme, launch our new strategy, grow our impact and increase the number of people supporting nature recovery.

**Rebecca Kennelly, CEO,  
The Conservation Volunteers**



## APRIL

### An opportunity to create lifelong connections to nature

We started off the year with a brilliant fundraising opportunity through the Big Give, where for one week, our donations were doubled through the Green Match Fund. Our appeal focused on giving children a Wild Day Out, drawing on the need to provide young people who grow up in green space-deprived urban areas with a lifelong connection to nature. The sessions provided the children with a unique experience, helping them develop new skills, ignite their curiosity and give them lasting memories to take home. Through the generosity of our incredible donors, we generated nearly £16,000. This meant we could hold 35 Wild Days Out working with schools stretching from London up to Clackmannanshire including the Midlands, Manchester, Cheshire, Merseyside, and Leeds.



## MAY

### His Majesty The King becomes Patron of TCV

A huge highlight of the year was when His Majesty The King announced his patronage of TCV to mark the first anniversary of Their Majesties' Coronation. We were honoured to announce the news in our 65th anniversary year and for him to endorse our charity. The King has long been a dedicated advocate for the conservation of our natural world, and he follows in the footsteps of his late father, Prince Philip, The Duke of Edinburgh, who was our Patron for more than half a century.

## JUNE

### TCV's Belfast Urban Garden launches Big Help Out

The Big Help Out, lead by /Together, took place over three days in June and was the culmination of Volunteers' Week. In Belfast, our team held a launch for the Northern Ireland event with the help of BBC Radio 1 star Dean McCullough. It also doubled up as a fantastic way to showcase the new Belfast Urban Garden (BUG), which is an urban gem that offers individuals, groups and businesses from neighbouring communities the opportunity to engage with a city community garden and come away feeling the wonderful benefits of being active and connected to nature.



## JULY

### Getting the nation to pick litter with celebrity Pips Taylor

Broadcaster and DJ Pips Taylor visited us at TCV Railway Fields, an oasis of nature nestled in Haringey, London. Pips spent the morning litter picking to encourage people to get involved in /Together's annual Thank You Day event in July, which is a perfect opportunity to say Thanks to the local people who volunteer and care for others in the community. It's also a chance to appreciate our natural environment and the people who look after it, so we kicked off a campaign to encourage people to do a local litter pick in the green spaces near to them. We were thrilled to see so many people stick on some boots, pick up a bin big and get out in their local community!



## AUGUST

### Continuing our commitment to connect people with nature

TCV's range of conservation handbooks have long been considered as the go-to guides for practical conservation, written by experts and covering a range of essential conservation topics from Dry Stone Walling to Tree Planting and Aftercare. They were recreated in digital form nearly 10 years ago, so we updated and improved their usability for the hundreds of subscribers who benefit from their guidance. TCV's Community Network groups also saw an enhancement to their members' website with a wide variety of written and video guides to support their care of local green spaces.



## SEPTEMBER

### Reflections on our seven-year partnership with ScotRail

TCV works with many partners to support and deliver our work, and one that we celebrated in Scotland in 2024 is **ScotRail**. We've partnered together since 2017 to increase biodiversity around their station and depot industrial spaces. This involves guiding their employees on volunteer days to create wildflower meadows, orchards, and ponds. They've developed a huge range of skills including woodworking and using different tools, plus they are learning how to identify species through a citizen science element of the project. We also encourage staff to spend some of their working day in the nature areas that we've created together and sample the fruit from the orchards they have grown.





## JANUARY

### Transforming the John Muir Way with over 70 traineeships

2025 started with the launch of an exciting, new three-year project along the John Muir Way. With the fantastic support of The National Lottery Heritage Fund, we will run a transformative initiative aimed at enhancing the biodiversity of the iconic Scottish trail. Our mission is to improve the prospects of local communities by providing access to high-quality green spaces, fostering learning and skills development in flora and fauna, and combating invasive species. This project not only tackles unemployment by equipping 72 local trainees with valuable green skills, but also contributes to the fight against climate change by planting trees and hedges along the route.

## OCTOBER

### Harvest celebrations for our Green Gyms

Public Health Agency (PHA) Northern Ireland have been long-term partners of ours, supporting our delivery of Green Gyms and encouraging local people to be active as well as grow and eat healthy fruits and vegetables. Our annual Autumn harvest celebration was held in Portadown, where all Green Gym groups from PHA-funded Southern and Mid-Ulster areas get together to complete horticulture workshops, showcase their produce and homemade products, and enjoy a shared supper. It's a brilliant opportunity to gather and reflect on the success of the volunteers as well as promote the impact of a community garden on health and wellbeing and creating access to nature.



## FEBRUARY

### I Dig Trees featured on BBC radio and celebrated by Mayor of London's office

This year's tree-planting season and I Dig Trees programme was celebrated with a visit from Mete Coban MBE, Deputy Mayor for Environment and Energy, to TCV Railway Fields. Earlier in 2024, TCV CEO Rebecca Kennelly appeared on local BBC radio stations to encourage the public to sign up to the programme and claim their free trees. We then invited the Mayor of London's team out to our site in Haringey to celebrate the initiative, where together we gave out 70,000 extra trees to London communities to build on the 3.7m trees the programme has already achieved across the country.

## NOVEMBER

### TCV Hero Awards and 65th anniversary celebrated

As part of our annual volunteer celebrations, the TCV Hero Awards, four TCV volunteer and community groups took to the stage at a special awards event in November, held at the headquarters of one of our amazing partners, People's Postcode Lottery. This year's winners included two community groups, Earlston Paths Group and Wild Wisdom Farm, our team in Hollybush for demonstrating inclusivity in green space volunteering, and Volunteer of the Year, Evan Pidgeon from TCV South Yorkshire. This year the awards were extra special as they were awarded during TCV's 65th anniversary year, allowing us to have a double celebration!



## DECEMBER

### 65 years of connecting people and green spaces

2024 marked The Conservation Volunteers' 65th anniversary! It was a year of welcoming a new CEO in Rebecca Kennelly MBE and His Majesty The King as our new Royal Patron, plus some fantastic events as shown here. We rounded off the year with our first face-to-face TCV Hero Awards since the pandemic and celebrated our anniversary at this special event too. Interested in what we did in the other 64 years? Have a [browse of our history pages](#) on our website where you'll see our achievements across the years and where we focused our work in each decade.

## MARCH

### A Decade of Impact: TCV and OVO's Phenomenal 10-Year I Dig Trees Partnership

We ended the year by celebrating a huge anniversary milestone for TCV and OVO: 10 years of partnership, during which time we have created the UK's largest community tree planting programme, I Dig Trees. We came together to celebrate this wonderfully proud moment at an event at TCV Stave Hill Ecological Park in London, where we planted commemorative trees and had the chance to reflect on the significant achievements we have made together for climate, wildlife and communities. We also created a moving [video](#) to showcase the phenomenal programme and shared this with supporters and volunteers to thank them for the incredible impact they've made.



# We are The Conservation Volunteers

But you can call us TCV. Since 1959, we've been a charity creating opportunities for people to create, improve and care for nature in the green spaces around them across the UK.

Our variety of projects cover a bit of everything involving nature. Volunteers muddy their boots in parks, community gardens, woodland, sites of special scientific interest, nature reserves, schools and hospital grounds, helping create a glorious network of protected green space across the UK.

This work connects people with nature, and that connection delivers powerful results.

**Our mission is to connect people together to protect and restore nature, delivering lasting benefits for both.**

We will do this through four strategic goals across 2025-30:



## **Protect and restore local environments**

We will create, protect and restore local green spaces through volunteer action, improving biodiversity for the benefit of nature and people.



## **Improve people's health and wellbeing through nature connection**

We will bring people together with nature, equipping them with the skills and confidence to improve their mental health and physical wellbeing.



## **Empower others to take action for nature**

We will inspire people to connect with nature and understand the practical action we can ALL take to protect and restore it.



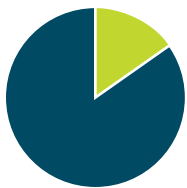
## **Develop conservation and green skills**

We will help strengthen the green skills economy, inspiring the next generation of conservationists by delivering transformative volunteering opportunities and traineeships.

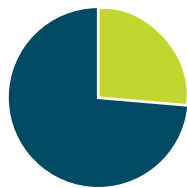
# Our impact: 2024-25



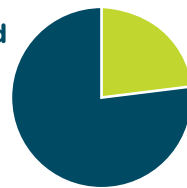
## We represent diversity



18% of our registered volunteers have a disability



27% of registered volunteers are from ethnic minority backgrounds



22% of our registered volunteers are in the top 20% most deprived UK areas

## And of our volunteers...



**"You provide not only reasons but the ability to do things. You are an astonishing organisation."**

Sir David Attenborough, TCV Vice President talking about TCV

# A pivotal moment for TCV's Tree Nursery

In Northern Ireland, we relocated our native tree operations to Cultra, County Down in 2021 and we are now in the final stages of installing our major tree growing infrastructure, thanks to support from National Museums Northern Ireland and NI Water, who supported the design and installation of a new irrigation system.

As we moved into 2025, we started our 5-year business plan to produce up to 100,000 trees per year, expand our retail offer to include potted and cell grown stock, and deliver a full programme of tailored seasonal volunteer and corporate volunteer days and training workshops.

Our goal is to produce healthy native trees planted right across Northern Ireland, which will be vital for increasing tree coverage and contribute to reducing the climate emergency.

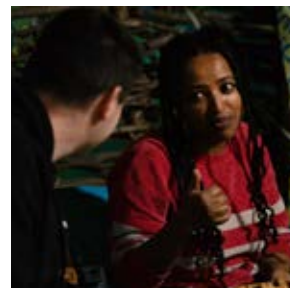


# Diversity champions TCV Hollybush demonstrate inclusivity in green space volunteering

TCV's fantastic community hub in Leeds, TCV Hollybush, has been running for 45 years and has adapted activities to the needs of the community over those years so that they are relevant and accessible. This includes working around the limitations of TCV Hollybush being a historic site with one building being listed and dating back to 1700. But the rest of the space is wheelchair accessible and activities on site, such as food growing, is completed in raised beds with appropriate access.

This site won TCV's Hero Award for 'Diversity Champions of the Year' in 2024 for their array of efforts to make nature available for all. Our team considers every socio-economic background to ensure volunteers can get to them, we set up specific volunteer sessions for different groups to create safe spaces, raise awareness and understanding of mental health support and gender inclusion, and make adjustments for neurodivergence.

As well as facilitating the support and needs of each group, we also bring people together. This



acceptance and appreciation of each other among volunteers is recognised in that many cite that they can completely be themselves, whether that's as non-binary,

neurodivergent or a person with a disability. The volunteers and staff are incredibly diverse but united by a shared love of nature, practical conservation, and being outdoors.

## Creating biodiverse community spaces with the Land Trust



TCV has worked side by side with the Land Trust on multiple sites across the country and 2024 saw one of our longest running sites celebrating their 10-year anniversary alongside developments of one of our newest.

The 10-year anniversary belonged to 29-hectare former landfill, The Countess of Chester Country Park, which has been transformed over the last decade into a wildlife-rich green space, including a mixture of

woodland, grassland, and wetland areas. As well as protecting this important biodiverse space, we have connected the community to nature through Green Gym sessions and working with community group the Friends of Countess of Chester Country Park. This dedicated group – who are synonymous with the park’s success – have made some fantastic improvements, such as creating memorials and trails for local people to enjoy.

Down the country from Chester to Essex is our newest site we manage on behalf of the Land Trust, Davy Down Riverside Park, which is owned by Essex and Suffolk Water and Thurrock Council. We manage the Essex and Suffolk Water area of the park and in just a couple of years, we have created a a hive of activity through our new plan to engage local people. This includes practical volunteering activities, community and family engagement events, training opportunities, and wildlife surveying for everyone from regular TCV volunteers to those we work in partnership with such as Men’s Shed, Mind, Cubs groups and Community Payback. Also in this short space of time, it has become incredibly biodiverse with habitat improvements made by TCV teams leading to sightings of a harvest mouse population, dormice and water voles.

## 1,000 trees grown for Scotland by NatWest employees

The last financial year ended with a brilliant celebration as we helped to launch the Gogaburn Tree Nursery, based at the Edinburgh Headquarters of our partners, Royal Bank of Scotland. Across this first year, the nursery has grown almost 1,000 trees, with species including Alder, Birch, Elder, Hazel, Dog Rose, Scots Pine and Wych Elm.

Our innovative seed collection programme runs out of the nursery, with employees sourcing seed locally and producing trees that are well adapted to the local environment. This increases longevity and chance of survival once they are planted out around Scotland. As well as enhancing local biodiversity, the tree

nursery increases access to nature for the headquarters’ employees and provides them with a green space to enjoy. During the past year, the TCV team has held twice-weekly, hands-on outdoor sessions with NatWest staff to inspire them to enjoy nature and contribute to its protection.

These trees have made a small contribution to the much larger target set by NatWest to create a 50,000 tree forest. NatWest knows the value of planting trees to create natural habitats for wildlife and improvements in mental health and hope to increase both the number of species grown and trees produced. At TCV we’re only too happy to support their mission.



# Trustees' and Directors' report incorporating the Strategic Report

## OUR OBJECTIVES AND ACTIVITIES

The charity's objectives are:

- To conserve the environment for the benefit of the public including:
  - the conservation and maintenance of the character and amenity of rural, urban and inner-city areas
  - the maintenance and management of nature reserves and other sites of biological, scientific or environmental importance
- To educate the public in principles of conservation through volunteering and community support
- To advance the education of the public through the provision of training, in particular:
  - in practical conservation skills
  - basic skills
  - skills to improve employment prospects
- To develop the capacity and skills, primarily through volunteering opportunities, of the public at large and those who by reason of youth, age, infirmity or disability, poverty or economic and social circumstances, have need of such facilities with the object of improving their conditions of life.

The trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

## OUR OUTCOMES AND HOW WE DELIVER THEM

### Environment

Green spaces are created, protected and improved, **for nature and for people**. Our work with the environment underpins all our other outcomes.

TCV delivers **hands on, practical action** - planting trees, increasing biodiversity and improving green spaces. TCV delivers nature-connections for **those who need it most**.

### Health & Wellbeing

People improve their physical and mental health and wellbeing by being **outdoors, active and connected with others**.

TCV delivers meaningful group-based physical activity reducing isolation and **improving health and wellbeing**.

### Communities

Communities are stronger, working together to **improve the places where people live** and tackle the issues that matter to them.

TCV delivers community connections supporting and empowering communities to make change - creating community green spaces and networks that build a **sense of belonging**.

## Learning & Skills

People improve their **confidence, skills and prospects**, through learning inspired by the outdoors.

TCV delivers nature-based learning and skills providing experience, training and qualifications in green spaces for **people of all ages**.

Examples of activities delivered this year, which each contributed to one or more of these outcomes, can be found throughout the preceding pages of this document.

## FINANCIAL REVIEW

TCV reported net income before gains and revaluations of £81k for the year (2024: net expenditure of £317k). This included the profit on disposal of a property in Scotland and a number of key strategic changes. Under the leadership of the new CEO, changes were made to the organisation through a Transformation Programme aimed at modernising and developing the organisation for the current economic climate within the sector - ensuring sustainability for the next 65 years.

TCV continued to operate in a demanding external climate which challenges all organisations in the charitable and third sector. This has required a careful control of costs and management of resources.

The current year net income has improved the overall position in relation to reserves which now represent 9 weeks of unrestricted reserves which is within the current policy range of 7-14 weeks of unrestricted expenditure (more details on the Reserves Policy are included in page 15).

The Charity closed the year with total reserves of £3,780k (2024: £3,698k) including unrestricted reserves of £1,927k (2024: £1,941k) including free reserves of £1,036k (2024: £970k) and capital reserves of £891k (2024: £770k).

## INCOME

	2025 £'000	2024 £'000	Change £'000
Charitable activities	9,727	10,289	(562)
Other trading activities	28	101	(73)
Donations and legacies	217	143	74
Investments	81	66	15
Other	52	0	52
<b>Total income</b>	<b>10,105</b>	<b>10,599</b>	<b>(494)</b>

Income decreased by £494k in the year to £10,105k.

2024-25 continues to be challenging. The need for TCV's activities in the face of both a climate and mental health crisis has never been greater but the demand for grants and contracts, particularly for public funds, far outstrips the available funds.

Almost 30% of TCV's income is derived from sources associated with Local Government - including London Boroughs. The ongoing financial challenges faced by Local Authorities has impacted on this income with many non-essential community services being subject to reductions.

This has also been reflected in National Government contracts - in particular the contract with Scottish National Heritage being reduced by 23% in response to more challenging government funding.

The General Election in July 2024 resulted in a change of Government. The services that TCV offers have never been more relevant in supporting positive mental health and addressing the climate crisis. Therefore, over the next strategic period TCV must ensure our voices are heard to secure increased funding and support our communities.

During the year, TCV has successfully secured a new Heritage Lottery Funded project in Scotland in partnership with three local authorities and the Scottish Canals Trust. This project provides traineeship opportunities to over 70 young people who face the greatest barriers to education and employment over a three year period all whilst working to support the John Muir Way in Scotland. We are also excited to continue our partnership with the Postcode Earth Trust with thanks to the players of People's Postcode Lottery.

#### STATEMENT OF FINANCIAL ACTIVITIES

	2025 £'000	2024 £'000	Change £'000
Total Income	10,105	10,599	(494)
Expenditure:			
Charitable expenditure:			
Health, conservation and community	(8,467)	(8,825)	358
Training and employment	-	(12)	12
Support costs	(1,530)	(1,653)	123
Fundraising costs	(360)	(426)	66
<b>Total expenditure</b>	<b>(10,357)</b>	<b>(10,916)</b>	<b>559</b>
Profit of Sale of Asset	333	-	333
Net unrestricted expenditure	186	(375)	544
Net restricted expenditure	(105)	58	(163)
<b>Total net income/ (expenditure)</b>	<b>81</b>	<b>(317)</b>	<b>398</b>

Total expenditure decreased by £559k in the year.

The overall decrease in expenditure is reflective of the reduction in income as the driver for efficiency through the Transformation Programme.

TCV continued to meet its obligations to remain a Real Living Wage employer with a 10% increase awarded to those in the lowest pay bracket. This increase in the Real Living Wage is the second consecutive year of an increase of 10% and therefore puts significant financial pressure on the organisation, as this disproportionately affects the greatest number of staff.

This has led to numerous discussions with funders to ensure incremental increases in income to meet these financial obligations for our front-line delivery staff.

In addition to the increase in the Real Living Wage, TCV continued to navigate the challenging economic environment for inflation on general goods and services.

In order to control our costs, it was necessary to restructure the organisation and change the Leadership Team structure. This has resulted in an overall reduction in costs.

Fundraising costs were reduced during 2024-25 as fundraising activities were brought in house.

The Charity did not use any professional fundraisers or commercial participators. The Charity is registered with The Fundraising Regulator and follows the Code of Fundraising Practice. Individual fundraising activities were conducted using direct mail and digital campaigns. We monitor all fundraising activity to ensure it is ethical, respectful and protects vulnerable individuals. No complaints related to fundraising were received during the reporting period.

#### BALANCE SHEET

	2025 £'000	2024 £'000	Change £'000
Tangible fixed assets	706	694	12
Investment property	850	850	0
<b>Total fixed assets</b>	<b>1,556</b>	<b>1,544</b>	<b>12</b>
Debtors	2,742	3,398	(656)
Assets held for resale	0	187	(187)
Cash and cash equivalents	1,153	700	453
Creditors	(1,518)	(1,978)	460
<b>Net current assets</b>	<b>2,377</b>	<b>2,307</b>	<b>70</b>
<b>Provisions for liabilities</b>	<b>(153)</b>	<b>(153)</b>	<b>-</b>
<b>Net assets</b>	<b>3,780</b>	<b>3,698</b>	<b>82</b>

Net Assets increased with careful management of TCV's debtors and creditors portfolio throughout the year.

The freehold owned property Sedum House, Doncaster has not been revalued and continues to be held at the value from March 2022. The covenant on the land is due to expire in December 2025, prior to which there will be a full review of the future of the building. At this time, the building continues to be rented out to GB RailFreight as a key partner.

The disposal of the Asset held for sale, Balallan House in Stirling, completed for £529k cash less £9k costs, resulting in a gain on disposal of £333k over the net book value that was held.

The provision for liabilities against leasehold properties was increased in 2023-24 following a more in-depth review. This year, TCV undertook a lighter touch review. During the 2024-25 financial year, TCV vacated a London leased property where the cost of leaving was less than the provision. Therefore, there is confidence that this provision represents an appropriate value.

The Charity had a net cash inflow of £453k for the year (2024: £79k outflow).

## STRATEGIC REPORT

### *For people and green spaces; a thriving network for everyone*

2024-25 was the final year of TCV's 2021- 2025 strategy 'For people and green spaces: a thriving network for everyone,' responding to the challenging times in which we live, including the climate and ecological emergency, the national mental health crisis, and increasing social isolation and inequalities.

Our work is more relevant than ever in this context, and the strategy includes three overarching goals that drove our decision making to 2025, each with a specific pledge to demonstrate the scale of our ambition and make a clear commitment for change by 2025:

- We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces with a pledge to grow our tree planting to 5 million trees by 2025
- We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both, with a pledge to support a thriving UK-wide network of over 5,000 community organisations
- We will support more diverse audiences to connect with green spaces, with a pledge that by 2025 the work we do, and those we work with, will increasingly reflect the makeup of the communities we work in.

#### **Goal 1**

In 2024 we developed a new digital platform that enables community groups and stakeholders to document, track, and analyse tree planting and in the longer term, it will analyse general greenspace activity. From pre-planting through to post-planting, users can capture spatial data and monitor outcomes across key environmental metrics.

Field trials with volunteers have shown the platform's potential to deliver accessible, consistent, and meaningful impact data. This marks the beginning of a structured, scalable approach to environmental monitoring—providing a vital framework for regular assessment and improvement.

We have completed phase one development and are targeting a public launch in September 2025, aligned with the new I Dig Trees season. Post-launch, we'll gather user feedback to guide future development—ensuring the platform evolves in line with real-world needs.

This is more than a digital tool. It's a step-change in how we evaluate and enhance the legacy of our work—setting a new standard for impact-led, community-driven environmental action.

In 2024, we marked a milestone year for I Dig Trees—our 10th anniversary of empowering communities to take climate action through tree planting. During this special season, nearly 700,000 native trees were planted across the UK by almost 1,200 incredible community groups and thousands of dedicated volunteers.

Since the programme began, over 4 million trees have taken root, forming a growing network of pocket forests that connect people with nature and improve biodiversity and the green places where we live and gather. These trees are more than just a woodland—they are community legacies, rooted in care, collaboration, and a shared commitment to a healthier natural environment.

In 2024, we strengthened the way we communicate the impact of our work—placing volunteers and community action at the heart of our story. A standout moment was the return of our in-person Heroes Awards for the first time in over six years, recognising the dedication and achievements of volunteers who drive change in their local environments.

We also collaborated with volunteering groups across the UK to co-develop our new digital platform – designed to act as the 'digital glue' that connects our nationwide network. This tool will enable community groups to document and share their impact, tell their stories, and promote their contributions more widely. By making this work more visible, we aim to inspire greater volunteer engagement, spark new community-led projects, and strengthen external recognition of the collective difference we're making.

#### **Goal 2**

A key focus in 2024-25 remained the development and promotion of a new online resource platform for TCV's Community Network membership. Community groups can sign up for free, and the online library includes downloadable and video handbooks on conservation volunteering, safety, governance information and much more to support independent community groups protecting and restoring nature.

The Community Network support package includes grants from the TCV Chestnut Fund to support small community and conservation groups, and simplified access to community group insurance through our partners Zurich. Thanks to the players of People's Postcode Lottery, membership and the associated support continues to be free to access for all.

During the year, TCV's Community Network decreased to 1,579 members due to a change of administration in processing membership renewals. Based on sampling, we estimate that this supports more than 31,580 volunteers.

TCV's flagship I Dig Trees campaign, which enables communities to plant trees in their local area, brings the total number of supported community groups to 2,767.

#### **Goal 3**

In 2024-25, TCV continued with some of the good work from the previous year, by highlighting and celebrating campaigns such as Black History Month, International Pride Month and Disability History Month as part of the Equality, Diversity and Inclusion (EDI) calendar.

Our Operations teams have continued to develop, nurture and maintain positive partnerships to deliver projects that reach diverse audiences across the UK e.g. Refugee Engagement, Building Roots, Green Skills, Employability in the Outdoors, and Natural Connections-Autism.

EDI data was collected for TCV employees and volunteers, and our annual EDI monitoring survey, which was TCV's third consecutive survey, had a response rate of 60%, down slightly by 6% from the previous year.

Between 2020 and 2025, we have seen an increase of registered volunteers who identify as:

- Intersex, non-binary or transgender (+1.8%)
- Bisexual or homosexual (+7.6%)
- Ethnic minority (+10.1%)

We have seen a slight decrease in volunteers with a disability (-2.1%) and from the top 20% most deprived UK areas (-0.7%).

Success in this goal is making sure:

- We fully understand the diversity of our volunteers and staff, and we have plans in place that deliver year-on-year improvement in the diversity of our volunteers and workforce.
- We choose to work with other partners who enable us to reach diverse audiences.
- We have projects in place that address specific barriers and use the learning to influence all our projects.

We commissioned the Employers' Network for Equality & Inclusion to produce a diagnostic report into improving EDI in TCV, and we developed an action plan in 2023-24 and we are focusing on the following areas:

**Inclusive Leadership & Decision Making:** We will actively lead EDI by championing and role-modelling inclusive leadership and decision making. EDI is intrinsic to the way we make our decisions and how we approach our work.

**Diverse Workforce, Board membership & Volunteers:** We will put plans in place to increase the diversity of our employees, board members and volunteers to reflect the diverse communities we work with, and we will embed EDI into the way we work in TCV, our policies, practices, communication, and engagement.

**The projects and partners we work with enable us to reach diverse audiences:** We will shape and deliver activities that meet and respond to the diverse needs of our communities and ensure our environments are inclusive and accessible.

**Wildlife & Countryside Link Route Map:** We will continue to engage with this work to increase diversity in employment within the sector and progress with the actions that we have committed to as an organisation.

## Going concern

TCV continues to nurture a number of long term partnerships with local and national organisations, which has provided financial resilience to the charity and is expected to do so into the future.

During 2024-25 and into 2025-26, TCV has been successful in securing income from the National Lottery Heritage Fund for a 3.5 year project at John Muir Way, NIEA for a 4 year project in Northern Ireland and National Grid for a number of new 10 year agreements for biodiversity land management. We continue to work proactively with DEFRA and the Community Forest organisations to maintain trees planted in prior years to ensure they are well established as "pocket forests" for the future.

Whilst recognising the challenging economic environment that the whole country is experiencing, there has never been a greater need for the projects and services that TCV offers to both the environment and the communities in which we operate.

The trustees have reviewed forecasts to 31 March 2027 and based on those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing facilities available. Mitigating actions available in the event of adverse circumstances or financial performance have also been considered.

Based on the information currently available in respect of the future, the trustees consider that the charity has the plans and resources to manage its business risks successfully. The trustees have therefore prepared these financial statements on the going concern basis.

## Principal risks and uncertainties

The trustees have overall responsibility for ensuring that the Charity has appropriate systems of control for managing risk within the organisation.

TCV's risk management process is designed to ensure that appropriate steps are taken to identify and mitigate risk and to provide reasonable assurance against material misstatement or loss. TCV aims to identify the major risks to the organisation, ranking them based on both likelihood and impact. Major risks are considered when setting operational and strategic objectives and when approving significant grants and contracts.

The risk management process is managed throughout the business. The Leadership Team has risk as a standing agenda item and the Audit and Risk Committee (ARC) reviews the underlying management of risk within the organisation. It then brings this to the attention of the Board on a quarterly basis. Risk management is embedded within the organisation to assess risk effectively and put appropriate controls and actions in place to mitigate risks to acceptable levels.

To avoid breaching the Board's risk appetite limits, strategic risks are given a quantified threshold and mitigating actions. Performance against these thresholds is monitored monthly by management. On an annual basis, the Audit and Risk Committee provides the Board of Trustees with a summary review of risk management issues for it to consider.

Strategic risk register oversight by the Board of Trustees during 2024-25 focused on the following additional risk areas, with matters arising reported by exception for each area of risk below:

#### **Financial risk: including achievement of our financial plan, and being a resilient organisation**

The 2024-25 strategic risk register tracked financial risk in relation to targets for income, net contribution to reserves and the cash position.

The charity continued to closely track the conversion of unsecured income and related income pipelines to inform income and outturn forecasts for the year. This monitoring has informed decisions regarding probability of success on certain pipeline opportunities and developed the organisations intelligence to target specific funders with whom there is the greatest chance of success.

Following the constraints on cash in 2023-24, the Board of Trustees agreed the continuance of the overdraft facility at the bank although this was not required during the year due to an increased vigilance on cash management and debtor control.

#### **Operations and people: be a great place to work**

The risk objective for operations and people in 2024-25 was to ensure that the charity was a great place to work, with people and volunteer measures used to track progress, including survey results, employee turnover and organisational competence.

Overall employee engagement is very positive with strong feedback in relation to employee connection with TCV's purpose, mission, and pride in working for the organisation as well as communication, recognition from leaders and the opportunity to work for a flexible employer.

Pay continues to be a challenge as well as opportunities to improve systems and processes. We will be addressing these areas as part of our transformation programme, with the implementation of a new HR/ Payroll and Finance system and completing a review of our Reward & Recognition strategy to better understand our plans for pay in TCV.

Recruitment challenges continued in 2024-25 in common with other employers in the third sector. Salaries were a driving factor, and the labour market was tight.

Our e-learning platform, TREE (train, read, educate, enable), achieved compliance rates of over 90% by the end of the year.

Volunteer numbers increased to 108,500 with 13,115 being registered volunteers.

#### **Reputation risk: including health and safety, safeguarding, information security and volunteer experiences**

Our approach to preventing regulatory breaches remained important during the year. Mandatory Health & Safety training continued for all relevant employees and Volunteer Officers. Our H&S Management System was continually reviewed through procedure and policy reviews and remote and onsite monitoring of H&S standards. All incidents, including safeguarding incidents, that require formal investigations were investigated, with learning points implemented. H&S and Safeguarding performance was regularly reported to the Leadership Team and the ARC and the Board of Trustees.

TCV has achieved CHAS accreditation and Avetta membership, which are two external assessments of our H&S Management System.

Safeguarding remained a key priority for the organisation with the Safeguarding Advisory Group meeting on a quarterly basis, with 6 safeguarding advisors across the operational teams. During the latter half of the year the Safeguarding policy and system was reviewed and restructured with the UK Operations Leadership team taking a national and regional lead to manage safeguarding, supported by deputy designated safeguarding leads.

Safeguarding training was provided both online and face to face during the year with a high level of compliance with training requirements also maintained during the year.

The Leadership Team and Trustees have considered the major strategic risks to which the charity is exposed and satisfied themselves that appropriate mitigation has been implemented in order to manage those risks appropriately, and that internal systems and procedures are developing in the light of new requirements and learning from the risk management process.

## **POLICIES**

### **Investment policy**

TCV has a high demand for working capital, which is brought about by the seasonal nature of our activities, the mix of restricted and unrestricted activities, the timing of income and expenditure matching, and the possibility of longer-term capital commitments.

Keeping funds accessible and liquid therefore remains a key aim of our investment policy when considering any deposits and investments together with the management of risk in relation to the institutional investment of funds.

It is the policy of the Trustees to hold investments that:

- are low risk and secure
- are realisable in the short term
- aim to produce a total return as near to or in excess of predicted inflation, whilst protecting underlying capital
- are ethical in terms of our environmental and social values
- are AAA rated.

## Reserves policy

TCV's reserves policy is to hold between 7 and 14 weeks of unrestricted expenditure as available unrestricted reserves. The trustees consider this amount should be sufficient to enable the charity to continue its core activities during a period of unforeseen difficulties as noted in the Financial Review above. This was equivalent to holding between £805k and £1,610k available reserves at 31 March 2025 (2024: between £854k and £1,708k).

Available unrestricted reserves are defined as total unrestricted funds less unrestricted fixed assets (which are not readily convertible to cash), and amounts designated for essential future expenditure. Unrestricted funds are expected to be broadly maintained over the coming year and the trustees believe there is no other future essential expenditure for which available reserves should be set aside.

At 31 March 2025 available unrestricted reserves were £1,036k (2024: £970k). This is within the range of the policy and equivalent to 9 weeks of unrestricted expenditure.

### Available unrestricted reserves

	2025 £'000	2024 £'000	Change £'000
Total funds	3,780	3,698	82
Less restricted funds	(1,652)	(1,757)	105
Less revaluation reserve	(201)	(201)	-
<b>Unrestricted funds</b>	<b>1,927</b>	<b>1,740</b>	187
Less unrestricted fixed assets	(891)	(770)	(121)
<b>Available unrestricted reserves</b>	<b>1,036</b>	<b>970</b>	<b>66</b>
Budgeted weekly unrestricted expenditure 2024-25 / 2023-24	115	122	-
Minimum available reserves (7 weeks spend)	805	854	-
Maximum available reserves (14 weeks spend)	1,610	1,708	

The calculation of the required and anticipated level of available reserves is an integral part of TCV's financial planning and reporting cycle. The trustees review the reserves policy on an annual basis and receive reports on compliance throughout the year.

Setting of the available reserves target includes consideration of the financial resources required to implement our strategy, and of the principal financial, operational, people and reputational risks facing the charity, together with the seasonality of activities and diversity of funding inherent within our operating model.

### Restricted reserves

Restricted grants and donations received are separately recorded and monitored to ensure that they are used in accordance with restrictions imposed by the funder and that expenditure on projects does not exceed funding available.

## Consultation

The charity fully supports the concept of information sharing by appropriate two-way communication. This includes use of colleague and volunteer engagement surveys as part of a comprehensive communication strategy comprising multiple channels, including a regular email from the CEO, regular business briefings with leaders, quarterly All TCV update and regular 2-way drop in sessions on various projects.

### Anti-bribery and corruption

The charity gives due care and consideration to the prevention of acts of bribery and corruption. It has set out and adopted a clear anti-bribery and corruption policy, appropriate to the size and nature of the charity, which provides clear guidance to staff, volunteers and associated stakeholders. The charity also has a formal whistleblowing policy.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Legal structure

The charity is a company limited by guarantee. The governing instrument of the charity is the Articles of Association, originally dated March 1970 and last amended July 2019. The Charity's investment powers are unrestricted except by general charity law. The Conservation Volunteers is a charity registered with the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

### Organisation structure

The trustees are responsible for the overall management of the charity and have delegated day-to-day running to the CEO, supported by the Leadership Team. The CEO and Leadership Team provide the trustees with quarterly reports on financial and operational performance, health and safety, people and business development activities.

### The Board of Trustees

Trustees serve for an initial three-year term, which may be renewed for a further three years. It may be renewed for up to an additional three years (i.e. up to nine years in total) if the trustees resolve that it is in the best interests of the charity. Three trustees left the board in 2024-25.

The Board of Trustees bring a wealth of experience and expertise from a wide range of sectors. Further details of the expertise brought by each Trustee are given on pages 19-20.

The Board governs the organisation through compliance with the Charity Commission for England and Wales' Governance Code, and TCV's vision, aims and charitable objectives.

The Board held four formal meetings during the year, together with additional meetings as required to make other decisions as required by the charity's delegated authority policy.

All new trustees are required to undertake a programme of induction, which aims to give a wide understanding of TCV, the external environment in which the organisation works and the challenges it faces. Members of the Board of Trustees, who are also Directors of the Company and trustees of the charity (for statutory purposes), are listed on page 18 together with the President and Vice Presidents.

### **Qualifying third party indemnity provisions**

The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

### **Audit and Risk Committee (ARC)**

The ARC assists the Board in discharging its responsibilities by considering and reviewing matters relating to the control environment, external audit and risk management and making appropriate recommendations to the Board for action. The CEO, Head of Finance, Director of Central Services and Director of UK Operations are invited to attend each meeting, joined for specific agenda items by the Health and Safety Manager and Safeguarding and Volunteering Manager. The Committee maintains oversight of the resources required to fully measure and actively manage risk for the charity making use of internal resources and third-party expertise as required.

The Committee considers and reviews matters relating to the preparation of the Annual Report and Financial Statements including the audit process and presents its findings to the Board, which formally approves the Annual Report and Financial Statements. In addition, it recommends to the Board measures to ensure that the key areas of risk are being identified by the Board and that appropriate management controls are in place and their effectiveness reviewed on a regular basis. The Committee reviews the performance of the charity's external auditors annually and reports all audit findings to the Board of Trustees.

In addition to delivery of the core responsibilities above; the ARC recommended policies to the Board for approval during the year; and reviewed quarterly legal and regulatory updates. ARC also carried out deep dive reviews during the year.

The ARC carried out a self-assessment review of its performance during 2024-25, with an overall average score of 4.5 out of a possible 5.

### **Governance and Remuneration Committee (GRC)**

GRC, at the request of the Board of Trustees, is required to identify and propose candidates for trusteeship; and to advise the Board concerning the charity's remuneration approach, remuneration of the Leadership Team, benchmarking against roles in comparable organisations, matters of strategic concern in relation to TCV's employees, and major matters of governance.

The Committee also assesses the appropriateness of Trustees for re-appointment. The Committee has a mix of external members, who bring much value and expertise (e.g. on HR matters), and serving Trustees.

In addition to delivery of the core responsibilities above, the GRC; recommended policies to the Board for approval during the year; and recommended Trustee and Independent Member Codes of Conduct to the Board for approval.

The GRC carried out a self-assessment review of its performance during 2024-25, with an overall average score of 4.5 out of a possible 5.

## **TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS**

The trustees (who are also Directors of TCV for the purposes of company law) are responsible for preparing the Trustees' and Directors' report, including the strategic report, and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs and 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
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable it to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment (Scotland) Act 2005, and Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that:

- so far as each trustee is 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 as Trustees to make themselves aware of any relevant audit information and to establish that

the charitable company's auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In approving the Report of the Trustees, the trustees are also approving the Strategic Report in their capacity as company directors.

A handwritten signature in black ink, appearing to read 'Jon Towler', with a large, sweeping horizontal stroke above the name.

**Jon Towler**

Chair of the Board of Trustees 22 September 2025

# Trustees and advisors

## PATRON

HM King Charles III

## PRESIDENT

Sir Jonathon Porritt CBE

## VICE PRESIDENTS

Sir David Attenborough OM, CH, CVO, CBE, FRS

Dr William Bird MBE

## BOARD OF TRUSTEES

Jon Towler – Chair of the Board of Trustees

Emma Aspinall

Katie Bowyer  
(resigned 31 March 2025)

Keith Connal

Tanvi Desai  
(appointed 1 July 2025)

Uilani Dines

Emily Evans  
(resigned 9 December 2024)

Joanne Gilbert

Shipra Gupta

Andrea Lambert  
(appointed 9 July 2025)

Neal Ransome  
(resigned 20 March 2025)

Shannon Russell  
(appointed 4 June 2025)

Dermot Toberty

Andrew Walker KC

## GOVERNANCE AND REMUNERATION COMMITTEE

Andrew Walker KC – Chair

Katie Bowyer

David Coleman – Chair, Learning through Landscapes – *independent member of the committee*

Keith Connal

Uilani Dines

Sue Hilder – Sustainable Transport and Access Manager, Loch Lomond and the Trossachs National Park – *independent member of the committee*

Jon Towler

## AUDIT AND RISK COMMITTEE

Neal Ransome – Chair  
(resigned 20 March 2025)

Dermot Toberty – Chair  
(appointed 21 March 2025)

Emma Aspinall

Emily Evans

Joanne Gilbert

Shipra Gupta

Tilden Watson – Head of Education Market – Zurich UK – *independent member of the committee*

## CHIEF EXECUTIVE OFFICER

Rebecca Kennelly MBE

## COMPANY SECRETARY

Katherine Hutt

## LEADERSHIP TEAM

Rebecca Kennelly MBE – CEO

Katherine Hutt – Head of Finance

Dave Morton – Director of Transformation

Douglas Palarm – Director of Partnerships, Fundraising & Communications

Fiona Richards – Operations Director England (retired 30 January 2025)

Rachel Slade – Director of UK Operations (appointed 31 January 2025)

Nicola Woodward – Director of Central Services

## PRINCIPAL BANKER

NatWest Plc  
12 High Street, Doncaster, DN1 1ED

## STATUTORY AUDITOR

MHA  
6th Floor, 2 London Wall Place,  
London, EC2Y 5AU

## COMPANY NUMBER

00976410

## CHARITY NUMBERS

261009 (England and Wales)  
SC039302 (Scotland)

## REGISTERED OFFICE

Gresley House, Ten Pound Walk,  
Doncaster, DN4 5HX

# Our Trustees

## JON TOWLER – CHAIR

Jon graduated in 1991 from Reims Business School with a double degree in International Business Administration and then spent the early part of his career in international sales management. He moved into general management roles in the late 1990s, spending 8 years as a Director of the UK's leading wholesaler of office products. He was part of the management team which led a management buyout, successfully re-selling the business three years later. This private sector career incorporated functional responsibility for sales, marketing, operations and logistics, HR and organisational development.

Subsequently, Jon has been supporting the public sector for almost fifteen years, chairing both NHS Nottinghamshire County and the East Midlands Ambulance Service. He is currently Vice Chair of the Nottingham and Nottinghamshire Integrated Care Board, a statutory NHS organisation with an annual budget in excess of £3billion. For a number of years, Jon has been a strong advocate of the need for public bodies and third sector organisations to work together in an integrated manner and he is therefore passionate, in particular, about TCV's work with people and communities.

Jon is married with two sons, lives in Nottinghamshire and spends much of his time in and around Sherwood Forest.

## EMMA ASPINALL

Emma Aspinall currently works for the NHS in strategic commissioning as a Commissioning Manager. As a registered Social Worker she has been committed and motivated to ensure safe and quality services are accessible for all those requiring care and support throughout her professional career.

Underpinning her work has been a focus to develop partnerships and links across organisations, ensuring supportive services are offered

to children, young people and vulnerable adults. Emma has over 30 years' experience working in health and social care, with the majority of that in the charity sector with Barnardo's and Acorns Children's Hospice, with 13 years at an Executive Director level.

Emma Aspinall is delighted to be a member of the Board, working alongside likeminded people committed to the environment and well-being of their local community. Emma believes living through the pandemic has been a truly life changing experience for everyone and reinforced the value of outdoor spaces and the importance of connection with other people and supporting those around us. Emma hopes to support the work of TCV with her experience of Governance Frameworks at an Executive Director level and her knowledge and skills of working with people as a social worker and current work in the mental health field.

## KEITH CONNAL

Keith's Civil Service career included operational delivery and international engagement for the Ministry of Defence in London and Washington DC, policy development and advice in the Scottish Government and business management in the Crown Office and Procurator Fiscal Service. Keith is a geographer and cartographer by background, and he is a Fellow of the Royal Geographical Society.

Keith has considerable experience in natural heritage policy, including biodiversity, and he led an award-winning programme which completed the devolution of forestry.

Since retiring, Keith has undertaken management consultancy, and he is an independent panel member for Scottish Government public appointments. Keith is committed to supporting organisations deliver practical benefits for people and the environment, including through serving as a Trustee at TCV and Edinburgh & Lothians Greenspace Trust.

## TANVI DESAI

Tanvi works at Parks for London fostering partnerships and contributing to strategic planning.

After years of leading the development of infrastructure and legislation to support research use of social and economic data in the UK and internationally, Tanvi decided to pursue her interest in the potential of nature-based solutions for supporting improved social, economic, and environmental outcomes in urban areas.

Following an MSc in Environment and Sustainability, where her dissertation examined the distribution and potential of small green spaces London, she took her data skills to GiGL, London's Environmental Record Centre where she managed the database of London's Open Spaces. She then moved to the GLA to coordinate the Mayor's tree programme, where she worked on a number of successful projects with TCV including distributing more than 100,000 free trees to Londoners as part of the I Dig Trees project.

## UILANI DINES

Lani Dines is a Fundraising Manager for Action for Conservation, a UK youth-focused conservation charity. Lani is passionate about conservation and protecting UK nature. She has a BSc in Environmental Science from the University of Birmingham and has worked in the environmental field for most of her career at WWF, Vegware, IKEA and the John Muir Trust. She is an alumnus of the Climate 2050 – Young Leadership Programme and is passionate about equality and diversity in the environmental sector. Lani brings experience in trusts and grants fundraising, corporate partnerships and project management.

Lani is inspired to work with TCV to broaden her knowledge and experience and is interested in how young people are engaging with environmental organisations, especially when it comes to young trustees and decision-making roles. Lani is also a trustee for a small environmental charity – Forest of Hearts.

## DR JOANNE GILBERT

Jo has worked in nature conservation for 30 years in both the charity and education sectors with experience in UK and international conservation. She is currently International Director at RSPB, overseeing programmes that deliver for nature, climate and people, working with and through in-country partners in 35 countries and territories. Previously, as RSPB's Conservation Programmes Director she guided the strategic direction of nature reserves acquisition and management, landscape-scale restoration and species recovery. Jo is a board member of the Saving Asian Vultures from Extinction partnership, a committee member for the Key Biodiversity Areas partnership, and was formerly a volunteer leader at TCV. She is passionate about taking practical action from local to global scale to restore nature and stop the climate crisis.

## SHIPRA GUPTA

Shipra currently works in Responsible Investment with a large institutional investor leading on the Stewardship strategy, plan and initiatives. Her role encompasses engaging with the investment industry and investee companies on their environment, social and governance policies and practices, and advocating for the right public and regulatory policy in this space.

She brings with her over 23 years of experience working in Management Consulting, Financial Services, Healthcare and also a social entrepreneurial venture across a range of geographies and functions. Of these, the last 13 years or so has been specifically spent in embedding sustainability in business-as-usual and developing new propositions in sustainable finance. In addition, Shipra chairs her local community primary school and contributes to an external Investment Committee as an impact specialist.

As someone equally passionate both about people and biodiversity, she believes TCV is an organisation that is right at the heart of the sustainability agenda and what the world needs more of. She hopes to contribute to the organisation's growth and development with the aim of establishing TCV as best practice for other entities to emulate while herself learning and growing from the experience.

## ANDREA LAMBERT

Andrea currently works in the NHS as a Safeguarding Nurse, She has been nursing for nearly 40, focusing on working with children and families with complex health needs. The last 10 years of her career have been spent as a clinical leader in the children's hospice sector. Here she developed an understanding and passion for the impact and value that volunteers bring to projects and organisations. Her work has always been focused on people which will continue in her role as Trustee.

## SHANNON RUSSELL

Shannon currently works in the Utility and Energy sector as a qualified Project Manager, with expertise in strategic planning, corporate governance, and ESG initiatives. Her professional background spans both private and charitable sectors, and she is currently serving as an Advisory Committee Member for BBC Children in Need Northern Ireland and previously served as a Boardroom Apprentice with The National Lottery Community Fund's Northern Ireland Committee.

Shannon is passionate about creating inclusive, empowering spaces where people feel valued and can grow, helping to support initiatives that truly make a difference to the lives of children and young people. She volunteers as a mentor for children and young people experiencing difficult circumstances, using connections with the environment and local community as core parts of her mentoring approach. This grassroots experience, combined with her expertise in volunteering, governance and sustainability, provides her with a unique perspective on how environmental conservation can create healthier, happier communities and she is committed to supporting TCV in achieving its goals in these areas.

## DERMOT TOBERTY

Dermot trained as an accountant and qualified whilst living up in the North East.

He moved to Chesterfield with his wife and two daughters in 1988 to work for Royal Mail.

Following a wide variety of finance roles across the UK he moved to HR in 2003 to set up and run the largest HR Shared Service Centre in Europe. He remained there up to his retirement in 2017.

Outside of his Royal Mail career, Dermot has also worked with a wide variety of local organisations such as Surestart, Parkside Community School, Pathways of Chesterfield, Business in the Community, East Midlands Ambulance Service, Bluebell Wood, Ashgate Allotment Society and Ashgate Hospice.

Dermot now has a wide variety of interests usually involving outdoor activities. He is a keen walker in the Peak District, allotmenteer and football supporter. Dermot is married with two daughters and two grandchildren and can often be found somewhere in transit between Chesterfield and Newcastle.

## ANDREW WALKER KC

Andrew is a practising barrister and arbitrator. He was appointed as King's (Queen's) Counsel in 2011. He was an elected member of the Bar Council of England and Wales for many years, eventually serving as its Vice-Chair (2017) and Chair (2018), following several years as Chair of its Ethics Committee. His areas of legal expertise include property and company law, and he continues to advise and act for a very wide range of clients across the country.

In 2009, he was awarded the Bar Pro Bono Award for some of his free professional work with the homelessness charity, Shelter. He has been involved in the governance of a number of organisations, both charitable and non-charitable, and has had lifelong passion for conservation and the environment

# Independent auditor's report to the Trustees of The Conservation Volunteers for the year ended 31 March 2025

## OPINION

We have audited the financial statements of The Conservation Volunteers (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activity, the Balance sheet, the Statement of Cash Flows and notes to the financial statements, including 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 and the Charities Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 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's 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 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. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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 Annual Report, other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent 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 (incorporating the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report (incorporating the Directors' Report) has been prepared in accordance with applicable legal requirements.

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' 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 included in the Trustees' Annual Report, 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place;
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our Auditor's Report.

## USE OF THIS 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 and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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.



**Stuart McKay BSc FCA DChA**

(Senior Statutory Auditor)

For and behalf of MHA, Statutory Auditor

London, United Kingdom

Date: 21/11/2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542)

# The Conservation Volunteers

## Statement of financial activity for the year ended 31 March 2025

(incorporating the income and expenditure account)

	Note	Unrestricted funds 2025 £'000	Restricted funds 2025 £'000	Total 2025 £'000	Total 2024 £'000
Income from:					
Donations and legacies	1	178	39	217	143
Charitable activities	2	5,200	4,527	9,727	10,289
Other trading activities	3	28	-	28	101
Investment Income	4	81	-	81	66
Other		52	-	52	-
<b>Total income</b>		<b>5,539</b>	<b>4,566</b>	<b>10,105</b>	10,599
Expenditure on:					
Raising funds	5	(360)	-	(360)	(426)
Charitable activities	6	(5,943)	(4,054)	(9,997)	(10,490)
<b>Total expenditure</b>		<b>(6,303)</b>	<b>(4,054)</b>	<b>(10,357)</b>	(10,916)
<b>Net (expenditure)/income</b>		<b>(764)</b>	<b>512</b>	<b>(252)</b>	(317)
Transfers between funds	24	617	(617)	-	-
Profit on Sale of Asset		333		333	
<b>Net (expenditure)/income after movement in funds</b>		<b>186</b>	<b>(105)</b>	<b>81</b>	(317)
Reconciliation of funds					
Total funds brought forward		1,941	1,757	3,698	4,015
<b>Total funds carried forward</b>		<b>2,127</b>	<b>1,652</b>	<b>3,779</b>	3,698

All activities are classed as continuing operations.

The accounting policies and notes on pages 29-41 form part of these financial statements.

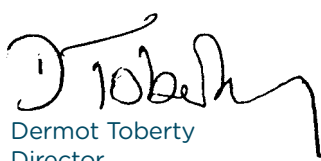
## Balance sheet as at 31 March 2025

	Note	2025 £'000	2024 £'000
Fixed assets			
Tangible fixed assets	10	706	694
Investment Property	11	850	850
		<b>1,556</b>	1,544
Current assets:			
Debtors	12	2,742	3,398
Assets Held for Resale	13	-	187
Cash at bank and in hand		1,153	700
		<b>3,895</b>	4,285
Creditors: amounts falling due within one year	14	(1,518)	(1,978)
Net current assets		<b>2,377</b>	2,307
Total assets less current liabilities		<b>3,933</b>	3,851
Provisions for liabilities	16	(153)	(153)
Net assets		<b>3,780</b>	3,698
Funds and reserves:			
Restricted income funds	24	1,652	1,757
Revaluation Reserve		201	201
Unrestricted funds		1,927	1,740
Total funds		<b>3,780</b>	3,698

The financial statements were approved and authorised for issue by the Board of Trustees on 22 September 2025. The accounting policies and notes on pages 29-41 form part of these financial statements.



Jon Towler  
Chair of the Board



Dermot Toberty  
Director

Company number: 00976410

## Statement of cash flows

	Note	2025 £'000	2024 £'000
Net cash (used by) / generated from operating activities	18	(55)	(2)
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents		89	89
Proceeds from sale of property, plant and equipment		521	(1)
Purchase of property, plant and equipment		(102)	(165)
<b>Net cash (outflow)/inflow from investing activities</b>		<b>508</b>	<b>(77)</b>
<b>(Decrease)/increase in cash and cash equivalents</b>		<b>453</b>	<b>(79)</b>
Opening cash and cash equivalents		700	779
<b>Closing cash and cash equivalents</b>		<b>1,153</b>	<b>700</b>

The accounting policies and notes on pages 29-41 form part of these financial statements.

# Principal accounting policies

## CHARITABLE COMPANY INFORMATION

The Conservation Volunteers (TCV) is a charitable company limited by guarantee (company number 0976410). The registered office is Sedum House, Mallard Way, Doncaster DN4 8DB. It is registered as a company and charity in England and Wales and in Scotland.

## BASIS OF PREPARATION

The Charity is a public benefit entity.

These financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (FRS 102)' effective 1 January 2015 ("2015 SORP"), Financial Reporting Standard 102 ("FRS 102"), the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. They have been prepared under the historical cost convention.

These financial statements are presented in Pounds sterling (£'000).

The principal accounting policies of the Charity are set out below.

## GOING CONCERN

The Trustees have prepared these financial statements on the going concern basis. The Trustees have reviewed forecasts to 31 March 2023 and on the basis of those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing arrangements including overdraft facilities available to the Charity. Based on the information currently available in respect of the future, the Trustees consider that the Charity has the plans and resources to manage its business risks successfully and that accordingly the Charity will be able to continue as a going concern for twelve months after the date of signing the financial statements.

## INCOME

Income is recognised when receipt is probable, and the amount can be reliably measured. Income is deferred only when the Charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period. Where relevant, income is presented net of VAT.

Income from donations and legacies to the Charity is

included in full in the Statement of Financial Activities when receipt is probable, the amount can be estimated reliably and all conditions have been met.

Restricted grants are recognised when they are receivable provided condition for receipt has been met, unless they relate to a specified future period, in which case they are deferred. Grants for the purchase of fixed assets are recognised when receivable.

Contractual health, conservation and community income is recognised in the periods in which the associated work is delivered.

Grants are recognised at the fair value of the asset received or receivable when there is a reasonable assurance that the grant conditions will be met and the grants will be received.

A grant which specifies performance conditions is recognised as income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are probable and can be reliably measured. A grant received before the recognition criteria are satisfied is recognised as a liability.

Whilst time given by our many volunteers in delivering health, conservation and community activities and provision of administration, advisory and other support functions is essential to the work of TCV, this donation of time is not recognised in these financial statements since its value cannot be measured reliably for accounting purposes.

## EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT that cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of direct costs.

## FIXED ASSETS

Individual fixed assets costing £2,000 or more are capitalised at cost.

Tangible fixed assets are initially stated at cost, then cost net of depreciation. On adoption of the 2015 SORP, deemed cost of freehold land and buildings was based on independently prepared valuations as at 1 April 2014. Existing book values were retained on adoption of the 2015 SORP for all other fixed assets. Depreciation

is calculated to write down the cost or valuation less estimated realisable value, of all tangible fixed assets over their expected useful lives. Depreciation is recognised on a straight-line basis over the following periods:

- Freehold buildings: 25-50 years
- Short leasehold land and buildings: length of the lease
- Motor vehicles: 3 to 8 years
- Computer and other equipment: 3 to 5 years
- Freehold land is not depreciated.

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss.

### RETIREMENT BENEFITS – DEFINED CONTRIBUTION PENSION SCHEME

The pension costs included in the Statement of Financial Activities represent the total contributions paid in the year.

### RETIREMENT BENEFITS – MULTI-EMPLOYER PLANS

Contributions are recognised in the Statement of Financial Activities in the period to which they relate as there is insufficient information available to use defined benefit accounting. A liability is recognised for contributions arising from an agreement with the multi-employer plan that determines how the Charity will fund a deficit. Contributions are discounted when they are not expected to be settled wholly within 12 months of the year end.

### PROVISIONS FOR LIABILITIES

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably.

### HOLIDAY PAY ACCRUAL

The Charity recognises an accrual for annual leave accrued by employees as a result of services rendered in the current year and which employees are entitled to carry forward and use in future years. The accrual is measured at the salary cost payable for the period of absence.

### TERMINATION PAYMENTS

Provision is made for redundancy and other termination payments when a constructive obligation has been created through communication with affected pools of employees and the cost can be estimated reliably.

### LEASED ASSETS

Assets that are the subject of finance leases are capitalised at their fair value and depreciated over the length of the lease. The finance charge under the lease is also written off over the length of the lease.

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the term of the lease.

### FINANCIAL INSTRUMENTS

The Charity holds only basic financial instruments, being trade debtors, amounts owed by group undertakings, accrued income, other debtors, trade creditors, cash, overdrafts, accruals, and other creditors, which are recognised at cost, less provision for estimated irrecoverable assets.

### RESTRICTED FUNDS

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure that meets these criteria is allocated to the fund.

When grants and donations are received for a specific purpose involving capital investment, the cash will be recorded against a restricted fund. When the investment has been made, the relevant capital asset will be recorded against the relevant fund, and depreciation of the asset charged against the fund.

Once any restrictions on the use of the asset have expired, the asset will be transferred from the restricted fund to unrestricted funds.

### UNRESTRICTED FUNDS

Unrestricted funds are incoming resources received or generated for charitable purposes and are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

# Notes to the financial statements

## 1 INCOME FROM DONATIONS AND LEGACIES

	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Donations	132	97
Legacies	85	46
	<b>217</b>	143

Income from donations and legacies is classified as unrestricted income unless restrictions on use are imposed by the donor. Restrictions were imposed on donations of £39,000 (2024: £21,000).

## 2 INCOME FROM CHARITABLE ACTIVITIES

	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Health, conservation and community:		
Restricted income	4,527	4,707
Unrestricted income	5,176	5,554
Total health, conservation and community	<b>9,703</b>	10,261
Training and employment:		
Unrestricted income	24	28
Total training and employment	<b>24</b>	28
	<b>9,727</b>	10,289

Grant funding towards charitable activities is classified as restricted income; contracts for delivery of charitable activities are classified as unrestricted and income is only recognised as activity is completed.

The Charity recognised £2,156,000 income from government grants during the year (2024: £2,064,000), including amounts from central UK government, Northern Ireland and Scotland Executives and statutory authorities. Some of these grants are subject to information reporting and other routine beneficiary outcome requirements. No government grants recognised as income are considered likely to require full or partial repayment.

Charitable activities also include delivery of various public sector service contracts.

## 3 INCOME FROM OTHER TRADING ACTIVITIES

	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Rental and venue hire	9	23
Insurance administration	19	7
Other Trading Income	-	71
	<b>28</b>	101

Other Trading Income includes the Community Café at Hollybush Environment Centre and the sale of environmental handbooks.

Proceeds from trading activities are classified as unrestricted income in both years.

#### 4 INCOME FROM INVESTMENTS

	<b>2025</b> <b>£'000</b>	<b>2024</b> <b>£'000</b>
Rental Income from Investment Property	81	66
<b>TOTAL</b>	<b>81</b>	<b>66</b>

#### 5 EXPENDITURE ON RAISING FUNDS

	<b>2025</b> <b>£'000</b>	<b>2024</b> <b>£'000</b>
Marketing and public relations	343	426
Community Network	17	-

Fundraising costs are classified as unrestricted expenditure.

#### 6 EXPENDITURE ON CHARITABLE ACTIVITIES

	<b>Activities undertaken directly 2025 £'000</b>	<b>Grant Funding of activities 2025 £'000</b>	<b>Support costs 2025 £'000</b>	<b>Total 2025 £'000</b>
Health, conservation and community	8,467	-	1,530	9,997
Training and employment	-	-	-	-
	8,467	-	1,530	9,997

	<b>Activities undertaken directly 2024 £'000</b>	<b>Grant Funding of activities 2024 £'000</b>	<b>Support costs 2024 £'000</b>	<b>Total 2024 £'000</b>
Health, conservation and community	8,825	-	1,651	10,476
Training and employment	12	-	2	14
	8,837	-	1,653	10,490

Support costs comprise:	<b>2025</b> <b>£'000</b>	<b>2024</b> <b>£'000</b>
Finance, procurement and property	537	624
Information technology	301	265
Leadership	208	288
Governance	29	42
People services	304	280
Risk and safety	152	154
	<b>1,531</b>	<b>1,653</b>

Direct costs and grants awarded are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support costs are apportioned between restricted and unrestricted funds pro rata.

## 7 TRUSTEES' REMUNERATION, EXPENSES AND INDEMNITY INSURANCE

	<b>2025</b> <b>£'000</b>	2024 £'000
Travel and subsistence	<b>5</b>	8
Indemnity insurance	<b>4</b>	4
	<b>9</b>	12

The directors of the Charity are the Trustees under charity law and received no remuneration from the Charity. The number of Trustees who received reimbursed subsistence and travel expenses or on whose behalf subsistence and travel costs were paid by the Charity was 9 (2024: 11).

The Charity has taken out indemnity insurance that protects both the Charity and its Trustees from losses arising from neglect or default by the Trustees, employees or other agents of the Charity.

## 8 STAFF COSTS

	<b>2025</b> <b>£'000</b>	2024 £'000
Wages and salaries	<b>5,696</b>	5,863
Social security costs	<b>491</b>	500
Defined contribution pension	<b>307</b>	316
Contributions to multi-employer pension plans	<b>9</b>	9
Other benefits	<b>35</b>	35
	<b>6,538</b>	6,723
Average number of staff	<b>223</b>	244

Wages and salaries include £49,391 (2024: £11,533) of redundancy payments.

Direct staff costs are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support staff costs are apportioned between restricted and unrestricted funds pro rata.

Total employee benefits greater than £60,000 (including redundancy payments but excluding employer pension contributions) was:

	<b>2025</b> <b>number</b>	2024 number
£60,000 - £70,000	<b>-</b>	3
£70,000 - £80,000	<b>4</b>	1
£80,000 - £90,000	<b>-</b>	1
£90,000 - £100,000	<b>1</b>	2
£100,000 - £110,000	<b>1</b>	-
	<b>6</b>	7

The total employment cost, including employer's national insurance contributions in respect of the Charity's executive leadership team, who are considered to be the key management personnel, amounted to £789,687 (2024: £708,968).

## 9 GOVERNANCE COSTS

Governance costs comprise of:	<b>2025</b>	2024
	<b>£'000</b>	£'000
Audit of the Charity's financial statements	<b>20</b>	27
Trustees Remuneration, expenses and insurance	<b>9</b>	12
Professional Fees	<b>-</b>	3
	<b>29</b>	42

Net expenditure before taxation is stated after charging:	<b>2025</b>	2024
	<b>£'000</b>	£'000
Depreciation of tangible fixed assets	<b>90</b>	87
(Profit)/Loss on disposal of fixed assets	<b>(332)</b>	1
Operating lease costs - property	<b>198</b>	176
Operating lease costs - other	<b>353</b>	359

## 10 FIXED ASSETS

	<b>Freehold Land and Buildings</b>	<b>Short Leasehold land and buildings</b>	<b>Motor Vehicles</b>	<b>Computer and other equipment</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Cost</b>					
Opening	225	1,061	502	71	1,859
Additions	-	-	102	-	102
Disposals	-	-	-	-	-
<b>Closing</b>	<b>225</b>	<b>1,061</b>	<b>604</b>	<b>71</b>	<b>1,961</b>
<b>Depreciation</b>					
Opening	29	658	411	67	1,165
Charge for the year	4	59	24	3	90
Disposals	-	-	-	-	-
<b>Closing</b>	<b>33</b>	<b>717</b>	<b>435</b>	<b>70</b>	<b>1,255</b>
Carrying amount					
<b>Opening</b>	<b>196</b>	<b>403</b>	<b>91</b>	<b>4</b>	<b>694</b>
<b>Closing</b>	<b>192</b>	<b>344</b>	<b>169</b>	<b>1</b>	<b>706</b>

The properties were last valued as at 1 April 2014 by an external professional valuer, Lambert Smith Hampton, a general practice firm providing surveying and valuation services, using market-based evidence for similar local properties.

## 11 INVESTMENT PROPERTY

	<b>2025</b>	2024
	<b>£'000</b>	£'000
Opening Balance at 01/04/2024	<b>850</b>	850
Revaluation	-	-
Closing Balance 31/03/2025	<b>850</b>	850

This value relates to one property – Sedum House.

## 12 DEBTORS

	<b>2025</b>	2024
	<b>£'000</b>	£'000
Trade debtors	<b>1,847</b>	1,887
Prepayments and accrued income	<b>880</b>	1,487
Other debtors	<b>15</b>	24
	<b>2,742</b>	3,398

## 13 ASSETS HELD FOR RESALE

	<b>2025</b>	2024
	<b>£'000</b>	£'000
Balallan House, Stirling	-	187
	-	187

The property Balallan House was sold during 2024-25 financial year in line with plans.

## 14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<b>2025</b>	2024
	<b>£'000</b>	£'000
Trade creditors	<b>453</b>	886
Accrued Expenditure	<b>208</b>	425
Deferred income	<b>500</b>	393
Other taxation and social security	<b>302</b>	218
Pensions	<b>46</b>	47
Other creditors	<b>9</b>	9
	<b>1,518</b>	1,978

## 15 DEFERRED INCOME

Contractual income is deferred when income is invoiced or received in advance of delivery of the associated service. Movements in deferred unrestricted income during the year were as follows:

	<b>2025</b> <b>£'000</b>	2024 £'000
Brought forward	<b>393</b>	710
Utilised during the year	<b>(393)</b>	(710)
Deferred during the year	<b>500</b>	393
Carried forward	<b>500</b>	393

## 16 PROVISIONS FOR LIABILITIES

	<b>2025</b> <b>Dilapidations</b> <b>£'000</b>	2024 Dilapidations £'000
Balance at 1 April 2024	<b>153</b>	98
Utilised during the year	-	-
Increased provision	-	55
Balance at 31 March 2025	<b>153</b>	153

The dilapidations provisions carried forward represent dilapidations obligations for 22 leased properties.

## 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2025 were represented by:

	<b>Unrestricted</b> <b>funds</b> <b>£'000</b>	<b>Restricted</b> <b>Income funds</b> <b>£'000</b>	<b>Total</b> <b>funds</b> <b>£'000</b>
Tangible fixed assets	891	665	1,556
Net current assets	1,189	1,152	2,411
Provisions	(153)	-	(153)
Total net assets	1,927	1,851	3,780

Fund balances at 31 March 2024 were represented by:

	<b>Unrestricted</b> <b>funds</b> <b>£'000</b>	<b>Restricted</b> <b>Income funds</b> <b>£'000</b>	<b>Total</b> <b>funds</b> <b>£'000</b>
Tangible fixed assets	770	774	1,544
Net current assets	1,123	1,184	2,307
Provisions	(153)	-	(153)
Total net assets	1,740	1,958	3,698

## 18 RECONCILIATION OF NET CASH FLOW FROM OPERATING ACTIVITIES

	<b>2025</b> <b>£'000</b>	<b>2024</b> <b>£'000</b>
Net (expenditure)/income	<b>81</b>	(317)
Adjustments for:		
Depreciation charges	<b>90</b>	87
Dividends, interest and rents	<b>(89)</b>	(89)
(Profit)/Loss on sale of fixed assets	<b>(332)</b>	1
(Increase) in debtors	<b>655</b>	399
Increase in creditors	<b>(460)</b>	(138)
(Decrease) in provisions	<b>-</b>	55
Net cash provided by operating activities	<b>(55)</b>	(2)

## 19 OPERATING LEASE COMMITMENTS AND RECEIVABLES

Total minimum commitments payable under non-cancellable operating leases are as follows:

	<b>Land and Buildings</b>		<b>Other</b>	
	<b>2025</b> <b>£'000</b>	2024 £'000	<b>2025</b> <b>£'000</b>	2024 £'000
Commitments payable:				
Within one year	<b>42</b>	100	<b>103</b>	173
Within two to five years	<b>193</b>	218	<b>-</b>	29
After five years	<b>44</b>	79	<b>-</b>	-
	<b>279</b>	397	<b>103</b>	202

Total minimum receivables under non-cancellable operating leases for land and buildings temporarily surplus to the operational requirements of the Charity are as follows:

	<b>2025</b> <b>£'000</b>	2024 £'000
Operating leases that expire:		
Within one year	<b>42</b>	45
Within two to five years	<b>193</b>	125
	<b>235</b>	170

## 20 PENSION SCHEMES

The Charity operates a defined contribution scheme for all qualifying employees. The assets of the schemes are held in separate funds administered by independent pension providers.

The Charity participates in the CSP Alpha 2015 scheme, a multi-employer scheme which provides benefits to some 300 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity 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 total cost of pensions for the year incurred by the Charity was £315k (2024: £325k). Included in other debtors is £45k (2024: £47k Creditors) in respect of pension schemes.

## 21 RELATED PARTY TRANSACTIONS

TCV is a member of the Land Trust and also acts as a supplier to the Trust. During the year the trust used the services of TCV for site maintenance in five separate locations to the value of £971k (2024: £1,057k). The Land Trust received no income from TCV.

There are no other related party transactions to declare.

## 22 CONTINGENT LIABILITIES

If the Charity were to dispose of its freehold property on Mallard Way, Doncaster, prior to November 2025, Doncaster Metropolitan Borough Council would be entitled to 50% of the sale proceeds for the land. This clawback entitlement has been taken into account in the updated valuation of the property in re-classification from tangible fixed assets. The property is currently leased until December 2027, beyond the latest date on which the clawback could crystallise.

Certain of the grants received in the current and previous years from EU and other funders include rights to clawback amounts paid to the Charity. The Charity takes all reasonable steps to ensure it complies with the terms attaching to receipt of EU and other income and considers any repayments to be unlikely. However, the Trustees recognise that this is a complex area and there is always a risk that some funding could become repayable following audits by the funders' verification teams.

## 23 CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

### **Accounting for grants and contracts**

The classification of income from charitable activities as either grant funding or contracts for provision of services requires judgement as to the nature of the terms agreed with the funder. This classification affects both the presentation and timing of income recognised in the Statement of Financial Activities.

Contracts are classified as unrestricted income, which is recognised in the periods in which the services are delivered. Grants are classified as restricted income and are recognised when receivable provided that conditions for receipt have been met, unless they specifically relate to a future period.

The recognition of grants related to the purchase or construction of tangible fixed assets involves a further judgement as to the useful economic life of the assets to which they relate.

## 24 SCHEDULE OF RESTRICTED GRANTS 2024-25

	Opening Balance 01 April 2024 £'000	Income £'000	Transfers between funds £'000	Expenditure £'000	Closing Balance 31 March 2025 £'000
<b>Ayrshire and Arran Health Board</b>					
Green Space for Health to promote green spaces in the grounds of Gartnavel hospitals in Glasgow	5	0	0	(5)	0
<b>Clackmannanshire Council</b>					
EPIC Pollinator Project - supporting the installation of wildflower meadow areas	8	0	0	(8)	0
<b>Climate Action Fund (Community Fund)</b>					
Acorn Farms - food resilience and climate action project through the "I can grow" project	0	109	0	(109)	0
<b>East Sussex County Council</b>					
Green Getaways - a health walks scheme	73	25	0	(98)	0
<b>EB Scotland (Kinneil)</b>					
Outdoor learning activities and community Green Gym sessions	1	32	0	(33)	0
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history	20	0	0	(20)	0
<b>Heritage Lottery Fund</b>					
South Norfolk Claylands - improving biodiversity whilst engaging with the local community	0	3	0	(3)	0
<b>North Lanarkshire Council</b>					
Wild Well Days - delivery of sessions to open and closed groups to improve and raise awareness of the natural health benefits of being outdoors	5	12	0	(17)	0
<b>Northern Ireland Environment Agency</b>					
Habitat and landscape management in South Sperrins and the North Coast	0	113	0	(113)	0
<b>Postcode Earth Trust</b>					
Support for a range of measures to support TCV in connecting people and green spaces to deliver lasting outcomes for both	200	825	0	(800)	225
<b>Public Health Agency</b>					
Western Green Gym project	1	82	0	(83)	0
Green Gym Dig it Eat It - programme to improve the environment whilst improving mental and physical health, skills and nutrition	0	113	0	(113)	0
Mid Ulster Community growing programme	0	44	(14)	(30)	0
Southern area - Community Gardens and Allotments	0	61	0	(61)	0
Green Gym - Protect Life project	0	13	0	(13)	0
<b>Scottish Forestry</b>					

Development of the Clyde Climate Forest	0	30	0	(30)	0
<b>Carried forward</b>	<b>313</b>	<b>1,446</b>	<b>(14)</b>	<b>(1,520)</b>	<b>225</b>
	Opening Balance 01 April 2024 £'000	2025 Income £'000	Transfers between funds £'000	2025 Expenditure £'000	<b>Closing Balance 31 March '25 £'000</b>
<b>Brought forward</b>	<b>313</b>	<b>1,446</b>	<b>(14)</b>	<b>(1,520)</b>	<b>225</b>
<b>The Mersey Forest</b>					
I Dig Trees - funding trees for climate change	0	8	(8)	0	0
<b>West Lindsey District Council</b>					
Helping local communities engage in maintenance of nature areas in West Lindsey District	0	45	0	(45)	0
<b>TOTAL Disclosed Grants</b>	<b>313</b>	<b>1,499</b>	<b>(22)</b>	<b>(1,565)</b>	<b>225</b>
<b>Other Restricted Revenue Grants</b>	<b>670</b>	<b>2,909</b>	<b>(740)</b>	<b>(2,077)</b>	<b>762</b>
<b>Total of Revenue Grants</b>	<b>983</b>	<b>4,408</b>	<b>(762)</b>	<b>(3,642)</b>	<b>987</b>
<b>Restricted Capital Grants</b>	<b>774</b>	<b>0</b>	<b>(49)</b>	<b>(60)</b>	<b>665</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>0</b>	<b>158</b>	<b>194</b>	<b>(352)</b>	<b>0</b>
<b>Total</b>	<b>1,757</b>	<b>4,566</b>	<b>(617)</b>	<b>(4,054)</b>	<b>1,652</b>

Other Restricted Revenue Grants comprises grants that do not require separate disclosures as per the grant funder requirements.

Other smaller grants, where allowed by funding conditions, may be used to fund a small proportion of a larger piece of unrestricted activity. This is always confirmed as part of the funding conditions of the restricted award and all reporting terms and conditions are met. The match funding accounts for no more than 20% of the whole project value.

Transfers between funds reflects funding of TCV's general charitable activities.

## 25 SCHEDULE OF RESTRICTED GRANTS 2023-24

	Opening Balance 01 April 2023 £'000	2024 Income £'000	Transfers between funds £'000	2024 Expenditure £'000	Closing Balance 31 March '24 £'000
<b>Building Roots Ayrshire</b>					
Resettlement, integration, community learning and development in North, East and South Ayrshire	0	(11)	0	11	0
<b>Clackmannanshire Council</b>					
Supporting tree planting in Nature Network priority areas in partnership with the Forth Climate Forest	0	17	0	(17)	0
Supporting the installation of wildflower meadow areas in support of the EPIC Pollinator Project	0	24	0	(16)	8
<b>Climate Action Fund (Community Fund)</b>					
Acorn Farms food resilience and climate action project through the "I can grow" project	0	105	0	(105)	0
<b>Crane Valley Project Fund</b>					
Supporting the Reclaiming The Riverside project in partnership with Lets Go Outside and Learn	0	41	(3)	(38)	0
<b>East Sussex County Council</b>					
East Sussex Health Walk Scheme, East Sussex 123 Walks & East Sussex Hospital Green Gyms.	0	118	0	(45)	73
<b>EB Scotland (Kinneil)</b>					
Outdoor learning activities, and community Green Gym sessions	0	27	0	(26)	1
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history	58	0	0	(38)	20
<b>Glasgow Communities Fund</b>					
Supporting the Seven Lochs Community Action in Nature	23	(23)	0	0	0
<b>Groundworks UK</b>					
Funding a year's traineeship for a new recruit in the conservation sector	0	18	(18)	0	0
<b>Heritage Fund</b>					
Improve Biodiversity and community engagement across three county Wildlife sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common	3	(3)	0	0	0
Restore the green corridor along the river Crane at Cranford	0	5	0	(5)	0
Linking communities with their local green spaces in and around Cumberaund	0	1	0	(1)	0
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by the HS2 development to discover and care for green spaces in their neighbourhood through practical volunteering and Camden Green Gym	4	0	0	(4)	0
<b>North Lanarkshire Council</b>					
Delivery of Wild Well Days to open and closed groups to improve and raise awareness of the natural health benefits of being outdoors	0	13	0	(8)	5
<b>Carried forward</b>	<b>88</b>	<b>332</b>	<b>(21)</b>	<b>(292)</b>	<b>107</b>

	Opening Balance 01 April 2023 £'000	2024 Income £'000	Transfers between funds £'000	2024 Expenditure £'000	Closing Balance 31 March '24 £'000
<b>Brought forward</b>	<b>88</b>	<b>332</b>	<b>(21)</b>	<b>(292)</b>	<b>107</b>
<b>Postcode Earth Trust</b>					
Support for a range of measures to support TCV in connecting people and green spaces to deliver lasting outcomes for both *	200	900	(636)	(264)	200
Additional award to support projects and activities in TCV	0	(1)	0	1	0
<b>Public Health Agency</b>					
Extension of Green Gym project (Protect Life)	1	(1)	0	0	0
Green Gym Dig it Eat It programme to improve the environment whilst improving mental and physical health, skills and nutrition	23	122	0	(145)	0
Mid Ulster Community growing programme	7	42	0	(49)	0
<b>Scottish Forestry</b>					
Green Space for Health to promote green spaces in the grounds of Gartnavel hospitals in Glasgow	0	(5)	0	5	0
Development of the Clyde Climate Forest	45	123	(17)	(151)	0
<b>The Mersey Forest</b>					
Supporting the planting of Trees for Climate	0	14	(14)	0	0
<b>West Lindsey District Council</b>					
Helping local communities engage in maintenance of nature areas in West Lindsey District	0	45	0	(45)	0
<b>TOTAL Disclosed Grants</b>	<b>364</b>	<b>1,571</b>	<b>(688)</b>	<b>(940)</b>	<b>307</b>
<b>Other Restricted Revenue Grants</b>	<b>532</b>	<b>2,567</b>	<b>(413)</b>	<b>(2,010)</b>	<b>676</b>
<b>Total of Revenue Grants</b>	<b>896</b>	<b>4,138</b>	<b>(1,101)</b>	<b>(2,950)</b>	<b>983</b>
<b>Restricted Capital Grants</b>	<b>803</b>	<b>31</b>	<b>0</b>	<b>(60)</b>	<b>774</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>0</b>	<b>406</b>	<b>135</b>	<b>(541)</b>	<b>0</b>
<b>Total</b>	<b>1,699</b>	<b>4,575</b>	<b>(966)</b>	<b>(3,551)</b>	<b>1,757</b>

\* Postcode Earth Trust - The terms and conditions of this grant award allow it to be used flexibly to support the charity's strategic objectives, allowing it to be used to fund unrestricted costs and support costs across the organisation.

Other smaller grants, where allowed by funding conditions, may be used to fund a small proportion of a larger unrestricted activity. This is always confirmed as part of the funding conditions of the restricted award, all reporting terms and conditions are met and the match funding accounts for no more than 20% of the whole project value.

Other Restricted Revenue Grants comprises grants that do not require separate disclosure as per the grant funder's requirements.

Transfers between funds reflects funding of TCV's general charitable activities.

## 27 SCHEDULE OF CONDITIONAL GRANTS 2024-2025

During the year, the following organisations supported TCV's activities. It is a condition of the provision of these funds that they are separately disclosed in this Annual Report and Financial Statements.

Clackmannanshire Council	Greenwood Community Forest	National Lottery Heritage Fund
Coalfields Community Landscape Partnership	Groundworks London	Northern Ireland Environment Agency (NIEA)
Colchester Borough Council	Health Tree Foundation	Peacock Charitable Trust
Community Forest Trust	Heathrow Community Fund	ScotRail
Department for Communities	Hughes Insurance	Stirling Council
East Riding Yorkshire Council	Humber Forests	Stirlingshire Volunteer Enterprise
EB Scotland	Leeds City Council	Thames Chase Community Forest
Foyle River Gardens	Leicestershire and Rutland Community Foundation	The Greater London Authority
Garfield Weston Foundation	London Borough of Hounslow	The National Lottery Community Fund
Glasgow City Council	London Borough of Richmond	Trust for Oxfordshire's Environment
Glasgow River Activation Programme	Mersey Coastal Breeding Birds	Vistry Partnerships Limited
Greater London Authority	National Citizen Service	Wates Family Enterprise Trust
Greenwich Millenium Village Limited	National Forest Company	West Midlands Combined Authority
	National Grid	

As a Charity we rely on the support of individuals and organisations that share our determination to address the challenges facing people and nature today.

Thank you to the individual donors, community groups, local and national government, lotteries, corporate partners, charities, trusts and landowners who support us - all of whom are committed to our vision of better nature for all.

Please get in touch for opportunities to support our valuable work.

Visit [tcv.org.uk/support](https://www.tcv.org.uk/support)

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[www.tcv.org.uk](https://www.tcv.org.uk)



TCV is striving to support more diverse audiences year on year and is committed to the following initiatives to help us achieve this:



**THE CONSERVATION VOLUNTEERS**

England & Wales - Charity number 261009

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# Accounts

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# TCV Annual Report and Financial Statements 2023-24



Connecting people and green spaces



Welcome to our annual report and accounts for 2023-24. It has been a year of confident progression as we continue to align our activities to our strategic goal of working ‘For people and green spaces: a thriving network for everyone’, and we are delighted to highlight many exciting examples of the positive outcomes, which we enable for both the environment and for individuals, over the following pages of this report.

I would like to start with the uplifting news, in May 2024, that His Majesty King Charles III had accepted our invitation to become the Royal Patron of The Conservation Volunteers. The King succeeds his late father, Prince Philip, Duke of Edinburgh as our patron, and we are proud and

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privileged to have him endorse our work.

TCV’s Board of Trustees has continued to focus on the strategic direction of the charity and in February 2024 we added the finance and HR expertise of Dermot Toberty to both the Board and our Audit and Risk Committee. Dermot joins us following a successful career in both finance roles and in setting up the largest HR Shared Service Centre in Europe. He also brings non-executive expertise from the public sector and from supporting a wide variety of local organisations.

We welcomed Rebecca Kennelly MBE as our new Chief Executive in March 2024 and we are fortunate to have attracted a leader with such a strong mix of skills and experience, particularly in volunteering, to drive our charity forward. Rebecca joined TCV from The Duke of Edinburgh’s Award (DofE), where she served as the Executive Director of UK Operations. Prior to that, she was the Director of Volunteering for the Royal Voluntary Service, where she was responsible for the delivery of NHS Volunteer Responders during the Covid-19 pandemic, and for which she was awarded an MBE.

I would like to reiterate my thanks to Rebecca’s predecessor, Darren York, who led the charity from a period of change in 2016 and navigated it through the difficult years of the Covid-19 pandemic. Darren left in August 2023 and I am grateful to our Operations Director for Scotland & Northern Ireland, Debbie Adams, who took on the role of acting CEO. Her strong and experienced leadership ensured stability and I would like to express my thanks for the positive impact she had during this period.

In 2023-24, we are reporting a net expenditure of £317k, which included a continued investment in income generation resource to support growth in TCV’s unrestricted income. As we are operating in the context of wider economic challenges and continued inflationary pressures, it has been a challenging year, but we have taken swift action to reduce overheads and have ensured that we remain within the boundaries of our Reserves Policy. The Trustees’ and Directors’ report on page 10 adds further detail on this.

It is a critical time for nature and many socio-economic and geopolitical crises are having an effect on the communities in which we work. We will continue to respond to this and now in our 65th year, we look forward to shaping the future of TCV through a broad transformation programme, including organisational redesign, reviewing our systems and processes, and developing a new five-year strategy for the second half of the decade.

Over the past 65 years, TCV’s staff and volunteers have transformed many thousands of urban and rural green spaces across the UK, creating wildlife habitats, protecting nature and restoring the natural environment. My thanks go to all the staff and volunteers who continue to do this today and to the partners, funders and donors who support us, allowing us to continue our ever more vital work.

**Jon Towler, Chair,  
The Conservation Volunteers**



As my first annual report for The Conservation Volunteers, I would like to start by acknowledging that it is a privilege to have been appointed as CEO for such a wonderful, impactful charity, particularly as we celebrate our 65th year connecting people to green spaces for the benefit of both.

In these challenging times, where we are living in a period of enormous instability from the climate breakdown and biodiversity emergency through to the cost of living crisis, we recognise that all of these have significant impacts on people and communities. As always, the burden of instability impacts disproportionately on those who are the most vulnerable and have least choices in society. Many people and communities are feeling the impact of circumstances beyond their control and, with this in mind, it's clear that our activities have an important role to play in positively impacting on society. This is most poignant for nature and the green spaces we create, improve, and maintain, as well as supporting the health and wellbeing of those people who join us and volunteer with us.

As I have visited different teams across the country, I have been incredibly impressed by the knowledge and skills that our teams hold. I continuously feel myself inspired and humbled at the stories from our volunteers who share the impact of volunteering for them personally. They say how being involved with TCV has helped with employment opportunities, benefitted their mental and physical health, and connected them to others and their local community, as well as fulfilling a deep desire to protect and restore nature and their local green spaces.

I would like to acknowledge my predecessors, Acting CEO Debbie Adams and CEO Darren York for their support of TCV. During 2023-24, we worked with 96,741 people to transform 1,354 green spaces through 115,331 workdays and a further 59,594 days of green space connections.

You can read full insights on the progress we made towards our three strategic goals during 2023-24 on page 12, including our plans for the next year. I am especially pleased to highlight that in Goal 1, we calculated the environmental outcomes from TCV's activity and quantified these in terms of monetised impacts over 30 years at £128.5m. We also planted 778,430 trees this year towards our target of 5 million by 2025. In Goal 2, we grew our Community Network to 2,235 members and this year provided them with a new online library full of handbooks to support their local conservation efforts. Finally in Goal 3, we had a huge internal focus on opening up conversations related to Equality, Diversity and Inclusion so that we can improve how we work with diverse groups of people.

Focusing on 2024-25, I look forward to leading the charity through the final year of our current strategic period and to working with our people, partners and stakeholders to create the next 5-year strategy, during which we aim to positively transform TCV. This programme of transformation aims to enhance our ambition for people, planet, and nature. By reviewing our organisational design, infrastructure and support systems, we look forward to shaping the future of TCV to create a charity that is confident, with a strong brand, and sustainable so that we can invest for future success.

I would like to add my thanks to those of Jon to everyone who supports TCV to continue our vital work, whether you're reading this as an individual donor, community network member, partner, or funder. My thanks also go to every single volunteer, staff member and trustee who dedicates their time to connecting people and green spaces.

**Rebecca Kennelly, CEO,  
The Conservation Volunteers**



**Josh Thornhill**  
TCV

## JULY

### Commemorative tree planted with The King

We were honoured to be joined by King Charles III, now TCV's Patron, to plant an apple tree in the orchard of the historic Kinneil House and Estate in Bo'ness, near Falkirk. The celebration was to commemorate the centenary of the Estate becoming a public park, transformed from a former colliery site into a public open space of grassland, wildflower meadows and woodland. The Friends of Kinneil, who are both a TCV Green Gym and a TCV Community Network group, now look after the site to enhance its diverse nature and encourage all the local community to enjoy what it offers. They also had the pleasure of meeting the King and helping him to plant the commemorative tree.



## APRIL

### TCV volunteers talk to Countryfile about The Big Help Out

The year began with an exciting start when TCV appeared on Countryfile as part of a segment celebrating volunteer organisations taking part in The Big Help Out. This initiative marked King Charles III's coronation and encouraged the nation to volunteer and to do something for their local community. TCV volunteers in Clackmannanshire talked to Countryfile about what they had gained from volunteering in green spaces, including new skills, a change of career, and supporting their mental health.

## MAY

### £12.5k raised for children to have Wild Days Out

When May came around, we started the plans to deliver TCV's Wild Days Out: a unique outdoor experience that helps children growing up in disadvantaged urban areas build a lifelong connection to nature. TCV was fortunate to be part of the Big Give where every donation was doubled during a two-week campaign in April. We were incredibly thankful to the donors whose generosity supported the delivery of children's activities such as den building, bug hunting, bird watching and nature crafts and games - inspiring the next generation to care about nature.



## AUGUST

### TCV backs the Nature 2030 campaign

TCV was part of an 80-strong charity coalition who launched a landmark 5-point plan for nature, the 'Nature 2030' campaign. The 5 key asks of political parties included: doubling the wildlife-friendly farming budget, making polluters pay for nature restoration, a large-scale green jobs creation scheme, increased protection and funding for wildlife sites and a new law guaranteeing environmental rights. With celebrity supporters including Steve Backshall, Chris Packham and Megan McCubbin, the launch got the attention of media and MP backing, and the petition reached almost 100,000 public signatures.

## FIVE WAYS

## TO PROTECT AND RESTORE NATURE BY 2030



**NATURE**  
**2030**



## JUNE

### Five award wins for teams working with The Land Trust

At the start of summer we celebrated another year of wins at The Land Trust Awards. Congratulations were given to five TCV teams. Greenwich Ecology Park in London won Community Site of the Year, Kiveton Community Woodlands in South Yorkshire won Health Site of the Year, and Wellesley Woods in North Hampshire won Most Improved Site of the Year. Ranger of the Year went to Neil McMahon, who works at Countess of Chester Country Park and has been with TCV for 27 years! Port Sunlight River Park received a highly commended mention for Best Friends of community group. A fantastic showcase of TCV's work across England.

## SEPTEMBER

### MSP sees our contribution to Scotland's urban nature

Lorna Slater, MSP for the Scottish Green Party, visited us in Glasgow to understand more about people's connection to nature and the biodiversity crisis. Ms Slater, who was Minister for Green Skills, Circular Economy and Biodiversity at the time, saw the projects we run in partnership with Glasgow City Council and NatureScot, and met with the community volunteers who enrich the area's biodiversity and

make it accessible for local people. We were proud to demonstrate to Ms Slater the contribution TCV volunteers make towards the Scottish Government's ambitions for urban nature.





## JANUARY

The incredible impact of TCV volunteers valued at £128.5m



We were proud to release statistics that demonstrate the impact and environmental outputs of TCV's incredible volunteers. We worked with external sustainability consultants on this research and below are some examples of what we found:

- 66ha of invasive species removed
- 266ha of woodlands managed
- 311 tonnes of air pollution absorbed
- 1.1m increased visits to green spaces.

Taking these into account for nature and society, TCV volunteers are estimated to have created a natural and social value of £128.5m, cumulative over 30 years. Comparing this to TCV's 2022-23 expenditure, this represents a return on investment of 14.5. We've been using these fantastic figures to encourage more individuals and funders to support us!

## OCTOBER

### Volunteers celebrated at annual TCV Hero Awards

Thanks to players of People's Postcode Lottery, we're able to connect more people and green spaces and celebrate their volunteer achievements through the annual TCV Hero Awards. This year's winners were a fantastic mix of individuals, groups and TCV Community Network members, all showcasing the multiple outcomes they experience by volunteering. We saw 89 year old Pat Alexander talk about his 27 years with TCV in Edinburgh; a group of refugees finding solace at our Northern Ireland tree nursery; the Hull Park Road group in York coming together with a mix of ages, abilities and backgrounds; and Railway Fields Community Network group who invite Londoners to their green space nestled within a busy urban high street.



## FEBRUARY

### Tang Hall Youth celebrate Lottery success

The vibrant community of Tang Hall in York rejoiced as the National Lottery Community Fund awarded a grant of £449,552 for three years. This funding not only sustains the existing youth provision but also elevates the outdoor elements of the programme centred around Hull Road Park. The project is delivered in partnership with North Yorkshire Youth and Choose2 CIC, and our team will expand the outdoor and environmental sessions that we've been running for six years. Together, we aim to empower disadvantaged youths, ensuring they can fulfil their potential, feel confident about their future, and foster a strong connection to their community.

## NOVEMBER

### TCV wins awards at the Tree Oscars!

During National Tree Week, we were very proud to win two awards at the London Tree and Woodland Awards, which are affectionately known as the Tree Oscars. For our corporate volunteering partnership with our long-standing partners NatWest, we won The Trees and Business Award, which focuses on a tree planting and management project led by significant business involvement. TCV's team in Haringey also won the Community Woodland Award for Ancient Woodland Restoration, in partnership with Haringey Council, and the 3 Friends Groups for each ancient woodland. The awards were a fantastic event, held by Greater London Authority and Forestry Commission and opened by Deputy Mayor Shirley Rodriguez, who noted how they've planted over 100,000 trees with us.



## MARCH

### Rebecca Kennelly MBE joins us as new CEO

At the end of 2023-24, Rebecca Kennelly became our new CEO, joining us from The Duke of Edinburgh's Award (DofE), where she served as the Executive Director of UK Operations since July 2021. Prior to that, she was the Director of Volunteering for the Royal Voluntary Service. Rebecca was awarded an MBE for her service during the COVID-19 response as she was responsible for delivery of the NHS Volunteer Responders scheme that mobilised over 600,000 volunteers to support vulnerable people and the NHS. Rebecca's wealth of experience in executive leadership and strategic development, and her deep knowledge of volunteering will be a tangible benefit to supporting and expanding our existing 11,000-strong volunteer base.

## DECEMBER

### Mayor of London joins us to plant his 500,000th tree

The Mayor of London, Sadiq Khan, planted a tree at a Wandsworth-based community special school to commemorate funding half a million trees for London. TCV was there to celebrate as that ceremonial tree was a very special *I Dig Trees* tree. TCV's partnership with the Mayor of London goes back to 2018 and we've

since given away 101,399 trees to Londoners. Trees cool the city and provide shade, as well as help protect from flooding and make London a greener city with access to healthy outdoor space. With these extraordinary benefits, we were very proud to commemorate our joint achievements and provide the 500,000th tree that the Mayor planted.



# Who we are

We are The Conservation Volunteers. We connect people and green spaces to deliver lasting outcomes for both.

We do this by bringing people together to create, improve and care for green spaces: from local parks and community gardens to local nature reserves and Sites of Special Scientific Interest; from school grounds and hospital grounds to waterways, wetlands and woodlands. We connect people to the green spaces that form a vital part of any healthy, happy community.

Our team of dedicated, passionate staff and volunteers work with communities across England, Northern Ireland and Scotland and, through our Community Network, we support local community groups across the UK.

## OUR OUTCOMES AND HOW WE DELIVER THEM:



### Health & Wellbeing

People improve their physical and mental health and wellbeing by being outdoors, active and connected with others.



### Communities

Communities are stronger, working together to improve the places where people live and tackling the issues that matter to them.



### Learning & Skills

People improve their confidence, skills and prospects through learning inspired by the outdoors.



### Environment

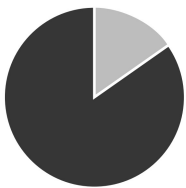
Green spaces are created, protected and improved, for nature and for people. **Our work with the environment underpins all our other outcomes.**

Over the following pages, you can read about examples of TCV's activities, each of which deliver one or more of the above outcomes.

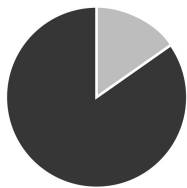
# Our impact: 2023-24



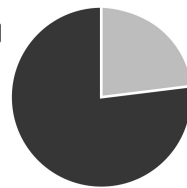
## We represent diversity



18% of our registered volunteers have a disability



17% of registered volunteers are from ethnic minority backgrounds



20% of our registered volunteers are in the top 20% most deprived UK areas

## And of our volunteers...



**“You provide not only reasons but the ability to do things. You are an astonishing organisation.”**

Sir David Attenborough, TCV Vice President talking about TCV

# Nature is for everyone



Everyone deserves to have nature in their lives, which is why TCV's regional teams across the UK create safe, welcoming spaces for people who face barriers to accessing green space, especially those who could benefit most. This is one of our strategic goals and we have countless

examples of our regional teams making it happen.

TCV in Manchester has worked closely in partnership with organisations that support adults and young people with learning disabilities, Trafford One2One,

Trafford Choices and Gorse Hill Studios. Centred around planting 750 wildflower bulbs in three Trafford-area parks, volunteers were able to learn about wildflowers, the growing process and pollinators, as well as making the parks beautiful and enjoyable places to be. They were also able to practise the physical skills of using a trowel and bending up and down to plant the bulbs – something that isn't always easy for them.

TCV in South Yorkshire works in partnership with Harrison College, a specialist employability and education provider based in Doncaster for post-16-year old students. Many of the students possess a range of neuro-diversity differences and associated social difficulties.

Our team in South Yorkshire supports young people with additional needs to gain skills and confidence to enter mainstream employment. The students learn real, hands-on, conservation skills in TCV South Yorkshire's Community Woodlands, alongside planning, risk assessing and managing projects on TCV sites safely.

## The phenomenon of *I Dig Trees*

TCV's flagship community tree-planting programme opened for another season, giving out thousands of free trees for communities. With over 3.7 million trees planted so far, *I Dig Trees* is the largest community tree-planting project of its kind in the UK.

The programme offers trees to community groups, schools, residential homes, parks, universities – any community green space with public access. In 2023-24, we engaged over 22,000 volunteers from more than 1,200 community groups.

This is people power at its very best. With each new planting scheme, we create and connect wildlife corridors that allow nature to flourish in our communities.

Grown in the UK, our native tree packs were carefully selected with

communities and nature in mind. Trees to suit their needs that provide maximum benefit for our cherished green spaces and the wildlife within.

In 2023-24, for the first time we brought in a mix of partners and asked the public to support the programme, so that more community groups and their local green spaces could benefit from the offer. Thanks to OVO, NatWest, the Greater London Authority and South Yorkshire Mayoral Combined Authority amongst others, we are near our target to plant 5 million trees by 2025.

Together with our partners and supporters, we also made steps to tackle climate change with our carbon-busting trees, planted 3,000 pocket forests to create havens for wildlife across the country and greened up local environments for generations to enjoy.



# Diverse and multiple outcomes from our NatWest partnership



For nearly 20 years, organisations and their employees have been working with TCV successfully to transform local communities and green spaces. NatWest has been by our side that whole time. In 2023 alone, 3,738 colleagues took part in environmental volunteering days, adding up to more than 26,000 hours of volunteer time. This contribution also included over 62,000 more trees planted as part of the NatWest Forest.

*“A brilliant day today volunteering*

*with colleagues and TCV planting trees in Bolton.*

*“Using 3 days a year for CSR activity is a great benefit we are afforded by NatWest Group. The teamwork, collaboration and connectivity away from any screens is as much of a benefit for us as the communities that our efforts are supporting.”*

Craig Gray, Head of Sales, Working Capital Sales NatWest

The quality of this partnership was recognised with a Silver Award at

the 2023 Corporate Engagement Awards for Best Environmental or Sustainable Programme.

Activities are as diverse as land management, creating ponds, sowing wildflower meadows, planting trees and constructing footpaths. Working together as one team, NatWest colleagues have helped transform, protect and care for community green spaces for everyone to enjoy. They have also provided their staff with increased motivation, enhanced skills and self-confidence, and improved team building and communication skills.

During 2023, we also created a tree nursery and an innovative seed collection programme at Royal Bank of Scotland’s Edinburgh HQ, which we launched in April 2024. Overseen by our teams in Edinburgh, tree seeds that have been collected by colleagues are being grown in the Gogarburn nursery. They will be tended to for the next two years and will then be planted around Scotland creating a legacy of locally sourced and grown trees for years to come.

## TCV Community Garden and Allotments in Northern Ireland: the impact

Thanks to funding from the Public Health Agency (PHA), TCV continues to connect people Northern Ireland-wide to green spaces to enhance their health and wellbeing.

The team provides TCV Green Gym activities, which include planting heritage fruit tree orchards and pollinators, organic vegetable growing methods, creating homes for nature, building nature access paths, litter lifts and recycling. All these volunteer tasks contribute to the wider health of our planet and people.

Using TCV’s Green Gym model approach in both rural and urban settings, we delivered the following impacts from April 2023 to March 2024:

- 963 Green Gym Sessions delivered
- 41 community garden and allotments enhanced
- 8,211 registered attendances
- 3,886 public event micro-volunteers
- 8,640 average steps per Green Gym session
- 5.2Kg of vegetables harvested and enjoyed per square metre of growing space
- £7.80 weekly saving per volunteer from making a family meal with fresh produce grown.

TCV’s Impact monitoring completed with registered volunteers links closely to the PHA Take 5 Strategic objectives:

- 92% are more physically active



throughout their week

- 81% visit green spaces more frequently since joining TCV
- 96% have learnt new skills
- 94% feel more confident and their well-being has improved
- 87% feel more connected to their local community

# Trustees' and Directors' report incorporating the Strategic Report

## OUR OBJECTIVES AND ACTIVITIES

The charity's objectives are:

- To conserve the environment for the benefit of the public including:
  - the conservation and maintenance of the character and amenity of rural, urban and inner-city areas
  - the maintenance and management of nature reserves and other sites of biological, scientific or environmental importance
- To educate the public in principles of conservation through volunteering and community support
- To advance the education of the public through the provision of training, in particular:
  - in practical conservation skills
  - basic skills
  - skills to improve employment prospects
- To develop the capacity and skills, primarily through volunteering opportunities, of the public at large and those who by reason of youth, age, infirmity or disability, poverty or economic and social circumstances, have need of such facilities with the object of improving their conditions of life.

The trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

## OUR OUTCOMES AND HOW WE DELIVER THEM

### Environment

Green spaces are created, protected and improved, **for nature and for people**. Our work with the environment underpins all our other outcomes.

TCV delivers **hands on, practical action** - planting trees, increasing biodiversity and improving green spaces. TCV delivers nature-connections for **those who need it most**.

### Health & Wellbeing

People improve their physical and mental health and wellbeing by being **outdoors, active and connected with others**.

TCV delivers meaningful group-based physical activity reducing isolation and **improving health and wellbeing**.

### Communities

Communities are stronger, working together to **improve the places where people live** and tackle the issues that matter to them.

TCV delivers community connections supporting and empowering communities to make change - creating community green spaces and networks that build a **sense of belonging**.

## Learning & Skills

People improve their **confidence, skills and prospects**, through learning inspired by the outdoors.

TCV delivers nature-based learning and skills providing experience, training and qualifications in green spaces for **people of all ages**.

Examples of activities delivered this year, which each contributed to one or more of these outcomes, can be found throughout the preceding pages of this document.

## FINANCIAL REVIEW

TCV reported net expenditure of £317k for the year (2023: net expenditure of £373k). This included a continued investment in the Income Generation Strategy to support growth in TCV's unrestricted income. This investment is a medium term investment and an opportunity to develop sustainable long term income sources.

Other contributing factors to net expenditure include the unprecedented impact of external inflation, which has seen significant increases in all baseline costs of both property and overhead costs and materials for the delivery of projects.

As this is the second year of net expenditure, reserves are now in the lower quartile of the stipulated policy range of 7-14 weeks of unrestricted expenditure.

The Charity closed the year with reserves of £3,698k (2023: £4,015k), including unrestricted reserves of £1,941k (2023: £2,316k) free reserves of £970k (2023: £1,373k) and capital reserves of £770k (2023: £742k).

## INCOME

	2024 £'000	2023 £'000	Change £'000
Charitable activities	10,289	10,716	(427)
Other trading activities	101	62	39
Donations and legacies	143	217	(74)
Investments	66	66	-
<b>Total income</b>	<b>10,599</b>	<b>11,061</b>	<b>(462)</b>

Income decreased by £462k to £10,599k in the year as a result of the factors detailed below:

Between the 2021-22 and 2022-23 financial years, there was a significant increase in income following the post COVID recovery period. This slight decrease in overall income is seen as indicative of a settling of the new income levels.

2023-24 has been a challenging year. In the context of the wider economic environment and cost of living crisis, the number of organisations applying for grant funding has made competition for these funds much more difficult, at a time when TCV's services to green spaces and communities have never been needed more.

During the year, TCV was unfortunately unsuccessful in securing income from the new Shared Prosperity Fund (£823k over 2 years) in Northern Ireland, which was to replace the European Social Fund income post Brexit, but growth areas included the new Clyde Climate Forest project in Scotland.

Following the acquisition of the trademark for "I Dig Trees" TCV was able to expand the tree planting programme to a value of £1.3m and into new areas, including new agreements with the Greater London Authority and the continuation and growth of partnerships with the Queen's Green Canopy and the Northern Forest.

In 2023, The National Grid Share Surrender Scheme generated £116k of unrestricted donations. Apart from this unusual item, there has been an increase in general unrestricted donations from supporters this year. Restricted donations were lower due to the ending of the time limited relationship with Wates as their "Charity of the Year" and we seek new ways to engage with Wates in the future.

#### STATEMENT OF FINANCIAL ACTIVITIES

	2024 £'000	2023 £'000	Change £'000
Total Income	10,599	11,061	(462)
Expenditure:			
Charitable expenditure:			
Health, conservation and community	(8,825)	(9,318)	493
Training and employment	(12)	(128)	116
Support costs	(1,653)	(1,525)	(128)
Fundraising costs	(426)	(463)	37
<b>Total expenditure</b>	<b>(10,916)</b>	<b>(11,434)</b>	<b>518</b>
Net unrestricted expenditure	(375)	(173)	(202)
Net restricted expenditure	58	(200)	258
<b>Total net income/ (expenditure)</b>	<b>(317)</b>	<b>(373)</b>	<b>56</b>
<b>Net income/(expenditure)</b>	<b>(317)</b>	<b>(373)</b>	<b>56</b>

Expenditure decreased by £518k to £10,916k in the year as a result of the factors detailed below:

The overall decrease in expenditure is reflective of the reduction in income.

Despite the Real Living Wage increasing by over 10% TCV was able to meet this and retain its accreditation as a Real Living Wage Employer. Supporting our staff with fair pay is a key part of our future Reward and Recognition Strategy which continues into 2024-25. A pay award was given to all members of staff across the organisation in 2023-24.

A key challenge during 2023-24 was controlling costs in the face of significant increases due to inflation, whilst also ensuring the high quality delivery of programmes was maintained.

Fundraising costs were maintained at the higher level during 2023-24 to support the ongoing work of the Income Generation Strategy.

TCV did not use any professional fundraisers or commercial participators, and did not adopt any voluntary regulatory fundraising schemes or standards during the year pending recruitment of fundraising and partnership resources.

TCV did not engage in any proactive individual fundraising during the year, and no complaints were received about TCV fundraising.

#### BALANCE SHEET

	2024 £'000	2023 £'000	Change £'000
Tangible fixed assets	694	616	78
Investment property	850	850	-
<b>Total fixed assets</b>	<b>1,544</b>	<b>1,466</b>	<b>78</b>
Debtors	3,398	3,797	(399)
Assets held for resale	187	187	-
Cash and cash equivalents	700	779	(79)
Creditors	(1,978)	(2,116)	138
<b>Net current assets</b>	<b>2,307</b>	<b>2,647</b>	<b>(340)</b>
<b>Provisions for liabilities</b>	<b>(153)</b>	<b>(98)</b>	<b>(55)</b>
<b>Net assets</b>	<b>3,698</b>	<b>4,015</b>	<b>(317)</b>

The Net assets decreased by £317k in the year (2023: £373k decrease) with net assets of £3,698k at 31 March 2024 (2023: £4,015k).

The freehold owned property Sedum House, Doncaster has not been revalued and is shown on the accounts at the value from March 2022.

The asset held for sale (Balallan House, Stirling) was subject to internal consideration of its fair value as part of the year end process. The asset was held at NBV on 31 March 2024 and was sold in April 2024. The profit on disposal will be recognised in the 2024-25 financial year.

The provision for liabilities in relation to leasehold properties was increased in the year - mainly as a reflection of the increased costs that would be anticipated upon surrender of leased properties.

TCV had a net cash outflow of £79k for the year (2023: £721k outflow).

## STRATEGIC REPORT AND PLANS FOR FUTURE PERIODS

### *For people and green spaces; a thriving network for everyone*

The start of 2023-24 was the mid point of TCV's 2021-2025 strategy 'For people and green spaces: a thriving network for everyone,' responding to the challenging times in which we live, including the climate and ecological emergency, the national mental health crisis, and increasing social isolation and inequalities.

Our work is more relevant than ever in this context, and the strategy includes three overarching goals that will drive our decision making to 2025, each with a specific pledge to demonstrate the scale of our ambition and make a clear commitment for change by 2025:

- 1] We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces with a pledge to grow our tree planting to 5 million trees by 2025
- 2] We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both, with a pledge to support a thriving UK-wide network of over 5,000 community organisations
- 3] We will support more diverse audiences to connect with green spaces, with a pledge that by 2025 the work we do, and those we work with, will increasingly reflect the makeup of the communities we work in.

#### **Goal 1**

Achievements in Year 3 of our strategy have built on the work undertaken in earlier years. For Goal 1, this has supported us to embed our approaches for understanding the impact our charity makes for people, green spaces and nature.

A priority for this year was to improve our understanding of the environmental impact of our activities, building on improvements to data recording on outputs. With the support of external consultants, a framework was devised to estimate the natural and social impacts of our practical activities. This calculated the physical and social outcomes from TCV's activity in 2022-23 and quantified these in terms of monetised impacts over 30 years. We also received recommendations for data collection, improved quantification and further research. Our **website** provides an update on this work.

This year we continued to plant a significant number of trees with community groups and volunteers - over 750,000. Our key partnerships at national, regional and local level are fundamental to the success of this goal. The successful launch of our *I Dig Trees* website encouraged greater involvement by a broader range of stakeholders and supporters.

We would have liked to have made more progress in developing our systems to improve our knowledge of the impact of our work with groups. This was primarily due to resource constraints resulting from staff turnover. This remains a goal for future development. We undertake many projects with community groups and are potentially under-reporting the impact.

Our impact work has become much more embedded in the everyday approach of our delivery staff. We have seen ongoing improvements in frequency and accuracy of our recording and the figures produced are routinely used in reports for external stakeholders.

Our priorities for 2024-25 are:

- Develop an approach for regular assessment of our environmental impact, building on the framework created with our external consultants.
- Plant 700,000 trees, continue to grow our stakeholder base and launch our tree inspection programme.
- Improve our knowledge of 'others' (non-registered volunteers) in our system, particularly engagement with community groups.
- Continue to embed what we have; improve engagement with the systems we have developed and plan for future needs.
- Share impact information more systematically with the Leadership Team and Board by developing a dashboard for key metrics.
- Improve our communication of our impact to support increased volunteer engagement, new projects and external recognition of our work.

#### **Goal 2**

A key focus in 2023-24 has been the development and launch of a new online resource platform for TCV's Community Network membership. Community groups can sign up for free, and the online library includes downloadable and video handbooks on conservation volunteering, safety, governance information and much more to support independent community groups connecting people and green spaces.

The Community Network support package includes grants from the TCV Chestnut Fund to support small community and conservation groups, and simplified access to community group insurance through our partners Zurich. Thanks to the players of People's Postcode Lottery, membership and the associated support continues to be free to access for all.

During the year, TCV's Community Network grew to 2,235 members, and based on sampling, we estimate that this supports more than 44,700 volunteers. TCV's flagship *I Dig Trees* campaign, which enables communities to plant trees in their local area, brings the total number of supported community groups to 5,791.

We plan to build on last year's developments further in 2024-25, led by one of our Assistant Operations Directors.

In 2024-25, we will:

- Continue to grow TCV's Community Network membership to 2,500 independent local community groups, supporting an estimated 50,000 local volunteers.
- Build on the new digital resource library with more content to help and inspire community groups on topics such as Citizen Science and Green Gym wellbeing ideas.

- Seek support to grow TCV's Chestnut Fund grants, which are invaluable for grass roots groups to connect people and green spaces.
- Build on our work with, and support of, many more communities who are not formal members of the TCV Community Network and enable staff to record and recognise more of the valuable support they are providing.
- Remain an active partner in wider charity, corporate and public sector networks, to widen benefit to people and green spaces.

### Goal 3

In 2023-24, TCV gave significant focus to internal progress of this goal. We further embedded our Equality, Diversity and Inclusion (EDI) working group with a wider reaching audience from across TCV, many of whom have lived experience and who are passionate about the EDI agenda. The group have continued to focus on the delivery of the EDI action plan for 2023-25.

Resources were developed to include internal and external EDI best practice and communications, and the EDI calendar has been further embedded with significant progress made to highlight and celebrate campaigns such as Black History Month, International Pride Month and Disability History Month.

Positive partnerships were facilitated to deliver projects that reach diverse audiences across the UK e.g. Refugee Engagement, Building Roots, Green Skills, Employability in the Outdoors, Natural Connections-Autism.

Further EDI data was collected for TCV employees and volunteers, and our annual EDI monitoring survey had a response rate of 66%, up almost 10% from the previous year.

Success in this goal is making sure:

- We fully understand the diversity of our volunteers and staff, and we have plans in place that deliver year-on-year improvement in the diversity of our volunteers and workforce.
- We choose to work with other partners who enable us to reach diverse audiences.
- We have projects in place that address specific barriers and use the learning to influence all our projects.

We commissioned the Employers' Network for Equality & Inclusion to produce a diagnostic report into improving EDI in TCV, and we have developed an action plan, which was launched in 2023-24 and will focus on the following areas:

**Inclusive Leadership & Decision Making:** We will actively lead EDI by championing and role-modelling inclusive leadership and decision making. EDI is intrinsic to the way we make our decisions and how we approach our work.

**Diverse Workforce, Board membership & Volunteers:** We will put plans in place to increase the diversity of our employees, board members and volunteers to reflect the diverse communities we work with, and we will embed

EDI into the way we work in TCV, our policies, practices, communication, and engagement.

**The projects and partners we work with enable us to reach diverse audiences:** We will shape and deliver activities that meet and respond to the diverse needs of our communities and ensure our environments are inclusive and accessible.

**Wildlife & Countryside Link Route Map:** We will continue to engage with this work to increase diversity in employment within the sector and progress with the actions that we have committed to as an organisation.

### Going Concern

TCV continues to nurture a number of long-term partnerships with local and national organisations, which has provided financial resilience to the charity and is expected to do so into the future.

Whilst recognising the challenging economic environment that the whole country is experiencing, there has never been a greater need for the projects and services that TCV offers to both the environment and the communities in which it operates.

The ability to evidence this need is a key part of future funding applications that are already in train for 2025-26 and beyond with a focus on developing more long-term relationships with new key partners.

The trustees have reviewed forecasts to 31 March 2026 and based on those forecasts believe that TCV will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing facilities available. Mitigating actions available in the event of adverse circumstances or financial performance have also been considered. TCV acknowledges the inherent uncertainty that is faced, particularly in light of the cost of living crisis and General Election outcome. But in spite of these, we do not consider there to be a material risk to the organisation as a going concern.

Based on the information currently available in respect of the future, the trustees consider that TCV has the plans and resources to manage its business risks successfully. The trustees have therefore prepared these financial statements on the going concern basis.

### Principal risks and uncertainties

The trustees have overall responsibility for ensuring that TCV has appropriate systems of control for managing risk within the organisation.

TCV's risk management process is designed to ensure that appropriate steps are taken to identify and mitigate risk and to provide reasonable assurance against material misstatement or loss. TCV aims to identify the major risks to the organisation, ranking them based on both likelihood and impact. Major risks are considered when setting operational and strategic objectives and when approving significant grants and contracts.

The risk management process is managed throughout the business. The Leadership Team has risk as a standing agenda item and the Audit and Risk Committee (ARC) reviews the underlying management of risk within the organisation. It then brings this to the attention of the Board on a quarterly basis. Risk management is embedded within the organisation to assess risk effectively and put appropriate controls and actions in place to mitigate risks to acceptable levels.

To avoid breaching the Board's risk appetite limits, strategic risks are given a quantified threshold and mitigating actions. Performance against these thresholds is monitored monthly by management. On an annual basis, the ARC provides the Board of Trustees with a summary review of risk management issues for it to consider.

Strategic risk register oversight by the Board of Trustees during 2023-24 focused on the following additional risk areas, with matters arising reported by exception for each area of risk below:

**Financial risk: including achievement of our financial plan, and being a resilient organisation**

The 2023-24 strategic risk register tracked financial risk in relation to targets for income, net contribution to reserves and the cash position.

The charity continued to closely track the conversion of unsecured income and related income pipelines to inform income and outturn forecasts for the year. This monitoring has informed decisions regarding probability of success on certain pipeline opportunities and developed the organisation's intelligence to target specific funders with whom there is the greatest chance of success.

Following the constraints on cash in 2022-23, the Board of Trustees agreed the continuance of the overdraft facility at the bank although this was not required during the year due to an increased vigilance on cash management and debtor control.

**Operations and people: be a great place to work**

The risk objective for operations and people in 2023-24 was to ensure that the charity was a great place to work, with people and volunteer measures used to track progress, including survey results, employee turnover and organisational competence.

The Reward and Recognition strategy is agreed, but the Transformation Programme will now plan this as a detailed programme of work in its own right as this progresses. A new Organisational Design programme is underway and once TCV is right-sized, this project can be reviewed and revisited. It is still the ambition for TCV to become a median pay employer.

Recruitment has been closely monitored by the People Committee in 2023-24 to ensure any replacement/like-for-like recruitment remains viable and that any new roles cannot be accommodated in other ways within TCV. Roles that have been advertised across the year have generally been filled quickly, however there has been the odd role that needed advertising more than once.

The TREE e-learning platform achieved 96% compliance at the end of 2023-24, a phenomenal achievement in its first year. The platform will be developed to include more pathways for our diverse workforce to ensure a training plan is evident for all users over the coming years.

**Reputation risk: including health and safety, safeguarding, information security and volunteer experiences**

Our approach to preventing regulatory breaches remained important during the year with training, procedures and potential incidents relating to health & safety (H&S) and safeguarding carefully managed by specialist employee managers and overseen by the ARC and the Board of Trustees.

During 2023-24 TCV has implemented the majority of the recommendations made in the 2022 Peer H&S review conducted in partnership with the Woodland Trust and Wildfowl and Wetlands Trust. TCV has also achieved CHAS accreditation and Avetta membership, which are two external assessments of our H&S Management System.

TCV continues to monitor and investigate all reported incidents including near misses with higher level incidents and RIDDOR incidents reported to the ARC and the Board.

We continue to improve our approach to understanding the experience of our volunteers in order to improve this over time, with new approaches taken to this as referenced earlier in this report. Part of the work of the specialist digital and data agency during 2021-22 included engagement with volunteers and led to an improvement in TCV's understanding of its volunteers, and their motivations for volunteering with TCV.

Safeguarding remained a key priority for the organisation with the Safeguarding Advisory Group meeting on a quarterly basis, with six safeguarding advisors in place across the operational teams.

The safeguarding policy, procedure and development plan were all reviewed in the year with updates added where required. Further improvements were made to the controls over criminal record checks for staff and volunteers and the development of links with third sector safeguarding forums was made a priority.

Safeguarding training was provided both online and face-to-face during the year with a high level of compliance with training requirements being maintained. The 2023-24 employee safeguarding survey confirmed a good level of safeguarding knowledge and confidence over the approach to be taken to any reporting requirements under the safeguarding procedure.

Emma Aspinall fulfilled the role of Trustee Safeguarding Lead during 2023-24.

The trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures are in place in order to manage

those risks appropriately, and that internal systems and procedures are developing in the light of new requirements and learning from the risk management process.

## POLICIES

### Investment policy

TCV has a high demand for working capital, which is brought about by the seasonal nature of our activities, the mix of restricted and unrestricted activities, the timing of income and expenditure, and the possibility of longer-term capital commitments.

Keeping funds accessible and liquid therefore remains a key aim of our investment policy when considering any deposits and investments together with the management of risk in relation to the institutional investment of funds.

It is the policy of the trustees to hold investments that:

- are low risk and secure (AAA rated)
- are realisable in the short term
- aim to produce a total return as near to or in excess of predicted inflation, whilst protecting underlying capital
- are ethical in terms of TCV's environmental and social values.

TCV does not currently hold any investments or deposits with our bank. The Investment Property relates to Sedum House, which is currently wholly occupied by a tenant (GB Railfreight). The asset cannot currently be liquidated as it is held under covenant with Doncaster MBC until December 2025.

### Reserves policy

TCV's reserves policy is to hold between 7 and 14 weeks of unrestricted expenditure as available unrestricted reserves. The trustees consider this amount sufficient to allow the charity to continue its core activities during a period of unforeseen difficulties. This was equivalent to holding between £851k and £1,702k available reserves at 31 March 2024 (2023: between £896k and £1,792k).

Available unrestricted reserves are defined as total unrestricted funds less unrestricted fixed assets (which are not readily convertible to cash), and amounts designated for essential future spending. Unrestricted funds are expected broadly to be maintained over the coming year and the trustees believe there is no other future essential spend for which available reserves should be set aside.

On 31 March 2024 available unrestricted reserves were £970k (2023: £1,373k), marginally above the lower end of the target range specified by our policy.

### Available unrestricted reserves

	2024 £'000	2023 £'000	Change £'000
Total funds	3,698	4,015	(317)
Less restricted funds	(1,757)	(1,699)	(58)
Less revaluation reserve	(201)	(201)	-
<b>Unrestricted funds</b>	<b>1,740</b>	<b>2,115</b>	<b>(375)</b>
Less unrestricted fixed assets	(770)	(742)	(28)
<b>Available unrestricted reserves</b>	<b>970</b>	<b>1,373</b>	<b>(403)</b>
Budgeted weekly unrestricted expenditure 2024-25 / 2023-24 respectively	121	128	(7)
Minimum available reserves (7 weeks spend)	851	896	(45)
Maximum available reserves (14 weeks spend)	1,702	1,792	(90)

The calculation of the required and anticipated level of available reserves is an integral part of TCV's financial planning and reporting cycle. The trustees review the reserves policy on an annual basis and receive reports on compliance throughout the year.

Setting of the available reserves target includes consideration of the financial resources required to implement our strategy, and of the principal financial, operational, people and reputational risks facing the charity, together with the seasonality of activities and diversity of funding inherent within our operating model.

### Restricted reserves

Restricted grants and donations received are separately recorded and monitored to ensure that they are used in accordance with restrictions imposed by the funder and that expenditure on projects does not exceed funding available.

### Consultation

The charity fully supports the concept of information sharing by appropriate two-way communication. This includes use of colleague and volunteer engagement surveys as part of a comprehensive communication strategy comprising multiple channels, including a regular email from the CEO and a communication forum, Great Place to Work, which meets regularly.

### Anti-bribery and corruption

The charity gives due care and consideration to the prevention of acts of bribery and corruption. It has set out and adopted a clear anti-bribery and corruption policy, appropriate to the size and nature of the charity, which provides clear guidance to staff, volunteers and associated stakeholders. The charity also has a formal whistle blowing policy.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Legal structure

The charity is a company limited by guarantee. The governing instrument of the charity is the Articles of Association, originally dated March 1970 and last amended in July 2019. The Charity's investment powers are unrestricted except by general charity law. The Conservation Volunteers is a charity registered with the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

### Organisation structure

The trustees are responsible for the overall management of the charity and have delegated day-to-day running to the CEO, supported by the Leadership Team. The CEO and Leadership Team provide the trustees with quarterly reports on financial and operational performance, health and safety, people and business development activities.

### The Board of Trustees

Trustees serve for an initial three-year term, which may be renewed for a further three years. It may be renewed for up to an additional three years (i.e. up to nine years in total) if the trustees resolve that it is in the best interests of the charity.

No trustees left the board in 2023-24, however the resilience and skills profile of the board was enhanced by a new trustee, Dermot Toberty.

The trustees bring a wealth of experience and expertise from a wide range of sectors. Further details of the expertise brought by each Trustee are given on pages 19-20.

The Board governs the organisation through compliance with the Charity Commission for England and Wales' Governance Code, and TCV's vision, aims and charitable objectives.

The Board held four formal meetings during the year, together with additional meetings as required to make other decisions as required by the TCV's delegated authority policy.

All new trustees are required to undertake a programme of induction, which aims to give a wide understanding of TCV, the external environment in which the organisation works and the challenges it faces. Members of the Board of Trustees, who are also Directors of the Company and trustees of the charity (for statutory purposes), are listed on page 18 together with the President and Vice Presidents.

### Qualifying third party indemnity provisions

The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

### Audit and Risk Committee (ARC)

The ARC assists the Board in discharging its responsibilities by considering and reviewing matters relating to the control environment, external audit

and risk management and making appropriate recommendations to the Board for action. The CEO, Director of Central Services and Head of Finance are invited to attend each meeting, joined for specific agenda items by the Health and Safety Manager and Safeguarding and Volunteering Manager. The Committee maintains oversight of the resources required to fully measure and actively manage risk for the charity making use of internal resources and third-party expertise as required.

The Committee considers and reviews matters relating to the preparation of the Annual Report and Financial Statements including the audit process and presents its findings to the Board, which formally approves the Annual Report and Financial Statements. In addition, it recommends to the Board measures to ensure that the key areas of risk are being identified by the Board and that appropriate management controls are in place and their effectiveness reviewed on a regular basis. The Committee reviews the performance of the charity's external auditors annually and reports all audit findings to the Board of Trustees.

In addition to delivery of the core responsibilities above; the ARC recommended policies to the Board for approval during the year; and reviewed quarterly legal and regulatory updates. The ARC also carried out deep dive reviews during the year.

The ARC carried out a self-assessment review of its performance during 2023-24, with an overall average score of 4.64 out of a possible 5.

### Governance and Remuneration Committee (GRC)

The GRC, at the request of the Board of Trustees, is required to identify and propose candidates for trusteeship and to advise the Board concerning the charity's remuneration approach, remuneration of the Leadership Team, benchmarking against roles in comparable organisations, and major matters of governance.

The Committee also assesses the appropriateness of trustees for re-appointment. The Committee has a mix of external members, who bring much value and expertise (e.g. on HR matters), and serving Trustees.

In addition to delivery to the core responsibilities above, the GRC recommended policies to the Board for approval during the year and recommended Trustee and Independent Member Codes of Conduct to the Board for approval.

The GRC carried out a self-assessment review of its performance during 2023-24, with an overall average score of 4.64 out of a possible 5.

## TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

The trustees (who are also Directors of TCV for the purposes of company law) are responsible for preparing the Trustees' and Directors' report, including the strategic report, and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs and 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
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable it to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment (Scotland) Act 2005, and Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that:

- so far as each trustee is 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 as trustees to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In approving the Report of the Trustees, the trustees are also approving the Strategic Report in their capacity as company directors.



**Jon Towler**  
Chair of the Board of Trustees  
23 September 2024

# Trustees and advisors

## PATRON

HM King Charles III

## PRESIDENT

Sir Jonathon Porritt CBE

## VICE PRESIDENTS

Sir David Attenborough OM, CH, CVO, CBE, FRS

Dr William Bird MBE

## BOARD OF TRUSTEES

Jon Towler  
(Chair of the Board of Trustees)

Emma Aspinall

Katie Bowyer

Keith Connal

Uilani Dines

Emily Evans

Joanne Gilbert

Shipra Gupta

Neal Ransome

Dermot Toberty  
(appointed 12 February 2024)

Andrew Walker KC

## GOVERNANCE AND REMUNERATION COMMITTEE

Andrew Walker KC - Chair

Katie Bowyer

David Coleman - Chair, Learning through Landscapes - *independent member of the committee*

Keith Connal

Uilani Dines

Sue Hilder - Sustainable Transport & Access Manager, Loch Lomond & the Trossachs National Park - *independent member of the committee*

Jon Towler

## AUDIT AND RISK COMMITTEE

Neal Ransome - Chair

Emma Aspinall

Emily Evans

Joanne Gilbert

Shipra Gupta

Dermot Toberty  
(appointed 12 February 2024)

Tilden Watson - Head of Education Market - Zurich UK - *independent member of the committee*

## CHIEF EXECUTIVE OFFICER

Rebecca Kennelly MBE  
(appointed 11 March 2024)

Debbie Adams - Acting CEO  
(12 August 2023 to 10 March 2024)

Darren York  
(resigned 11 August 2023)

## COMPANY SECRETARY

Katherine Hutt  
(appointed 1 December 2023)

Justin Parfitt  
(resigned 12 October 2023)

## LEADERSHIP TEAM

Rebecca Kennelly MBE  
(appointed 11 March 2024) - CEO

Debbie Adams - Operations Director Scotland & Northern Ireland  
(to 11 August 2023 and 11 March 2024 to 9 August 2024; acting CEO 12 August 2023 to 10 March 2024)

Katherine Hutt - Head of Finance  
(Acting Finance Director 13 October 2023 - 1 June 2024)

Dave Morton - Director of Transformation  
(Acting Operations Director - Scotland & Northern Ireland from 15 August 2023 to 11 March 2024)

Douglas Palarm - Director of Partnerships, Fundraising & Communications

Justin Parfitt - Finance Director  
(resigned 12 October 2023)

Fiona Richards - Operations Director England

Mark Slater - Head of IT  
(resigned 7 June 2024)

Nicola Woodward - Director of Central Services

PRINCIPAL BANKER  
NatWest Plc  
12 High Street, Doncaster, DN1 1ED

STATUTORY AUDITOR  
MHA Macintyre Hudson  
6th Floor, 2 London Wall Place,  
London, EC2Y 5AU

COMPANY NUMBER  
00976410

CHARITY NUMBERS  
261009 (England and Wales)  
SC039302 (Scotland)

REGISTERED OFFICE  
Sedum House, Mallard Way,  
Doncaster, DN4 8DB

# Our Trustees

## JON TOWLER – CHAIR

Jon graduated in 1991 from Reims Business School with a double degree in International Business Administration and then spent the early part of his career in international sales management. He moved into general management roles in the late 1990s, spending 8 years as a Director of the UK's leading wholesaler of office products. He was part of the management team which led a management buyout, successfully re-selling the business three years later. This private sector career incorporated functional responsibility for sales, marketing, operations and logistics, HR and organisational development.

Subsequently, Jon has been supporting the public sector for almost fifteen years, chairing both NHS Nottinghamshire County and the East Midlands Ambulance Service. He is currently Vice Chair of the Nottingham and Nottinghamshire Integrated Care Board, a statutory NHS organisation with an annual budget in excess of £2billion. For a number of years, Jon has been a strong advocate of the need for public bodies and third sector organisations to work together in an integrated manner and he is therefore passionate, in particular, about TCV's work with people and communities.

Jon is married with two sons, lives in Nottinghamshire and spends much of his time in and around Sherwood Forest.

## NEAL RANSOME

Neal qualified as a chartered accountant and corporate financier with PwC and as a partner led their Pharmaceutical & Healthcare Corporate Finance business. He was also Chief Operating Officer of PwC's Advisory Services division, and a member of the firm's Corporate Sustainability Governance Board. He left PwC in 2013 and is now a non-executive chairman and director of three investment trusts focused on healthcare and early-stage companies.

With a keen interest in environmental conservation, Neal is a former Trustee and Council Member of the RSPB. Neal has worked as a volunteer for the RSPB, the London Wildlife Trust and, more recently, TCV.

## ANDREW WALKER KC

Andrew is a practising barrister and arbitrator. He was appointed as King's (Queen's) Counsel in 2011. He was an elected member of the Bar Council of England and Wales for many years, eventually serving as its Vice-Chair (2017) and Chair (2018), following several years as Chair of its Ethics Committee. His areas of legal expertise include property and company law, and he continues to advise and act for a very wide range of clients across the country.

In 2009, he was awarded the Bar Pro Bono Award for some of his free professional work with the homelessness charity, Shelter. He has been involved in the governance of a number of organisations, both charitable and non-charitable, and has lifelong passion for conservation and the environment.

## UILANI DINES

Lani Dines is a Fundraising Manager for Action for Conservation, a UK youth-focused conservation charity. Lani is passionate about conservation and protecting UK nature. She has a BSc in Environmental Science from the University of Birmingham and has worked in the environmental field for most of her career at WWF, Vegware, IKEA and the John Muir Trust. She is an alumnus of the Climate 2050 – Young Leadership Programme and is passionate about equality and diversity in the environmental sector. Lani brings experience in trusts and grants fundraising, corporate partnerships and project management.

Lani is inspired to work with TCV to broaden her knowledge and experience and is interested in how young people are engaging with environmental organisations, especially when it comes to young trustees and decision-making roles. Lani is also a trustee for a small environmental charity – Forest of Hearts.

## EMMA ASPINALL

Emma Aspinall currently works for the NHS as a Children Adolescent Mental Health Service (CAMHS) Commissioning Manager. As a registered Social Worker she has been committed and motivated to ensure safe and quality services are accessible for all those requiring care and support throughout her professional career.

Underpinning her work has been a focus to develop partnerships and links across organisations, ensuring supportive services are offered to children, young people and vulnerable adults. Emma has over 30 years' experience working in health and social care, with the majority of that in the charity sector with Barnardo's and Acorns Children's Hospice, with 13 years at an Executive Director level.

Emma Aspinall is delighted to be a member of the Board, working alongside likeminded people committed to the environment and well-being of their local community. Emma believes living through the pandemic has been a truly life changing experience for everyone and reinforced the value of outdoor spaces and the importance of connection with other people and supporting those around us. Emma hopes to support the work of TCV with her experience of Governance Frameworks at an Executive Director level and her knowledge and skills of working with people as a social worker and current work in the mental health field.

## EMILY EVANS

Emily has worked in healthcare for 20 years, 15 of which in a variety of third sector operational and commercial leadership roles. During her career, Emily has supported teams through periods of significant organisational change and led the development and delivery of high-performing and impactful mental health services.

In her current role on the Executive Management Team of Everyturn Mental Health, a national charity delivering services alongside the NHS, Emily created Everyturn's commercial function. This involved bringing together business and service development, the project management office, marketing and communications, and relationship management.

Emily is passionate about the positive impact nature can have on wellbeing and was inspired to join TCV by the work it does to connect people to green spaces, creating healthy and happy communities.

## KATIE BOWYER

Katie is an experienced senior leader in the charity sector, currently Director of Fundraising Strategy at the British Red Cross where she is responsible for developing an ambitious transformation programme for fundraising and supporter engagement. In the past she has held senior fundraising roles at Diabetes UK and Great Ormond Street Hospital Charity and has worked in a range of other UK charities including NSPCC and Bliss. She is a member of the advisory panel for Missing People.

Her interest in conservation grew throughout the pandemic as she realised what a lifeline our green spaces are, and she sees the positive impact of volunteering every day in her current role.

## DR JO GILBERT

Jo has worked in nature conservation for approaching 30 years in both the charity and education sectors with experience in UK and international conservation. She has held the post of Conservation Programmes Director at the RSPB since 2017, overseeing the strategic direction of nature reserves acquisition and

management, landscape-scale restoration and species recovery. Prior to this she was Head of Reserves Ecology for the RSPB. Jo is a board member of the Saving Asian Vultures from Extinction partnership, a committee member for the Key Biodiversity Areas partnership, and was formerly a volunteer leader at TCV. She is passionate about taking practical action from local to global scale to restore nature and stop the climate crisis.

## SHIPRA GUPTA

Shipra currently works in Responsible Investment with a large institutional investor leading on the Stewardship strategy, plan and initiatives. Her role encompasses engaging with the investment industry and investee companies on their environment, social and governance policies and practices, and advocating for the right public and regulatory policy in this space.

She brings with her over 23 years of experience working in Management Consulting, Financial Services, Healthcare and also a social entrepreneurial venture across a range of geographies and functions. Of these, the last 13 years or so has been specifically spent in embedding sustainability in business-as-usual and developing new propositions in sustainable finance. In addition, Shipra chairs her local community primary school and contributes to an external Investment Committee as an impact specialist.

As someone equally passionate both about people and biodiversity, she believes TCV is an organisation that is right at the heart of the sustainability agenda and what the world needs more of. She hopes to contribute to the organisation's growth and development with the aim of establishing TCV as best practice for other entities to emulate while herself learning and growing from the experience.

## KEITH CONNAL

Keith's Civil Service career included operational delivery and international engagement for the Ministry of Defence in London and Washington DC, policy development and advice in the Scottish Government and business management in the Crown Office and Procurator Fiscal

Service. Keith is a geographer and cartographer by background, and he is a Fellow of the Royal Geographical Society.

Keith has considerable experience in natural heritage policy, including biodiversity, and he led an award-winning programme which completed the devolution of forestry.

Since retiring, Keith has undertaken management consultancy, and he is an independent panel member for Scottish Government public appointments. Keith is committed to supporting organisations deliver practical benefits for people and the environment, including through serving as a Trustee at TCV and Edinburgh & Lothians Greenspace Trust.

## DERMOT TOBERTY

Dermot trained as an accountant and qualified whilst living up in the North East.

He moved to Chesterfield with his wife and two daughters in 1988 to work for Royal Mail.

Following a wide variety of finance roles across the UK he moved to HR in 2003 to set up and run the largest HR Shared Service Centre in Europe. He remained there up to his retirement in 2017.

Outside of his Royal Mail career, Dermot has also worked with a wide variety of local organisations such as Surestart, Parkside Community School, Pathways of Chesterfield, Business in the Community, East Midlands Ambulance Service, Bluebell Wood, Ashgate Allotment Society and Ashgate Hospice.

Dermot now has a wide variety of interests usually involving outdoor activities. He is a keen walker in the Peak District, allotmenteer and football supporter.

Dermot is married with two daughters and two grandchildren and can often be found somewhere in transit between Chesterfield and Newcastle.

# Independent auditor's report to the Trustees of The Conservation Volunteers for the year ended 31 March 2024

## OPINION

We have audited the financial statements of The Conservation Volunteers (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including 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 group's and parent charitable company's affairs as at 31 March 2024, 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 and the Charities Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 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's Responsibilities for the audit of the financial statements section of our report.

We are independent of the group and parent 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 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. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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 Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the Directors' report) has been prepared in accordance with applicable legal requirements.

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' 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 included in the Trustees' Annual Report, 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements:

We have been appointed as auditor under section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place;
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

## USE OF THIS 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 and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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.



**Stuart McKay BSc FCA DChA**

(Senior Statutory Auditor)

For and behalf of MHA, Statutory Auditor

London, United Kingdom

Date: 24 October 2024

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313)

# The Conservation Volunteers

## Statement of financial activity for the year ended 31 March 2024

(incorporating the income and expenditure account)

	Note	Unrestricted funds 2024 £'000	Restricted funds 2024 £'000	Total 2024 £'000	Total 2023 £'000
Income from:					
Donations and legacies	1	121	22	143	217
Charitable activities	2	5,582	4,707	10,289	10,716
Other trading activities	3	101	-	101	62
Investment Income	4	66	-	66	66
<b>Total income</b>		<b>5,870</b>	<b>4,729</b>	<b>10,599</b>	11,061
Expenditure on:					
Raising funds	5	(426)	-	(426)	(463)
Charitable activities	6	(6,785)	(3,705)	(10,490)	(10,971)
<b>Total expenditure</b>		<b>(7,211)</b>	<b>(3,705)</b>	<b>(10,916)</b>	(11,434)
<b>Net (expenditure)/income</b>		<b>(1,341)</b>	<b>1,024</b>	<b>(317)</b>	(373)
Transfers between funds	25	966	(966)	-	-
<b>Net (expenditure)/income after movement in funds</b>		<b>(375)</b>	<b>58</b>	<b>(317)</b>	(373)
Reconciliation of funds					
Total funds brought forward		2,316	1,699	4,015	4,388
Total funds carried forward		1,941	1,757	3,698	4,015

All activities are classed as continuing operations.

The accounting policies and notes on pages 29-41 form part of these financial statements.

# Balance sheet as at 31 March 2024

	Note	2024 £'000	2023 £'000
Fixed assets			
Tangible fixed assets	10	694	616
Investment Property	11	850	850
		<b>1,544</b>	1,466
Current assets:			
Debtors	12	3,398	3,797
Assets Held for Resale	13	187	187
Cash at bank and in hand		700	779
		<b>4,285</b>	4,763
Creditors: amounts falling due within one year	14	<b>(1,978)</b>	(2,116)
Net current assets		<b>2,307</b>	2,647
Total assets less current liabilities		<b>3,851</b>	4,113
Provisions for liabilities	16	<b>(153)</b>	(98)
Net assets		<b>3,698</b>	4,015
Funds and reserves:			
Restricted income funds	25	1,757	1,699
Revaluation Reserve		201	201
Unrestricted funds		1,740	2,115
Total funds		<b>3,698</b>	4,015

The financial statements were approved and authorised for issue by the Board of Trustees on 23 September 2024. The accounting policies and notes on pages 29-41 form part of these financial statements.



Jon Towler  
Chair of the Board



Neal Ransome  
Director

Company number: 00976410

# Statement of cash flows

	Note	2024 £'000	2023 £'000
Net cash (used by) / generated from operating activities	18	(2)	(786)
Cash flows from investing activities:			
Dividends, interest and rents		89	82
Proceeds from sale of property, plant and equipment		(1)	3
Purchase of property, plant and equipment		(165)	(20)
Net cash (outflow)/inflow from investing activities		(77)	65
(Decrease)/increase in cash and cash equivalents		(79)	(721)
Opening cash and cash equivalents		779	1,500
Closing cash and cash equivalents		700	779

As the Charity did not hold any debt at either year end, it has not included an analysis of movements in net debt table.

The accounting policies and notes on pages 29-41 form part of these financial statements.

# Principal accounting policies

## CHARITABLE COMPANY INFORMATION

The Conservation Volunteers (TCV) is a charitable company limited by guarantee (company number 0976410). The registered office is Sedum House, Mallard Way, Doncaster DN4 8DB. It is registered as a company and charity in England and Wales and in Scotland.

## BASIS OF PREPARATION

The Charity is a public benefit entity.

These financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (FRS 102)' effective 1 January 2015 ("2015 SORP"), Financial Reporting Standard 102 ("FRS 102"), the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. They have been prepared under the historical cost convention.

These financial statements are presented in Pounds sterling (£'000).

The principal accounting policies of the Charity are set out below.

## GOING CONCERN

The Trustees have prepared these financial statements on the going concern basis. The Trustees have reviewed forecasts to 31 March 2026 and on the basis of those forecasts believe that the Charity will be able to meet its liabilities as they fall due. The Trustees do not believe there to be any material uncertainties over the Charity's ability to continue as a going concern. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing arrangements including overdraft facilities available to the Charity. Based on the information currently available in respect of the future, the Trustees consider that the Charity has the plans and resources to manage its business risks successfully and that accordingly the Charity will be able to continue as a going concern for twelve months after the date of signing the financial statements.

## INCOME

Income is recognised when receipt is probable, and the amount can be reliably measured. Income is deferred only when the Charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period. Where relevant, income is presented net of VAT.

Income from donations and legacies to the Charity is included in full in the Statement of Financial Activities when receipt is probable, the amount can be estimated reliably and all conditions have been met.

Restricted grants are recognised when they are receivable provided condition for receipt has been met, unless they relate to a specified future period, in which case they are deferred. Grants for the purchase of fixed assets are recognised when receivable.

Contractual health, conservation and community income is recognised in the periods in which the associated work is delivered.

Grants, including government grants, are recognised at the fair value of the asset received or receivable when there is a reasonable assurance that the grant conditions will be met and the grants will be received.

A grant which specifies performance conditions is recognised as income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are probable and can be reliably measured. A grant received before the recognition criteria are satisfied is recognised as a liability.

Whilst time given by our many volunteers in delivering health, conservation and community activities and provision of administration, advisory and other support functions is essential to the work of TCV, this donation of time is not recognised in these financial statements since its value cannot be measured reliably for accounting purposes.

## EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT that cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of direct costs.

## FIXED ASSETS

Individual fixed assets costing £2,000 or more are capitalised at cost.

Tangible fixed assets are initially stated at cost, then cost net of depreciation. On adoption of the 2015 SORP, deemed cost of freehold land and buildings was based on independently prepared valuations as at 1 April 2014. Existing book values were retained on adoption of the 2015 SORP for all other fixed assets.

Depreciation is calculated to write down the cost or valuation less estimated realisable value, of all tangible fixed assets over their expected useful lives.

Depreciation is recognised on a straight-line basis over the following periods:

- Freehold buildings: 25-50 years
- Short leasehold land and buildings: length of the lease
- Motor vehicles: 3 to 8 years
- Computer and other equipment: 3 to 5 years
- Freehold land is not depreciated.

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss.

## INVESTMENT PROPERTY

When acquired, investment property is initially measured at cost including related transaction costs.

After initial recognition, investment property is stated at fair value. Fair value is based on active market prices adjusted, if necessary, for any difference in the nature, location or condition of the specific asset.

In line with the Practice Statements, as incorporated in the Royal Institute of Chartered Surveyors Appraisal and Valuation Standards ('the Red Book'), valuations are performed as of the financial position date by professional valuation experts who hold recognised and relevant professional qualifications and have recent experience in the location and category of the investment property being valued. These valuations form the basis for the carrying amounts in the financial statements. The Charity's Group Property Manager is a professional valuation expert and uses his expertise to determine fair value.

## RETIREMENT BENEFITS – DEFINED CONTRIBUTION PENSION SCHEME

The pension costs included in the Statement of Financial Activities represent the total contributions paid in the year.

## RETIREMENT BENEFITS – MULTI-EMPLOYER PLANS

Contributions are recognised in the Statement of Financial Activities in the period to which they relate as there is insufficient information available to use defined benefit accounting. A liability is recognised for contributions arising from an agreement with the multi-employer plan that determines how the Charity will fund a deficit. Contributions are discounted when they are not expected to be settled wholly within 12 months of the year end.

## PROVISIONS FOR LIABILITIES

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably.

## TERMINATION PAYMENTS

Provision is made for redundancy and other termination payments when a constructive obligation has been created through communication with affected pools of employees and the cost can be estimated reliably.

## LEASED ASSETS

Assets that are the subject of finance leases are capitalised at their fair value and depreciated over the length of the lease. The finance charge under the lease is also written off over the length of the lease.

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the term of the lease.

## FINANCIAL INSTRUMENTS

The Charity holds only basic financial instruments, being trade debtors, amounts owed by group undertakings, accrued income, other debtors, trade creditors, cash, overdrafts, accruals, and other creditors, which are recognised at cost, less provision for estimated irrecoverable assets.

## RESTRICTED FUNDS

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure that meets these criteria is allocated to the fund.

When grants and donations are received for a specific purpose involving capital investment, the cash will be recorded against a restricted fund. When the investment has been made, the relevant capital asset will be recorded against the relevant fund, and depreciation of the asset charged against the fund.

Once any restrictions on the use of the asset have expired, the asset will be transferred from the restricted fund to unrestricted funds.

## UNRESTRICTED FUNDS

Unrestricted funds are incoming resources received or generated for charitable purposes and are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

# Notes to the financial statements

## 1 INCOME FROM DONATIONS AND LEGACIES

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Donations	<b>97</b>	142
Legacies	<b>46</b>	75
	<b>143</b>	217

Income from donations and legacies is classified as unrestricted income unless restrictions on use are imposed by the donor. Restrictions were imposed on donations of £21,000 (2023: £62,000).

## 2 INCOME FROM CHARITABLE ACTIVITIES

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Health, conservation and community		
Restricted income	<b>4,707</b>	4,893
Unrestricted income	<b>5,554</b>	5,491
Total health, conservation and community	<b>10,261</b>	10,384
Training and employment		
Unrestricted income	<b>28</b>	332
Total training and employment	<b>28</b>	332
	<b>10,289</b>	10,716

Grant funding towards charitable activities is classified as restricted income; contracts for delivery of charitable activities are classified as unrestricted and income is only recognised as activity is completed.

The Charity recognised £2,064,000 income from government grants during the year (2023: £2,236,000), including amounts from central UK government, Northern Ireland and Scotland Executives and statutory authorities. Some of these grants are subject to information reporting and other routine beneficiary outcome requirements. No government grants recognised as income are considered likely to require full or partial repayment.

Charitable activities also include delivery of various public sector service contracts.

## 3 INCOME FROM OTHER TRADING ACTIVITIES

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Rental and venue hire	<b>23</b>	16
Insurance administration	<b>7</b>	16
Other Trading Income	<b>71</b>	30
	<b>101</b>	62

Other Trading Income includes the Community Café at Hollybush Environment Centre and the sale of environmental handbooks.

Income from other trading activities are classified as unrestricted income in both year.

#### 4 INCOME FROM INVESTMENTS

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Rental Income from Investment Property	<b>66</b>	66
<b>TOTAL</b>	<b>66</b>	66

Income from rental income is classified as unrestricted income in both years.

#### 5 EXPENDITURE ON RAISING FUNDS

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Marketing and public relations	<b>426</b>	463

Fundraising costs are classified as unrestricted expenditure.

#### 6 EXPENDITURE ON CHARITABLE ACTIVITIES

	<b>Activities undertaken directly 2024</b>	<b>Grant funding of activities 2024</b>	<b>Support costs 2024</b>	<b>Total 2024</b>
	<b>£ '000</b>	<b>£ '000</b>	<b>£ '000</b>	<b>£ '000</b>
Health, conservation and community	8,825	1,651	10,476	10,821
Training and employment	12	2	14	150
	8,837	1,653	10,490	10,971

	<b>Activities undertaken directly 2023</b>	<b>Grant funding of activities 2023</b>	<b>Support costs 2023</b>	<b>Total 2023</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Health, conservation and community	9,318	1,503	10,821	8,606
Training and employment	128	22	150	98
	9,446	1,525	10,971	8,704

Support costs comprise:

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Finance, procurement and property	<b>624</b>	493
Information technology	<b>265</b>	304
Leadership	<b>288</b>	179
Governance	<b>42</b>	58
People services	<b>280</b>	331
Risk and safety	<b>154</b>	160
	<b>1,653</b>	1,525

Direct costs and grants awarded are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support costs are apportioned between restricted and unrestricted funds pro rata.

## 7 TRUSTEES' REMUNERATION, EXPENSES AND INDEMNITY INSURANCE

	<b>2024</b> <b>£'000</b>	2023 £'000
Travel and subsistence	<b>8</b>	11
Indemnity insurance	<b>4</b>	3
	<b>12</b>	14

The directors of the Charity are the Trustees under charity law and received no remuneration from the Charity. The number of Trustees who received reimbursed subsistence and travel expenses or on whose behalf subsistence and travel costs were paid by the Charity was 11 (2023: 16).

The Charity has taken out indemnity insurance that protects both the Charity and its Trustees from losses arising from neglect or default by the Trustees, employees or other agents of the Charity.

## 8 STAFF COSTS

	<b>2024</b> <b>£'000</b>	2023 £'000
Wages and salaries	<b>5,863</b>	5,795
Social security costs	<b>500</b>	488
Defined contribution pension	<b>316</b>	372
Contributions to multi-employer pension plans	<b>9</b>	9
Other benefits	<b>35</b>	42
	<b>6,723</b>	6,706
Average number of staff	<b>244</b>	267

Wages and salaries include £11,533 (2023: £8,823) of redundancy payments.

Direct staff costs are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support staff costs are apportioned between restricted and unrestricted funds pro rata.

Total employee benefits greater than £60,000 (including redundancy payments but excluding employer pension contributions) was:

	<b>2024</b> <b>number</b>	2023 number
£60,000 - £70,000	<b>3</b>	-
£70,000 - £80,000	<b>1</b>	1
£80,000 - £90,000	<b>1</b>	2
£90,000 - £100,000	<b>2</b>	1
£100,000 - £110,000	<b>-</b>	1
	<b>7</b>	5

The total employment cost, including employer's national insurance contributions in respect of the Charity's executive leadership team, who along with the Trustees, are the key management personnel, amounted to £708,968 (2023: £599,240).

## 9 GOVERNANCE COSTS

Governance costs comprise:

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Audit of the Charity's financial statements	<b>27</b>	20
Trustees Remuneration, expenses and insurance	<b>12</b>	14
Professional Fees	<b>3</b>	24
	<b>42</b>	58

There was an over-accrual of audit fees in the 2022 financial year which impacted the declared value of the 2023 audit. The correct value of the 2023 audit was £24k.

Net expenditure before taxation is stated after charging:

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Depreciation of tangible fixed assets	<b>87</b>	74
Profit on disposal of fixed assets	<b>1</b>	(3)
Operating lease costs – property	<b>176</b>	176
Operating lease costs – other	<b>359</b>	310

## 10 FIXED ASSETS

	<b>Freehold Land and Buildings</b>	<b>Short Leasehold land and buildings</b>	<b>Motor Vehicles</b>	<b>Computer and other equipment</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Cost					
Opening	225	933	479	65	1,702
Additions	-	128	31	6	165
Disposals	-	-	(8)	-	(8)
Closing	225	1061	502	71	1,859
Depreciation					
Opening	26	592	404	64	1,086
Charge for the year	3	66	15	3	87
Disposals	-	-	(8)	-	(8)
Closing	29	658	411	67	1,165
Carrying amount					
Opening	199	341	75	1	616
Closing	196	403	91	4	694

The Charity applied transitional arrangements of section 35 of FRS 102, using a valuation at 1 April 2014 as the deemed cost for all of its freehold properties. The properties are being depreciated from the valuation date.

Included within freehold land and buildings is land held at deemed cost of £75,000 (2023: £75,000), which is not depreciated.

## 11 INVESTMENT PROPERTY

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Opening Balance at 01/04/2023	<b>850</b>	850
Closing Balance 31/03/2024	<b>850</b>	850

## 12 DEBTORS

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Trade debtors	<b>1,887</b>	2,181
Prepayments and accrued income	<b>1,487</b>	1,585
Other debtors	<b>24</b>	31
	<b>3,398</b>	3,797

## 13 ASSETS HELD FOR RESALE

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Balallan House, Stirling	<b>187</b>	187

Further to an options appraisal carried out for the charity by Graham & Sibbald, Chartered Surveyors and legal advice from Mitchells Robertson, Trustees agreed in June 2022 to market Balallan House, Allan Park, Stirling for sale. The cost and accumulated depreciation for this property were transferred to current assets as an asset held for resale in the prior year.

The sale was concluded in April 2024, and the proceeds of £530k and associated gain have been recognised in the 2025 Financial Period. An internal assessment of fair value was undertaken at the year end, and with the impending sale a revaluation was not deemed to be required.

## 14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Trade creditors	<b>886</b>	672
Accrued Expenditure	<b>425</b>	366
Deferred income	<b>393</b>	710
Other taxation and social security	<b>218</b>	219
Pensions	<b>47</b>	149
Other creditors	<b>9</b>	-
	<b>1,978</b>	2,116

## 15 DEFERRED INCOME

Contractual income is deferred when income is invoiced or received in advance of delivery of the associated service. Movements in deferred unrestricted income during the year were as follows:

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Brought forward	<b>710</b>	917
Utilised during the year	<b>(710)</b>	(917)
Deferred during the year	<b>393</b>	710
Carried forward	<b>393</b>	710

## 16 PROVISIONS FOR LIABILITIES

	<b>2024</b> <b>Dilapidations</b> <b>£'000</b>	2023 Dilapidations £'000
Balance at 1 April 2021	<b>98</b>	98
Utilised during the year	-	-
Increased provision	<b>55</b>	-
<b>Balance at 31 March 2024</b>	<b>153</b>	98

The dilapidations provisions carried forward represent dilapidations obligations for 24 leased properties.

## 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2024 were represented by:

	<b>Unrestricted</b> <b>funds</b> <b>£'000</b>	<b>Restricted</b> <b>Income funds</b> <b>£'000</b>	<b>Total</b> <b>funds</b> <b>£'000</b>
Tangible fixed assets	770	774	1,544
Net current assets	1,123	1,184	2,307
Provisions	(153)	-	(153)
Total net assets	1,740	1,958	3,698

Fund balances at 31 March 2023 were represented by:

	<b>Unrestricted</b> <b>funds</b> <b>£'000</b>	<b>Restricted</b> <b>Income funds</b> <b>£'000</b>	<b>Total</b> <b>funds</b> <b>£'000</b>
Tangible fixed assets	725	741	1,466
Net current assets	1,488	1,159	2,647
Provisions	(98)	-	(98)
Total net assets	2,115	1,900	4,015

## 18 RECONCILIATION OF NET CASH FLOW FROM OPERATING ACTIVITIES

	<b>2024</b> <b>£'000</b>	2023 £'000
Net (expenditure)/income	<b>(317)</b>	(373)
Adjustments for:		
Depreciation charges	<b>87</b>	75
Dividends, interest and rents	<b>(89)</b>	(82)
Profit on sale of fixed assets	<b>1</b>	(3)
Decrease / (increase) in debtors	<b>399</b>	(468)
(Decrease) / increase in creditors	<b>(138)</b>	65
Increase in provisions	<b>55</b>	-
Net cash provided by operating activities	<b>(2)</b>	(786)

## 19 OPERATING LEASE COMMITMENTS AND RECEIVABLES

Total minimum commitments payable under non-cancellable operating leases are as follows:

	<b>Land &amp; Buildings</b>		<b>Other</b>	
	<b>2024</b> <b>£'000</b>	2023 £'000	<b>2024</b> <b>£'000</b>	2023 £'000
Commitments payable:				
Within one year	<b>100</b>	57	<b>173</b>	92
Within two to five years	<b>218</b>	29	<b>29</b>	269
After five years	<b>79</b>	-	<b>-</b>	-
	<b>397</b>	86	<b>202</b>	361

The total operating lease payments for the year were £535k (2023: £486k).

Total minimum receivables under non-cancellable operating leases for land and buildings temporarily surplus to the operational requirements of the Charity are as follows:

	<b>2024</b> <b>£'000</b>	2023 £'000
Operating leases that expire:		
Within one year	<b>45</b>	11
Within two to five years	<b>125</b>	77
	<b>170</b>	88

## 20 PENSION SCHEMES

The Charity operates a defined contribution scheme for all qualifying employees. The assets of the schemes are held in separate funds administered by independent pension providers.

The Charity participates in the CSP Alpha 2015 scheme, a multi-employer scheme which provides benefits to some 300 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity 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 total cost of pensions for the year incurred by the Charity was £325k (2023: £381k). Included in other creditors is £47k (2023: £149k) in respect of pension schemes.

## 21 RELATED PARTY TRANSACTIONS

The Charity has considered the disclosure requirements of the Statement of Recommended Practice for Charities and believes that the following related party transactions, which are received at arms length, require to be disclosed.

TCV is a member of the Land Trust and also acts as a supplier to the Trust. During the year the Trust used the services of TCV for site maintenance in five separate locations to the value of £1.057m (2023 : £784k). The Land Trust received no income from TCV.

There were no other related party transactions.

## 22 CONTINGENT LIABILITIES

If the Charity were to dispose of its freehold property on Mallard Way, Doncaster, prior to November 2025, Doncaster Metropolitan Borough Council would be entitled to 50% of the sale proceeds for the land. This clawback entitlement has been taken into account in the updated valuation of the property obtained when it was re-classified as an investment property. The property is currently leased until December 2027, after the last date on which the clawback would crystallise.

Certain grants received in the current and previous years from EU and other funders include rights to clawback amounts paid to the Charity. The Charity takes all reasonable steps to ensure it complies with the terms attaching to receipt of EU and other income and considers any repayments to be unlikely. However, the Trustees recognise that this is a complex area and there is always a risk that some funding could become repayable following audits by the funders' verification teams.

## 23 CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

### **Accounting for grants and contracts**

The classification of income from charitable activities as either grant funding or contracts for provision of services requires judgement as to the nature of the terms agreed with the funder. This classification affects both the presentation and timing of income recognised in the Statement of Financial Activities.

Contracts are classified as unrestricted income, which is recognised in the periods in which the services are delivered. Grants are classified as restricted income and are recognised when receivable provided that conditions for receipt have been met, unless they specifically relate to a future period.

The recognition of grants related to the purchase or construction of tangible fixed assets involves a further judgement as to the useful economic life of the assets to which they relate.

## 24 POST-BALANCE SHEET EVENT

### **Disposal of Current Asset Held-For-Sale**

On 26 April 2024, the sale of Balallan House was concluded. The conditions for sale were met after the year end date of 31 March 2024 therefore this event has been classified as a non-adjusting event. The sale price was agreed at £530k with a carried net book value of the asset of £187k, giving a gain on disposal of £343k. The proceeds from disposal and the associated gain will be recognised in the 2025 Financial Statements.

25 SCHEDULE OF RESTRICTED GRANTS 2023-24

	Opening Balance 01 April 2023 £'000	2024 Income £'000	Transfers between funds £'000	2024 Expenditure £'000	Closing Balance 31 March '24 £'000
<b>Building Roots Ayrshire</b>					
Resettlement, integration, community learning and development in North, East and South Ayrshire	0	(11)	0	11	0
<b>Clackmannanshire Council</b>					
Supporting tree planting in Nature Network priority areas in partnership with the Forth Climate Forest	0	17	0	(17)	0
Supporting the installation of wildflower meadow areas in support of the EPIC Pollinator Project	0	24	0	(16)	8
<b>Climate Action Fund (Community Fund)</b>					
Acorn Farms food resilience and climate action project through the "I can grow" project	0	105	0	(105)	0
<b>Crane Valley Project Fund</b>					
Supporting the Reclaiming The Riverside project in partnership with Lets Go Outside and Learn	0	41	(3)	(38)	0
<b>East Sussex County Council</b>					
East Sussex Health Walk Scheme, East Sussex 123 Walks & East Sussex Hospital Green Gyms.	0	118	0	(45)	73
<b>EB Scotland (Kinneil)</b>					
Outdoor learning activities, and community Green Gym sessions	0	27	0	(26)	1
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history	58	0	0	(38)	20
<b>Glasgow Communities Fund</b>					
Supporting the Seven Lochs Community Action in Nature	23	(23)	0	0	0
<b>Groundworks UK</b>					
Funding a year's traineeship for a new recruit in the conservation sector	0	18	(18)	0	0
<b>Heritage Fund</b>					
Improve Biodiversity and community engagement across three county Wildlife sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common	3	(3)	0	0	0
Restore the green corridor along the river Crane at Cranford	0	5	0	(5)	0
Linking communities with their local green spaces in and around Cumberaund	0	1	0	(1)	0
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by the HS2 development to discover and care for green spaces in their neighbourhood through practical volunteering and Camden Green Gym	4	0	0	(4)	0
<b>North Lanarkshire Council</b>					
Delivery of Wild Well Days to open and closed groups to improve and raise awareness of the natural health benefits of being outdoors	0	13	0	(8)	5
<b>Carried forward</b>	<b>88</b>	<b>332</b>	<b>(21)</b>	<b>(292)</b>	<b>107</b>

	Opening Balance 01 April 2023 £'000	2024 Income £'000	Transfers between funds £'000	2024 Expenditure £'000	Closing Balance 31 March '24 £'000
<b>Brought forward</b>	<b>88</b>	<b>332</b>	<b>(21)</b>	<b>(292)</b>	<b>107</b>
<b>Postcode Earth Trust</b>					
Support for a range of measures to support TCV in connecting people and green spaces to deliver lasting outcomes for both *	200	900	(636)	(264)	200
Additional award to support projects and activities in TCV	0	(1)	0	1	0
<b>Public Health Agency</b>					
Extension of Green Gym project (Protect Life)	1	(1)	0	0	0
Green Gym Dig it Eat It programme to improve the environment whilst improving mental and physical health, skills and nutrition	23	122	0	(145)	0
Mid Ulster Community growing programme	7	42	0	(49)	0
<b>Scottish Forestry</b>					
Green Space for Health to promote green spaces in the grounds of Gartnavel hospitals in Glasgow	0	(5)	0	5	0
Development of the Clyde Climate Forest	45	123	(17)	(151)	0
<b>The Mersey Forest</b>					
Supporting the planting of Trees for Climate	0	14	(14)	0	0
<b>West Lindsey District Council</b>					
Helping local communities engage in maintenance of nature areas in West Lindsey District	0	45	0	(45)	0
<b>TOTAL Disclosed Grants</b>	<b>364</b>	<b>1,571</b>	<b>(688)</b>	<b>(940)</b>	<b>307</b>
<b>Other Restricted Revenue Grants</b>	<b>532</b>	<b>2,567</b>	<b>(413)</b>	<b>(2,010)</b>	<b>676</b>
<b>Total of Revenue Grants</b>	<b>896</b>	<b>4,138</b>	<b>(1,101)</b>	<b>(2,950)</b>	<b>983</b>
<b>Restricted Capital Grants</b>	<b>803</b>	<b>31</b>	<b>0</b>	<b>(60)</b>	<b>774</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>0</b>	<b>406</b>	<b>135</b>	<b>(541)</b>	<b>0</b>
<b>Total</b>	<b>1,699</b>	<b>4,575</b>	<b>(966)</b>	<b>(3,551)</b>	<b>1,757</b>

\* Postcode Earth Trust – The terms and conditions of this grant award allow it to be used flexibly to support the charity’s strategic objectives, allowing it to be used to fund unrestricted costs and support costs across the organisation.

Other smaller grants, where allowed by funding conditions, may be used to fund a small proportion of a larger unrestricted activity. This is always confirmed as part of the funding conditions of the restricted award, all reporting terms and conditions are met and the match funding accounts for no more than 20% of the whole project value.

Other Restricted Revenue Grants comprises grants that do not require separate disclosure as per the grant funder’s requirements.

Transfers between funds reflects funding of TCV’s general charitable activities.

## 26 SCHEDULE OF RESTRICTED GRANTS 2022-23

	Opening Balance 01 April 2022 £'000	2023 Income £'000	Transfers between funds £'000	2023 Expenditure £'000	<b>Closing Balance 31 March '23 £'000</b>
<b>Big Lottery Fund</b>					
Chance to Study programme.	2	-	(2)	-	-
<b>Building Roots Ayrshire</b>					
Resettlement, integration, community learning and development in North, East and South Ayrshire.	-	50	-	(50)	-
<b>Climate Action Fund (Community Fund)</b>					
Acorn Farms food resilience and climate action project through the "I can grow" project.	-	76	-	(76)	-
<b>DAERA</b>					
Creating environmental jobs on the North Coast.	15	(15)	-	-	-
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history.	100	-	-	(42)	<b>58</b>
<b>Glasgow Communities Fund</b>					
Supporting the Seven Lochs Community Action in Nature.	-	92	-	(69)	<b>23</b>
<b>Heritage Fund</b>					
Improve Biodiversity and community engagement across three county Wildlife sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	9	6	-	(12)	<b>3</b>
Restore the green corridor along the river Crane at Cranford.	79	60	-	(139)	-
Linking communities with their local green spaces in and around Cumberaund.	-	62	-	(62)	-
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by the HS2 development to discover and care for green spaces in their neighbourhood through practical volunteering and Camden Green Gym.	-	4	-	-	<b>4</b>
<b>Natural England Outside is Fun</b>					
Outdoor Learning Activities for School children on community woodlands across South Yorkshire.	-	2	-	(2)	-
<b>Northern Ireland Environment Agency</b>					
Habitat and landscape management at South Perrins and north coast of Northern Ireland.	-	29	-	(29)	-
<b>Postcode Earth Trust</b>					
Support for a range of measures to support TCV in connecting people and green spaces to deliver lasting outcomes for both.	-	80	(584)	(216)	-
Additional award to support projects and activities in TCV.	250	1	(78)	(173)	-
<b>Carried forward</b>	<b>455</b>	<b>1,167</b>	<b>(664)</b>	<b>(870)</b>	<b>88</b>

	Opening Balance 01 April 2022 £'000	2023 Income £'000	Transfers between funds £'000	2023 Expenditure £'000	Closing Balance 31 March '23 £'000
<b>Brought forward</b>	455	1,167	(664)	(870)	<b>88</b>
<b>Public Health Agency</b>					
Extension of Green Gym project (Protect Life).	-	12	-	(11)	<b>1</b>
Green Gym Dig it Eat It programme: to improve the environment whilst improving mental and physical health, skills and nutrition.	-	129	-	(106)	<b>23</b>
Western Green Gym: to establish, develop and deliver the Green Gym and Fruit and Veg Green Gym in Western Belfast.	-	103	-	(103)	-
Southern Green Gym: to develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	-	61	-	(61)	-
Mid Ulster Community growing programme.	-	38	-	(31)	<b>7</b>
<b>Scotland Counts - Community Flood Monitoring</b>	-	20	-	(20)	-
Scotland Counts Citizen Science 2022-23 community flooding volunteer project.					
<b>Scottish Forestry</b>					
Green Space for Health to promote green spaces in the grounds of Gartnavel hospitals in Glasgow.	-	6	-	(6)	-
Development of the Clyde Climate Forest.	12	59	-	(26)	<b>45</b>
<b>Scottish Natural Heritage</b>	-	25	-	(25)	-
Deliver and develop and new Green Health partnership to bring together community green health projects and key health referral agencies.					
<b>The Earley Charity</b>	27	-	-	(27)	-
To deliver a trainee volunteer officer programme in Berkshire.					
<b>The Woodland Trust Scotland</b>	-	186	-	(186)	-
Development of the Clyde Climate Forest.					
<b>West Lindsey District Council</b>	-	30	-	(30)	-
Helping local communities engage in maintenance of nature areas in West Lindsey District.					
<b>TOTAL Disclosed Grants</b>	<b>494</b>	<b>1,836</b>	<b>(664)</b>	<b>(1,502)</b>	<b>164</b>
<b>Other Restricted Revenue Grants</b>	<b>609</b>	<b>2,804</b>	<b>(614)</b>	<b>(2,067)</b>	<b>732</b>
<b>Total of Revenue Grants</b>	<b>1,103</b>	<b>4,640</b>	<b>(1,278)</b>	<b>(3,569)</b>	<b>896</b>
<b>Restricted Capital Grants</b>	<b>796</b>	<b>60</b>	<b>-</b>	<b>(53)</b>	<b>803</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>-</b>	<b>255</b>	<b>233</b>	<b>(488)</b>	<b>-</b>
<b>Total</b>	<b>1,899</b>	<b>4,955</b>	<b>(1,045)</b>	<b>(4110)</b>	<b>1,699</b>

# Schedule of conditional grants 2023-2024

During the year, the following organisations supported TCV's activities. It is a condition of the provision of these funds that they are separately disclosed in this Annual Report and Financial Statements.

Clackmannanshire Council  
Coalfields Community Landscape Partnership  
Colchester Borough Council  
Community Forest Trust  
Department for Communities  
East Riding Yorkshire Council  
EB Scotland  
Foyle River Gardens  
Garfield Weston Foundation  
Glasgow City Council  
Glasgow River Activation Programme  
Greater London Authority  
Greenwich Millenium Village Limited  
Greenwood Community Forest  
Groundworks London  
Health Tree Foundation  
Heathrow Community Fund  
Hughes Insurance  
Humber Forests  
Leeds City Council  
Leicestershire and Rutland Community Foundation  
London Borough of Hounslow  
London Borough of Richmond  
Mersey Coastal Breeding Birds  
National Citizen Service  
National Forest Company  
National Grid  
National Lottery Heritage Fund  
Northern Ireland Environment Agency (NIEA)  
Peacock Charitable Trust  
ScotRail  
Stirling Council  
Stirlingshire Volunteer Enterprise  
Thames Chase Community Forest  
The Greater London Authority  
The National Lottery Community Fund  
Trust for Oxfordshire's Environment  
Vistry Partnerships Limited  
Wates Family Enterprise Trust  
West Midlands Combined Authority

As a Charity we rely on the support of individuals and organisations that share our determination to address the challenges facing people and green spaces today.

Thank you to the individual donors, community groups, local and national government, lotteries, corporate partners, charities, trusts and landowners who support us – all of whom are committed to our vision of healthier, happier communities for everyone.

Please get in touch for opportunities to support our valuable work.

Visit [tcv.org.uk/support](https://www.tcv.org.uk/support)

The Conservation Volunteers  
Gresley House, Ten Pound Walk  
Doncaster DN4 5HX  
Telephone: 01302 388883  
Email: [information@tcv.org.uk](mailto:information@tcv.org.uk)  
[www.tcv.org.uk](http://www.tcv.org.uk)



TCV is striving to support more diverse audiences year on year and is committed to the following initiatives to help us achieve this:



**THE CONSERVATION VOLUNTEERS**

England & Wales - Charity number 261009

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# Accounts

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# TCV Annual Report and Financial Statements 2022-23



Connecting people and green spaces

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I'd like to begin by thanking my predecessor as Chair of The Conservation Volunteers, Professor Tony Crook CBE, for everything he helped us to achieve during his two terms of office, the last of which ended in December 2022. Similarly, I'm grateful to those Trustees who served with such distinction and whose terms ended during 2022-23: John Mallalieu, Simon Rennie, Julie Royce, Rosslyn Stuart, and Vanessa Quigg. In their place, joining me to govern our work to connect people and green spaces, we were delighted to welcome Keith Connal, Joanne Gilbert, and Shipra Gupta. Keith joins us having recently retired from a senior civil service role in the Scottish government, Joanne is Director of Conservation Programmes at the RSPB and Shipra has a wealth of experience in responsible investment.

For the first time since 2017-18, we ended the year with a financial deficit due to challenges, which were common across, and beyond, the sector, including rising costs, staff recruitment and an increasingly competitive funding environment. Thanks to our strong performance over many years, our reserves were sufficient to cover these losses. This cannot be sustained indefinitely, however, and we will continue to manage our finances prudently, while seeking new ways to generate income for our important work.

This work, delivering lasting outcomes for people and green spaces – outcomes for environment, communities, health & wellbeing, and learning & skills – remains as important as ever. In a world where the climate and ecological

emergency threatens our very existence, and in a United Kingdom where environmental, economic, health, and social inequalities continue to grow, we will continue to use our expertise and resources to cut across all of these challenges.

I'm grateful to our extensive network of funders and partners who share our vision for healthier, happier communities for everyone. Their support has been invaluable and you will find many great examples in this report.

Following the year end, Darren York, our Chief Executive, chose to step down from his post. I want to offer my personal thanks to Darren for his enormous contribution to The Conservation Volunteers over more than a quarter of a century. A recruitment process is underway and Debbie Adams, our experienced Director for Scotland and Northern Ireland, has taken up the role of Acting Chief Executive, with strong support from other members of the very capable leadership team.

And last, but not least, I would like to thank each and every one of our volunteers and employees, who are the lifeblood of this organisation, for their passion and dedication to our cause and for the impact they enabled us to deliver this year.

**Jon Towler, Chair,  
The Conservation Volunteers**



Welcome to The Conservation Volunteers' annual report for 2022-23.

The end of the year marked the mid-point of our four-year strategy, 'For people *and* green spaces: a thriving network for everyone'. During the year, we achieved much to be proud of and pleased about, and I hope that you will enjoy reading about this elsewhere in this report.

For now, I'd like to offer up a few highlights of the progress we made towards our three strategic goals:

***Goal 1: We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces.***

We embedded the use of impact tools and ways of working, developed in the previous year, to improve the quality and speed of output recording, increase the reliability of our data, and improve our reporting. We gathered extremely positive feedback from our annual volunteer survey including, for example:

- 98% of our volunteers rate their experience with TCV as good or excellent
- 92% feel that their wellbeing has improved
- 94% feel more connected to nature

We refreshed the way we collect volunteer Equality, Diversity and Inclusion (EDI) data and created resources to support our staff to collect it, helping us to build an ever-clearer picture of the profile of volunteers across TCV.

***Goal 2: We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both.***

TCV Community Network membership grew to 2,085 independent local community groups, supporting more than 41,700 volunteers. We continued to provide Network members with a package of support including access to grants from the Chestnut Fund. We made systems changes to improve our understanding of the community groups we work with, over and above those within the Community Network. We consulted extensively with staff, Community Network members, the Chestnut Fund Committee and digital consultants to improve the support we provide.

***Goal 3: We will support more diverse audiences to connect with green spaces.***

Building on the findings from the EDI audit conducted in 2021, we introduced an EDI working group comprising a cross section of staff, many with lived experience and

all passionate about making a difference to EDI in TCV. We provide anti-racism training for staff and introduced a new online learning system that will provide a breadth of EDI and other learning and development. We conducted a staff EDI survey and are using the findings to inform our action plans.

And beyond our strategic goals, our important day-to-day work of connecting people and green spaces continued a pace. We worked with 87,413 people to transform 1,376 green spaces through 107,765 workdays and a further 53,987 days of green space connections.

To the myriad funders and partners who provide invaluable support for our work, to the dedicated and expert staff, and to the volunteers who continue to give their time for people and green spaces - thank you for everything you have helped us to achieve. We look forward to your continued support.

**Darren York, Chief Executive,  
The Conservation Volunteers**



## APRIL

### Environmental, Social and Corporate Governance volunteering

TCV partnered with Camelot to help bring their teams together for Environmental, Social and Corporate Governance volunteering events, with over 170 employees volunteering with us across the UK.

The events focused on environmental tasks such as habitat management in parks across the country, improving the sites for birds, invertebrates and other key wildlife, whilst enhancing the areas for the enjoyment of the community.

We had great success across multiple TCV sites, including Hollybush Conservation Centre in Leeds, Mousehold Heath in Norwich, Sale Water Park in Greater Manchester, Russia Dock Woodland in London and Priory Country Park in Bedford.

## MAY

### Planting begins for the First Pavers Foundation Forest

Pavers Foundation, a charitable initiative of family-owned-and-run carbon neutral footwear retailer Pavers, joined us for a major tree planting project at a site in Wheldrake, York to create the very first Pavers Foundation Forest.

This project strengthened the Foundation's desires to greatly benefit the environment, create more wildlife habitats and to help protect the planet. Across the project, the land was planted with a mixture of 1,170 native trees. We now look after these trees to help them establish over the next few years and have been developing the land to include a wildflower meadow and wetland area.

White Rose Forest in conjunction with Kirklees Council funded this vital work.



## JUNE

### 15 years in partnership with NatWest

In 2007, TCV and NatWest joined forces on a diverse range of community projects to create safe and accessible outdoor spaces for everyone to enjoy. We've worked collaboratively ever since. That's over 33,000 NatWest colleagues attending one of our corporate volunteering days, giving back over 233,000 hours of volunteering and supporting 400 community projects across the UK. Recognising the vital role trees play in addressing the climate change challenge, we added tree planting to our partnership focus and in 2022-23, together we planted 60,700 trees to commence the creation of the NatWest Forest.

## JULY

### Celebrating green spaces at BBC Gardeners' World Live

TCV was part of the prestigious BBC Gardeners' World event, with thousands of people attending over the four days, celebrating green spaces of all kinds. TCV ran a fun, attention-grabbing competition to showcase our *Health for Life* programme in partnership with Mondelez International. This project aims to educate and excite children about gardening, wildlife and growing their own fruit and vegetables.

The theme this year was 'representing a Commonwealth Country in a barrow' to celebrate Birmingham hosting the 2022 Commonwealth Games. School pupils from 46 schools across the Birmingham region packed wheelbarrows full of home-grown produce. It was a great success, with over 6,000 votes cast to decide the winning wheelbarrow and more people learning about our important work.



## AUGUST

### Over 2,000 local community groups supported by TCV

TCV's Community Network continued to support thousands of local groups across the UK who help create green spaces that are welcoming to both nature and people. With the aim for every community in the country to have access to high quality local green spaces, and support from players of People's Postcode Lottery, Community Network members benefitted from guidance, discounts, and access to funding for another year. We ended 2022 with over 2000 groups who are all making a huge impact on their local area and the communities within it.



## SEPTEMBER

### Legacy tree planting for Her Majesty

The Queen's Green Canopy was a unique tree planting initiative created to mark Her Majesty The Queen's Platinum Jubilee. Its aim was to plant over 1 million new trees across the UK supported by over 3,500 community groups, and TCV was one of the official delivery partners.

Following the death of Her Majesty, The Queen's Green Canopy extended our vital tree planting initiative with an extra 20,000 trees until the end of March 2023. This gave people the opportunity to plant trees in memory of Her Majesty.

TCV was honoured to help create a living legacy to remember Her Majesty's extraordinary service to her country and her people.





## JANUARY 2023

### Introducing new TCV Chair Jon Towler

We announced Jon Towler as our new Chair and wished departing Chair, Tony Crook, a huge thank you and farewell. TCV benefitted greatly from Tony's guidance and experience during his tenure from 2018 to 2022.

Jon brings a wealth of experience, vision and passion to the role as Chair, where he will enhance and expand on the much-needed work TCV already provides.

Jon has had a successful private sector career and supported the public sector in various Chair roles. For a number of years, Jon has been a strong advocate of the need for public bodies and third sector organisations to work together in an integrated manner and he is therefore passionate, in particular, about TCV's work with people and communities.



## OCTOBER

### Making London a greener city

We gave away over 30,000 free trees to London and its communities as part of *Trees for London* and our new partnership with the Mayor of London. The Mayor's programme aims to plant tens of thousands of new trees over the next two years to make London a greener city where everyone has access to healthy outdoor space. We asked community groups and schools to get involved by applying for free tree planter packs for local green spaces, housing estates and playgrounds.

The tree packs contained a mixture of UK species, specially chosen by us to complement London's native plant and animal life. Over the long term, these trees will create shade and shelter, help to cool our heating capital city, and help protect from flooding.



## FEBRUARY 2023

### Citizen Science in Hedgehog Friendly Schools

*HogWatch* is TCV Scotland's hedgehog conservation project funded by The British Hedgehog Preservation Society. It aims to create more hedgehog-friendly landscapes and help us understand more about this beloved declining species through Citizen Science.

Throughout 2022, as part of our Hedgehog Friendly Schools initiative, we worked with over 250 primary school children learning about ways to help hedgehogs, as well as creating new habitat solutions by planting hedgerows and making hedgehog houses at their schools.

Citizen Science helps us to understand our environments and expand our scientific knowledge, and projects like *HogWatch* give people the chance to get involved with Citizen Science within their own community and green spaces.

## NOVEMBER

### Award win for multiple outcome project

TCV was a key partner in a crucial tree planting project with Nottinghamshire Healthcare and the Probation Service, which led to Nottinghamshire Healthcare winning the *NHS Forest* award for 'The most NHS Forest trees planted in 2021-22'.

We were able to secure and plant an incredible 4,120 trees for this project, planted by people on probation on Rampton NHS Hospital land. This not only provided meaningful occupational work for the people on probation alongside learning some additional life skills, but also had a significant environmental benefit for the local community. The forest will support an array of wildlife as the trees establish as well as reducing flood risks for the area.



## DECEMBER

### 30 Years of Skelton Grange

Skelton Grange in Leeds is one of TCV's flagship, longest-running sites, offering a wide range of activities for the 7,000 adults and children who visit each year. In 2022, we celebrated an impressive 30 years of helping the local community, including over 100,000 young people and hundreds of Volunteer Officers aided into employment or further training.



To celebrate the centre's 30th birthday, we were joined by 120 people at a stakeholder event. Partner organisations, including long-term supporter National Grid, and project supporters and volunteers, past and present, came to remember the good times and plan for projects and events for many years to come.

## MARCH 2023

### Inspiring partnership with The Duke of Edinburgh's Award

We formed an exciting tree planting partnership with youth charity The Duke of Edinburgh's Award (DofE) as a legacy of The Queen's Green Canopy. Now an approved activity provider for DofE, TCV is supporting Gold DofE participants as they undertake a green skills or tree planting project for at least 12 months. This includes mentoring and guidance on fundraising, planning, planting, and aftercare. This will enable young people to develop skills including people management, communication and planning, and to flourish and grow in confidence.



# Who we are

We are The Conservation Volunteers. We connect people and green spaces to deliver lasting outcomes for both.

We do this by bringing people together to create, improve and care for green spaces: from local parks and community gardens to local nature reserves and Sites of Special Scientific Interest; from school grounds and hospital grounds to waterways, wetlands and woodlands. We connect people to the green spaces that form a vital part of any healthy, happy community.

Our team of dedicated, passionate staff and volunteers work with communities across England, Northern Ireland and Scotland and, through our Community Network, we support local community groups across the UK.

## OUR OUTCOMES AND HOW WE DELIVER THEM:



### Health & Wellbeing

People improve their physical and mental health and wellbeing by being outdoors, active and connected with others.



### Communities

Communities are stronger, working together to improve the places where people live and tackling the issues that matter to them.



### Learning & Skills

People improve their confidence, skills and prospects through learning inspired by the outdoors.



### Environment

Green spaces are created, protected and improved, for nature and for people. **Our work with the environment underpins all our other outcomes.**

Over the following pages, you can read about examples of TCV's activities, each of which deliver one or more of the above outcomes.

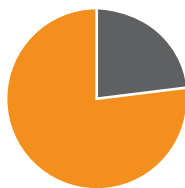
# Our impact: 2022-23



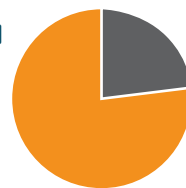
## We represent diversity



16% of our registered volunteers have a disability

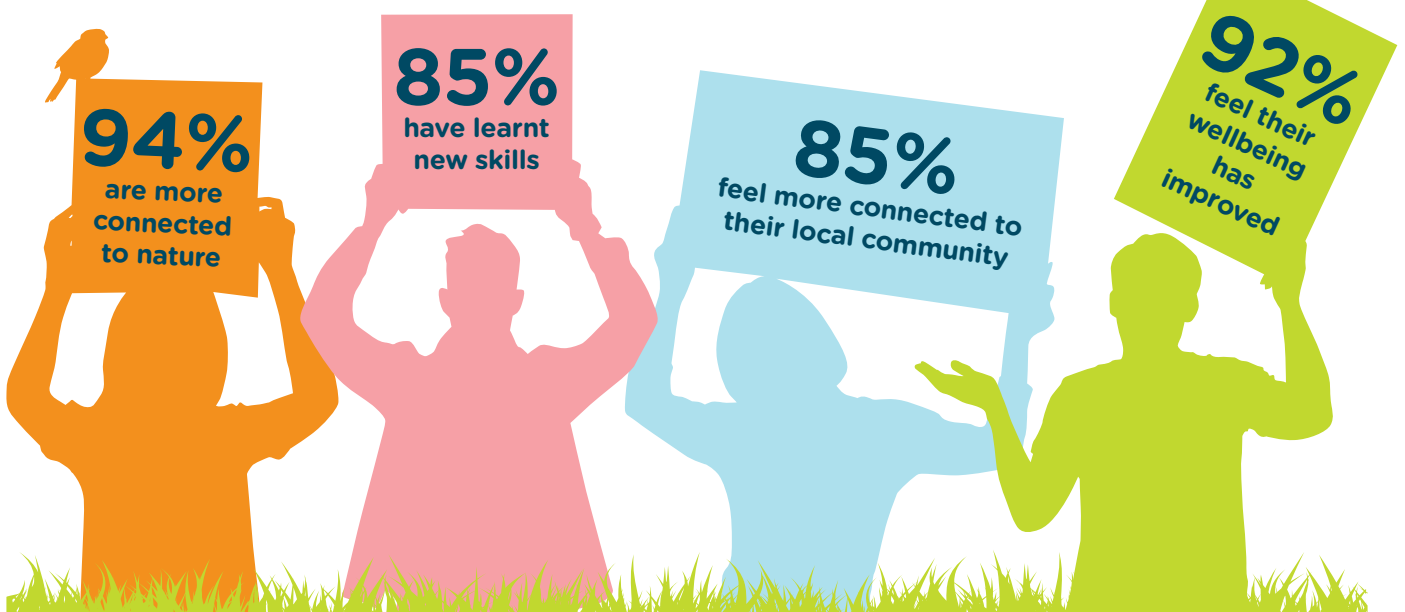


21% of registered volunteers are from ethnic minority backgrounds



21% of our registered volunteers are in the top 20% most deprived UK areas

## And of our volunteers...



**"You transform not only city environments, not only country environments, but you also transform people - the people who do it, and the people who benefit from it."**

Sir David Attenborough, TCV Vice President talking about TCV

## On our way to 5 million trees



TCV's free community tree pack programme, *I Dig Trees*, supported by OVO and other partners, had one of our best years to date, planting 1 million trees in community green spaces across the UK.

The programme worked with thousands of community groups to help benefit the climate, wildlife and communities. In 2022, we reached our target of planting 3 million trees, moving us closer to TCV's pledge to plant 5 million by 2025. Over 60,000 packs of mixed variety native trees were distributed throughout the year. To date, thousands of community volunteers have been involved with the phenomenon, covering **17.4 million square meters** and saving **1,024,000 tonnes of CO2!**

*"Together, since 2015, we've absolutely smashed our target. But we're not done there. Now we want more local community groups to take practical action to tackle the climate and ecological emergency."* **Darren York, Chief Executive, TCV**

*"The Conservation Volunteers and OVO Energy have been working together for the past seven years, and in that time, 76,000 volunteers have planted trees that we have funded via the partnership. That's an incredible 450,000 hours spent planting trees right here in the UK. As those trees grow, they're going to absorb over a million tonnes of carbon dioxide."* **Alex Moczarski, Proposition Manager, OVO Energy**

## Connecting with community groups, connecting with nature



At TCV we are thrilled to have played a pivotal role in the remarkable *Creating Natural Connections* project, working closely with the Scottish Wildlife Trust (SWT) and generously supported by the National Heritage Lottery Fund. Over the course of five years, this visionary initiative was dedicated to enhancing Cumbernauld's greenspaces, transforming a remarkable 230 hectares of woodland into thriving natural havens. Our work in the town included planting over 13,000 trees, creating 250 meters of hedgerow, restoring 3 urban peat bogs, and installing 3 wildlife ponds, all crucial steps in revitalising and preserving vital habitats for wildlife.

The establishment and nurturing of community group the Nature Ninjas has been one of the project's standout achievements. This passionate and dedicated group, led by TCV, actively contributed 960 hours of their time to vital habitat restoration and conservation efforts. From scything to invasive species removal, their commitment and hard work have been instrumental in complementing the project's large-scale works, ensuring a thriving environment for both wildlife and the local community.

Another key highlight of the *Creating Natural Connections* project has been the development and implementation of the *Wild Ways Well* programme. Our innovative initiative aimed to improve the wellbeing and mental health of participants through engaging nature-based sessions. Over the years, *Wild Ways Well* has been attended by 284 individuals, experiencing the transformative effects of connecting with nature in Cumbernauld's greenspaces. The success of this programme has been recognised through additional funding, ensuring its continuation beyond the project's delivery phase.

Our partnership with SWT and the unwavering support of the National Heritage Lottery Fund have been vital in driving the success of *Creating Natural Connections*. Together, we have made a lasting impact on Cumbernauld's natural heritage, fostering a deeper connection between people and nature, and leaving a legacy of improved green spaces that benefit both wildlife and the local community. As the project concludes in 2023, we are filled with pride and gratitude for the positive change we have achieved and the natural connections we were able to foster.



in some of the most nature deprived communities around the UK.

Children were given access to a range of activities from bug hunting to den building and pond dipping, from campfire cooking to bird spotting, and from lantern making to planting seeds and taking part in outdoor games and nature-based crafts. Throughout the year we ran 52 Wild Days Out events supporting around 1,500 children.

*“Many children that come on a Wild Day Out have never been to a woodland before and are scared as they expect to find bears in there.”*

**Chris, Education Project Officer, TCV Skelton Grange**

*“It is common for children to be scared of mud and sitting down on the floor in the morning, but by the end of the day, they feel much more at home outdoors, and it’s great to have helped with this process.”* **Sophie, Volunteer, TCV Skelton Grange**

We’re grateful to players of People’s Postcode Lottery for supporting our work in this area, allowing us to connect more people to green spaces.

## Giving children access to nature with Wild Days Out

At TCV, we know the importance of inspiring the next generation to care about the environment, to understand the importance of biodiversity and to get excited about wildlife and nature. Using this as our aim, we created a fundraising campaign to give the general public a chance to support our projects with children. This comes as part of a refreshed income generation strategy to help TCV successfully thrive in an ever-changing environment.

Many children do not get a chance to explore and play outdoors and therefore miss out on building a connection to nature. Research shows that children living in urban, built-up areas and from lower income families do not have access to safe, green spaces in their neighbourhoods, and miss out on the chance to get mucky, go bug hunting and pond dipping. With the Wild Days Out campaign we generated an opportunity for children growing up

## Green Gym as a welcoming space for refugees

Building Communities Resource Centre in Ballymoney, Northern Ireland assists people from Black, Asian and Minority Ethnic communities throughout the Causeway Coast and Glen’s borough through the provision of services, including language classes, drop-in services, safe space and shared housing support.

Funded by the Public Health Agency, we started a Green Gym pilot as a new outdoor offer to centre members. TCV’s Green Gyms are practical volunteering sessions offered across the UK to transform local green spaces and support volunteers’ health. An 8-week programme was tailored with input from members with the focus of establishing a growing garden on a neglected piece of land to the rear of the centre. TCV provided the tools, materials and PPE, as well as woodwork and horticulture expertise. Seven volunteers signed up to the pilot, all of whom were Syrian refugees who have been in

Northern Ireland for approximately four years. The team did not know each other before volunteering on this pilot but were quick to create strong relationships maintained to this day.

This crucial project had some vital impacts on both the people involved and the community. Giving the members of the resource centre a much-needed outdoor space worked wonders for both their mental and physical health, whilst giving them an outlet to use their skills and to grow plants to remind them of home.

Working alongside TCV, the volunteers were able to practise their language skills in a relaxed setting where they built their confidence to have conversations whilst being focused on practical activities. Each Green Gym session concluded with the volunteers enjoying a coffee and chat on site, reviewing their work, and planning next steps. This gave them a full sense of ownership and belonging.



*“This project has been a breath of fresh air to me. I spend much of my time alone, indoors and with little money to do things. Being in the garden working with TCV, I have been able to relax with others and bring my skills to help on this wonderful project.”* **Project volunteer**

# Trustees' and Directors' report incorporating the Strategic Report

## OUR OBJECTIVES AND ACTIVITIES

The charity's objectives are:

- To conserve the environment for the benefit of the public including:
  - the conservation and maintenance of the character and amenity of rural, urban and inner-city areas
  - the maintenance and management of nature reserves and other sites of biological, scientific or environmental importance
- To educate the public in principles of conservation through volunteering and community support
- To advance the education of the public through the provision of training, in particular:
  - in practical conservation skills
  - basic skills
  - skills to improve employment prospects
- To develop the capacity and skills, primarily through volunteering opportunities, of the public at large and those who by reason of youth, age, infirmity or disability, poverty or economic and social circumstances, have need of such facilities with the object of improving their conditions of life.

Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

## OUR OUTCOMES AND HOW WE DELIVER THEM

### Environment

Green spaces are created, protected and improved, **for nature and for people**. Our work with the environment underpins all our other outcomes.

TCV delivers **hands on, practical action** - planting trees, increasing biodiversity and improving green spaces. TCV delivers nature-connections for **those who need it most**.

### Health & Wellbeing

People improve their physical and mental health and wellbeing by being **outdoors, active and connected with others**.

TCV delivers meaningful group-based physical activity reducing isolation and **improving health and wellbeing**.

### Communities

Communities are stronger, working together to **improve the places where people live** and tackle the issues that matter to them.

TCV delivers Community connections supporting and empowering communities to make change - creating community green spaces and networks that build a **sense of belonging**.

## Learning & Skills

People improve their **confidence, skills and prospects**, through learning inspired by the outdoors.

TCV delivers nature-based learning and skills providing experience, training and qualifications in green spaces for **people of all ages**.

Examples of activities delivered this year, which each contributed to one or more of these outcomes, can be found throughout the preceding pages of this document.

## FINANCIAL REVIEW

TCV reported net expenditure, before gains and revaluations, of £373k for the year (2022: net income before gains and revaluations of £467k) arising from increased costs of delivering charitable activity and investment in new roles in both operations and support teams. The charity also invested in the implementation of the income generation strategy which was developed in the previous year with an objective to increase TCV unrestricted income over the medium term.

Notwithstanding the net expenditure incurred in the year, the charity retained its available unrestricted reserves at just above the mid-point of the reserves policy range approved by Trustees of between 7 and 14 weeks of unrestricted expenditure.

The charity closed the year with reserves of £4,015k (2022: £4,388k), with unrestricted reserves of £2,316k (2022: £2,489k), including available unrestricted reserves of £1,373k (2022: £1,577k) and capital reserves of £742k (2022: £711k).

## INCOME

	2023 £'000	2022 £'000	Change £'000
Charitable activities	10,716	8,868	1,848
Coronavirus Job Retention Fund	-	32	(32)
Other trading activities	62	131	(69)
Investment income	66	-	66
Donations and legacies	217	290	(73)
Other	-	12	(12)
<b>Total income</b>	<b>11,061</b>	<b>9,333</b>	<b>1,728</b>

Income increased by £1,728k to £11,061k in the year as follows:

Income from charitable activities increased by 21% to £10,716k, arising from new funding for charitable projects and a significant increase in the scale of tree planting with volunteers, and through fulfilment of trees for major contracts including OVO Energy, Greater London Authority, and the Northern Forest.

The fall in income from other trading activities reflects the extraordinary funding in 2021-22 in connection with the relocation of teams from Sedum House to serviced offices in Doncaster. The fall in donations arose from the non-recurrent support in 2021-22 by National Grid shareholders of c£116k, offset by growth in donations and income from fundraising by the Wates Group in 2022-23.

## STATEMENT OF FINANCIAL ACTIVITIES

	2023 £'000	2022 £'000	Change £'000
Total Income	11,061	9,333	1,728
Expenditure:			
Charitable expenditure:			
Health, conservation and community	9,318	7,402	1,916
Training and employment	128	84	44
Support costs	1,525	1,218	307
Fundraising costs	463	162	301
Grants awarded	-	-	-
<b>Total expenditure</b>	<b>11,434</b>	<b>8,866</b>	<b>2,568</b>
Net unrestricted expenditure	(173)	480	(653)
Net restricted expenditure	(200)	(13)	(187)
<b>Total net income/(expenditure)</b>	<b>(373)</b>	<b>467</b>	<b>(840)</b>
Gain on revaluation	-	201	(201)
<b>Net income/(expenditure)</b>	<b>(373)</b>	<b>668</b>	<b>(1,041)</b>

## EXPENDITURE

Expenditure increased by £2,568k to £11,434k in the year as follows:

Expenditure on charitable activities increased 26% in 2022-23, including the cost of inflation on materials, transport, and other operational costs.

The charity invested in new roles in Operations during the year with three Assistant Director roles created to increase senior resources across the UK.

There was a significant increase in the cost of trees in 2022-23 which was offset by additional tree planting and fulfilment opportunities in the year as referenced above.

People costs increased through the increase in scale of TCV activities, a non-recurrent cost of living award, backdated employer pension contributions, a 4% pay award, and the costs of maintaining TCV's commitment to the real living wage for its employees.

Costs also increased with an increased level of employee turnover as reflected across the wider charity sector.

The increase of £44k in training and employment costs reflects the increase in the scale of work funded by the European Social Fund in the year.

New support roles were recruited in 2022-23 to transform the charity's infrastructure that underpins its work in income generation and volunteer engagement. These roles are expected to drive lean process improvement, improve data governance and quality and improve learning and organisational development at the charity.

The increase in Fundraising costs in 2022-23 comprised the recruitment of a team of three fundraisers, a marketing executive, online promotion expenditure, the cost of digital campaign management services and continuing specialist fundraising consultancy support to implement the income generation strategy.

The Charity did not use any professional fundraisers or commercial participators and did not adopt any voluntary regulatory fundraising schemes or standards during the year.

The fundraising team registered the charity with the Fundraising Preference Service and related procedures were operational during the year in relation to the proactive individual fundraising that was carried out.

## BALANCE SHEET

	2023 £'000	2022 £'000	Change £'000
Tangible fixed assets	616	858	(242)
Investment property	850	850	-
<b>Total fixed assets</b>	<b>1,466</b>	<b>1,708</b>	<b>(242)</b>
Debtors	3,797	3,329	468
Assets held for resale	187	-	187
Cash and cash equivalents	779	1,500	(721)
Creditors	(2,116)	(2,051)	(65)
<b>Net current assets</b>	<b>2,647</b>	<b>2,778</b>	<b>(131)</b>
<b>Provisions for liabilities</b>	<b>98</b>	<b>(98)</b>	<b>-</b>
<b>Net assets</b>	<b>4,015</b>	<b>4,388</b>	<b>(373)</b>

The net asset value decreased by £373k in the year (2022: £668k increase) with net assets of £4,015k at 31 March 2023 (2022: £4,388k).

The investment property at Sedum House, Doncaster was revalued at 31 March 2023 with the value unchanged from the prior year at £850k.

The Charity had a net cash outflow of £721k for the year (2022: £375k outflow).

Non-recurrent administrative delays in raising invoices to grant funders led to a temporary fall in cash balances in quarter 4. Cash balances are expected to return to more normal levels with an investment in credit control activity during quarters 1 and 2 of the 2023-24 financial year.

## STRATEGIC REPORT AND PLANS FOR FUTURE PERIODS

### *For people and green spaces; a thriving network for everyone*

Moving into the second year of TCV's 2021-2025 strategy 'For people and green spaces: a thriving network for everyone,' the charity made great progress across all three goals:

- 1] We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces with a pledge to grow our tree planting to 5 million trees by 2025
- 2] We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both, with a pledge to support a thriving UK-wide network of over 5,000 community organisations
- 3] We will support more diverse audiences to connect with green spaces, with a pledge that by 2025 the work we do, and those we work with, will increasingly reflect the makeup of the communities we work in.

#### **Goal 1**

Goal 1 is the strand that supports improved understanding of our charitable impacts. We have included a summary of our output and outcome data on page 7. This year's results indicate the charity has mostly returned to pre-Covid levels of activities. Our work on Goal 1 this year has focused on supporting consistent use of the data and reliable reporting, setting a baseline on volunteer demographics and improving volunteer engagement with our survey. We have also made great strides in our tree planting pledge, planting over 1.1 million trees in total during the year through our work with key partners and local volunteers and groups.

We introduced a managers' report that supports monitoring of engagement with key forms in the second half of the year. This ensures that projects are regularly recording data required to report on our work. Although this is a new tool, we have seen improvements in completion rates in most categories.

We continued to encourage completion of volunteer feedback and our annual reporting window was administered for the second year. We captured organisation-level volunteer feedback on our key outcome areas. We learnt this year that the timing of this survey was clashing with other organisational engagement and affected completion rates. We will move the window to a different point in the year in 2023-24.

Understanding the demographics of our volunteers was a key aim of our work in 2022-23. We worked on our data collection procedure to ensure the security of the collection and recording of the data. We also engaged a staff group to test the approach and to encourage the broader staff team to engage in this when implemented. The final quarter of the year was the first full period of digital collection of this information and provides a degree of baseline data that we can build from. The system supports local recording and reporting of

this demographic data allowing for easier and more consistent reporting to funders.

Our priorities for 2023-24 are:

- Improve our understanding of the impact of our environmental activities
- Plant circa 750,000 trees and continue to grow our stakeholder base with the launch of our new *I Dig Trees* website
- Improve our knowledge of 'others' (non-registered volunteers) in our system, particularly engagement with community groups
- Embed what we have; improve engagement with the systems we have developed and build from there
- Improve how we share evaluations of larger projects and consider how to commission more external evaluation
- Improve our communication of our impact to support increased volunteer engagement, new projects and external recognition of our work

#### **Goal 2**

A key focus in 2022-23 has been consultation with our stakeholders, TCV Community Network volunteers and our staff to identify the most valued kinds of support for independent groups connecting people and green spaces. Thanks to the players of the People's Postcode Lottery, membership and support continue to be free to access for all.

During the year the TCV Community Network grew to 2,085 members by March 2023. Based on sampling, we estimate that this supports more than 41,700 volunteers. We secured increased investment in the TCV Chestnut Fund for 2023-24 and piloted a popular 'Love Your Greenspace' small grants campaign that supported 40 community groups to care for their local environment. As a part of TCV's Digital & Data review we started to look at how we could better understand the diversity of groups we work with, including those communities who are not formal members of the TCV Community Network. We plan to build on last year's developments further in 2023-24, led by one of our Assistant Operations Directors.

In 2023-24, we will:

- continue to grow the TCV Community Network membership to 2,300 independent local community groups, supporting an estimated 46,000 local volunteers.
- create a new digital resource library with videos and downloadable guides to help and inspire community groups on topics such as tree planting, risk assessment, and volunteer support.
- launch our refreshed and enhanced Chestnut Fund grants (for tools, equipment, insurance, training and networking), with a simplified digital application and decision-making processes and in-year small grants campaigns.
- build on our work with, and support, many more communities who are not formal members of the TCV Community Network and enable staff to record and recognise more of the valuable support they are providing.
- Remain an active partner in wider charity, corporate and public sector networks, to widen benefit to people and green spaces.

### Goal 3

In 2022-23, TCV further established our EDI working group with a wider reaching audience from across TCV, many of whom have lived experience and who are passionate about the EDI agenda. The group considered and prioritised the findings of the 2021 external consultant audit report and developed an action plan which informs the focus for 2023-25.

Resources were developed to include internal and external EDI best practice and communications, including an annual calendar.

Positive partnerships were facilitated to deliver projects that reach diverse audiences across the UK e.g. Refugee engagement, *Building Roots*, *Green Skills*, *Employability in the outdoors*, *Natural Connections-Autism*.

Further EDI data was collected for TCV employees and volunteers and our first EDI survey was held for some years with 56% engagement from our staff.

A Learning & Organisational Development Manager was appointed, who will review and refresh the EDI learning experience to all employees and volunteer officers during 2023-25.

We became an active partner in the Diverse Sustainability Initiative (DSI), a collaborative programme of work with the vision to transform diversity within the sustainability profession and wider environment sector. The DSI enables our Chief Executive to identify and discuss EDI challenges, opportunities, and best practice with other leaders in the sector.

We also continued as an active member of the Wildlife & Countryside Link who partnered with Natural England to commission 'Full Colour' to look at what is helping and hindering progress towards greater ethnic diversity, and to develop a route map of change for the sector. The 'Route Map Towards Greater Ethnic Diversity' was developed with a working group of representatives from across the sector including people of colour, CEOs, and EDI experts. This document is primarily focussed on increasing diversity in employment within the sector and TCV is committed to the delivery of the action plan.

Success in this goal is making sure:

- We fully understand the diversity of our volunteers and staff, and we have plans in place that deliver year-on-year improvement in the diversity of our volunteers and workforce
- We choose to work with other partners that enable us to reach diverse audiences
- We have projects in place that address specific barriers and use the learning to influence all our projects.

We commissioned the Employers' Network for Equality & Inclusion, which produced a diagnostic report into improving EDI in TCV, and we have developed an action plan which will be launched in 2023-24 and will focus on the following areas:

**Inclusive Leadership & Decision Making:** We will actively lead EDI by championing and role modelling

inclusive leadership and decision making. EDI is intrinsic to the way we make our decisions and how we approach our work.

#### **Diverse Workforce, Board membership & Volunteers:**

We will put plans in place to increase the diversity of our employees, board members & volunteers to reflect the diverse communities we work with, and we will embed EDI into the way we work in TCV, our policies, practices, communication, and engagement.

#### **The project and partners we work with enables us to reach diverse audiences:**

We will shape and deliver activities that meet and respond to the diverse needs of our communities and ensure our environments are inclusive and accessible.

#### **Wildlife & Countryside Link Route Map:**

We will continue to engage with this work to increase diversity in employment within the sector and progress with the actions that we have committed to as an organisation.

## OTHER 2022-23 ACHIEVEMENTS

### **People's Postcode Lottery funding and outcomes**

Funding for a sixth year from Postcode Earth Trust thanks to the players of People's Postcode Lottery, enabled TCV to make strategic investments across four key work streams: For People and Green Spaces, A Thriving Network, For Everyone, and Enablers.

For People and Green Spaces: The funding had a significant impact, allowing TCV to deliver multiple outcomes that benefited both people and green spaces. Through various projects, TCV enhanced the environment, improved biodiversity, and increased access to nature. Furthermore, the funding facilitated the capture of valuable data and improved understanding of the impact on volunteers and green spaces through surveys, impact planning, and data management.

One notable achievement was the support for large-scale tree-planting initiatives, such as *I Dig Trees*, *NatWest Forest*, and National Grid. These programmes resulted in the planting of over 1m native trees and funded the expanding tree planting efforts of the charity and their positive impact on the environment.

A Thriving Network: The funding provided essential support for the TCV Community Network, which offers free membership to local independent community groups. By fostering a sense of belonging and empowerment, the network strengthens community support and enables positive changes. The funding allowed TCV to maintain memberships in key organisations and networks such as ACEVO, ACOSVO, NCVO, SCVO, and The Tree Council, facilitating effective collaboration and partnership building.

For Everyone: Through the funding, TCV made notable progress in improving inclusivity and diversity in its programmes. It enabled TCV to reach diverse audiences and overcome barriers to accessing green spaces. The funding supported the creation of safe and welcoming

spaces for underrepresented communities, as well as the development of skills and knowledge through learning and development programmes.

TCV actively participated in initiatives like the Diverse Sustainability Initiative and worked with the Employers' Network for Equality & Inclusion (ENEI). The funding facilitated efforts to improve diversity within TCV's volunteers and workforce, implementing recommendations and conducting an EDI training needs analysis.

**Enablers:** The funding played a critical role in strengthening income generation activities, marketing and communications, and project management within TCV. It supported the employment of Business Development Managers and a Fundraising Manager, resulting in additional funding of approximately £1m. This enabled TCV to establish new partnerships, secure grants, and contracts, and increase unrestricted income.

Additionally, the funding allowed TCV to expand its marketing team and enhance its communications strategy, which positively impacted the organisation's profile, attracted more supporters, and effectively shared the impact of its work through various channels and media outlets. The funding also supported the management of TCV's strategic goals and business plan, ensuring effective coordination, sequencing, and resource allocation for the successful implementation of TCV's strategies.

In summary, receiving funding from the People's Postcode Lottery enabled TCV to have a significant positive impact on people, green spaces, and the environment. The funding supported community engagement, strategic partnerships, inclusivity, and organisational growth. Furthermore, it facilitated income generation, marketing efforts, and project management, ensuring the successful implementation of TCV's goals and strategies.

The 2022-23 *Dig Trees* programme, funded by OVO Energy, and delivered by TCV, allocated 1m trees to 1,846 local community groups for planting and subsequent maintenance. This was a significant increase in activity compared with the 2021-22 programme which allocated 600k trees to 1,271 local community groups.

2022-23 saw continuing progress with the planting of the *NatWest Forest*, with our partners at NatWest planting over 60,000 trees across the UK, compared with 70,000 in 2021-22.

The reward and recognition strategy was approved by the Board in the year, with a primary aim to increase TCV salaries to, at least, the benchmarked median level of equivalent organisations, subject to affordability. In implementing the strategy, the charity developed a new pay framework arranged by job levels and bandings, with all charity roles then mapped to this framework using a job evaluation tool. This work was delivered with representation from across the charity, supported by an external Reward specialist. The resultant role map and framework became effective from 1 April 2023.

Other employee benefits and employee recognition approaches are scheduled for review in 2023-24 as a further element of the work required to implement the strategy.

Work continued on supporting our employees with their health and wellbeing with a series of Mental Health First Aid half day workshops with a bespoke skills for managers element. A 'Health and Wellbeing at TCV' document was developed in the year that summarised all the support and advice available to employees, and a Health and Wellbeing Policy was drafted for approval in 2023-24.

The charity invested in a new fundraising team in the year to implement the income generation strategy finalised in 2021-22, and to increase the level of unrestricted income raised by TCV in future. This team is led by an experienced Head of Fundraising and Partnerships who has worked with a new Database Operations and Analysis Manager, external consultants and suppliers to build the necessary underpinning infrastructure to support this work.

Active engagement with new contacts secured from lead generation work in the year helped the team to better understand the motivations and priorities of this audience.

During 2022-23, the Charity finalised a digital and data transformation strategy that will help the charity to improve the way our employees work together and how we interact with our beneficiaries, our partners and the public.

Through the strategy TCV is making a commitment to use data and digital technologies to enable, grow and showcase our impact for people and green spaces.

The three key goals of this work are to:

- Increase our engagement through an improved online experience
- Increase internal capacity through streamlining processes and use of systems
- Demonstrate impact through high quality collection and interpretation of data.

The Senior Programme and Project Manager recruited in 2021-22 has played a pivotal role in driving our strategic initiatives efficiently and enabling the commencement of a lean process improvements programme, further to the recruitment of a Data Quality and Governance Manager with Lean qualifications.

Embracing agile methodologies, TCV prioritised and started delivering critical projects aligned with our overarching strategy and business plan, including the implementation of the Reward and Recognition Strategy, Income Generation Strategy, and Data and Digital Strategy.

Our focus remains on developing a comprehensive library of processes and creating Standard Operating Procedures (SOPs). These efforts will also enable a better understanding of our data management practices and ensure compliance with legal obligations.

We have made significant progress in documenting the 'as-is' business processes under phase 1 of this work, which includes payroll, finance, people, and community groups. This documentation is a crucial step towards optimising our operations and achieving our 2025 target of documenting all processes.

### **Going Concern**

TCV has a pipeline of opportunities to support our income aspirations for 2023-24 and whilst the external environment for funding is more challenging, the variety of opportunities demonstrates how we are adapting to this changing economic situation and puts us in a strong place to meet/overcome them. TCV continues to maintain strong partnerships with local and national organisations, which have provided financial resilience to the charity and are expected to do so into the future.

The trustees have reviewed forecasts to 31 March 2025 and based on those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing facilities available. Mitigating actions available in the event of adverse circumstances or financial performance have also been considered.

The non-recurrent fall in cash holdings, and plans to return cash balances to more normal levels is referenced in the Statement of financial activity on page 11. The planned disposal of Balallan House, Stirling in 2023 is also expected to significantly increase cash holdings and available unrestricted reserves.

The charity has put in place an overdraft facility to manage the impact of the non-recurrent fall in cash holdings.

Based on the information currently available in respect of the future, the trustees consider that the charity has the plans and resources to manage its business risks successfully. The trustees have therefore prepared these financial statements on the going concern basis and believe that there are no material uncertainties over the ability of the charity to continue as a going concern.

### **Principal risks and uncertainties**

The trustees have overall responsibility for ensuring that the Charity has appropriate systems of control for managing risk within the organisation.

TCV's risk management process is designed to ensure that appropriate steps are taken to identify and mitigate risk and to provide reasonable assurance against material misstatement or loss. TCV aims to identify the major risks to the organisation, ranking them based on both likelihood and impact. Major risks are considered when setting operational and strategic objectives and when approving significant grants and contracts.

The risk management process is managed throughout the business, with standards set and monitored by the Risk and Compliance Manager. The Leadership

Team has risk as a standing agenda item and the Audit and Risk Committee (ARC) reviews the underlying management of risk within the organisation and the work of the Risk and Compliance Manager in monitoring performance and compliance. It then brings this to the attention of the Board on a quarterly basis. Risk management is embedded within the organisation to assess risk effectively and put appropriate controls and actions in place to mitigate risks to acceptable levels.

To avoid breaching the Board's risk appetite limits, strategic risks are given a quantified threshold and mitigating actions. Performance against these thresholds is monitored monthly by management. On an annual basis, the ARC provides the Board of Trustees with a summary review of risk management issues for it to consider.

Strategic risk register oversight by the Board of Trustees during 2022-23 focused on the following additional risk areas, with matters arising reported by exception for each area of risk below:

#### **Financial Risk: including achievement of our financial plan, and being a resilient organisation**

The 2022-23 strategic risk register tracked financial risk in relation to targets for income, net contribution to reserves and the cash position.

The charity continued to closely track the conversion of unsecured income and related income pipelines to inform income and outturn forecasts for the year, with significant income growth achieved in the year.

Net investment in income generation and backdated employer pension contributions towards the end of the financial year were significant factors in the final net expenditure from reserves for 2022-23.

The Board and ARC Chairs provided oversight of the mitigation of a constrained cash position in the latter stages of the year, arising from delays in invoicing charity funders and partners for charitable work carried out.

#### **Operations and people: be a great place to work**

The risk objective for operations and people in 2022-23 was to ensure that the charity was a great place to work, with people and volunteer measures used to track progress, including survey results, employee turnover and organisational competence.

In order to address the indications that TCV pay had become uncompetitive in comparison with pay at comparable organisations, the charity developed a reward and recognition strategy in the year. This strategy includes a central guiding principle that the charity should pay its employees at least at the median level as benchmarked with equivalent organisations, subject to affordability in the short term, and organisational sustainability.

Recruitment challenges continued in 2022-23 in common with other employers in the third sector, and beyond, with resultant vacancy periods for roles, and in some cases the loss of charitable income and expenditure.

To address the issues experienced in 2021-22 with our e-learning platform, a new platform was implemented during 2022-23, named TREE (train, read, educate, enable). TREE went live on 31 March 2023.

We set a target to achieve over 10,500 volunteers and we have successfully achieved 11,379 volunteers by year end (2022: 9,050).

The increase in volunteers is represented by an increase in both TCV regular and corporate volunteers, and numbers are now approaching pre-coronavirus levels.

### **Reputation risk: including health and safety, safeguarding, information security and volunteer experiences**

Our approach to preventing regulatory breaches remained important during the year with training, procedures and potential incidents relating to health & safety and safeguarding carefully managed by specialist employee managers and overseen by the ARC and the Board of Trustees.

During 2022, TCV took part in a peer review of health and safety standards in partnership with the Woodland Trust and Wildfowl & Wetlands Trust. TCV scored 435 out of a maximum 510 across the 34 subject areas covered by the review, with 23 categories awarded full marks or in the top category of compliance. Areas identified by the review for further work have been compiled into a response plan for implementation over an appropriate timeframe.

The over-arching conclusion of the auditors involved in the peer review was that TCV had an outstanding health and safety culture, with health and safety being seen by its employees as fundamental to the charity, and with employees trained and supported to implement their roles in this context.

The volunteer survey is TCV's annual approach for identifying the experience of volunteers across TCV. This process facilitates an understanding of the volunteer experience and includes questions about motivations, outcomes and the volunteers' experience of TCV's approach to safeguarding.

The survey was completed in September 2022, and achieved an 18% return rate. This group of respondents broadly reflected the age, sex and ethnic make up of the wider TCV volunteer community.

The motivation of TCV volunteers falls into four broad categories, the largest group being a 'Wish to help the environment' followed by an 'Interest in working outdoors', a 'Desire to learn new skills' and a 'Wish to meet new people'.

In relation to their experience while volunteering with TCV, 97% gave an overall rating of Excellent or Good, 99% said they felt their welfare was 'always' or 'mostly' safeguarded, 84% said their wellbeing had improved since volunteering with TCV and 97% would recommend TCV as a 'great place to volunteer'.

Safeguarding remained a key priority for the organisation with the Safeguarding Advisory Group meeting on a quarterly basis, with 6 safeguarding advisors across the operational teams.

The safeguarding procedure and improvement plan were both reviewed in the year with changes made to both. The TCV criminal records checking procedure (CRC), and in particular TCV's administrative and recording processes, have been the subject of revision and improvement as the result of a review in 2022. These improvements have focused on a revision of the procedure, the updating of forms to require consideration of CRC status and the provision of additional training to the staff responsible.

Safeguarding training was provided both online and face to face during the year with a high level of compliance with training requirements also maintained during the year. The 2022-23 employee safeguarding survey confirmed a good level of safeguarding knowledge and confidence over the approach to be taken to any reporting requirements under the safeguarding procedure.

Emma Aspinall fulfilled the role of Trustee Safeguarding Lead during 2022-23.

The Trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks appropriately, and that internal systems and procedures are developing in the light of new requirements and learning from the risk management process.

## **POLICIES**

### **Investment policy**

TCV has a high demand for working capital, which is brought about by the seasonal nature of our activities, the mix of restricted and unrestricted activities, the timing of income and expenditure matching, and the possibility of longer-term capital commitments.

Keeping funds accessible and liquid therefore remains a key aim of our investment policy when considering any deposits and investments together with the management of risk in relation to the institutional investment of funds.

It is the policy of the Trustees to hold investments that:

- are low risk and secure
- are realisable in the short term
- aim to produce a total return as near to or in excess of predicted inflation, whilst protecting underlying capital
- are ethical in terms of our environmental and social values
- are AAA rated.

### **Reserves policy**

TCV's reserves policy is to hold between 7 and 14 weeks of unrestricted expenditure as available unrestricted reserves. The trustees consider this amount sufficient to allow the charity to continue its core activities during a period of unforeseen difficulties. This was equivalent to holding between £896k and £1,792k available reserves at 31 March 2023 (2022: between £770k and £1,540k).

Available unrestricted reserves are defined as total unrestricted funds less unrestricted fixed assets (which are not readily convertible to cash), and amounts designated for essential future spend. Unrestricted funds are expected to be broadly maintained over the coming year and the trustees believe there is no other future essential spend for which designated reserves should be set aside.

The calculation of the required and anticipated level of available reserves is an integral part of TCV's financial planning and reporting cycle. The trustees review the reserves policy on an annual basis and receive reports on compliance with it throughout the year.

Setting of the available reserves target includes consideration of the financial resources required to implement our strategy, and of the principal financial, operational, people and reputational risks facing the charity, together with the seasonality of activities and diversity of funding inherent within the charity's operating model.

At 31 March 2023 available unrestricted reserves were £1,373k (2022: £1,577k), marginally above the mid-point of the target range specified by the charity's reserves policy.

#### Available unrestricted reserves

	2023 £'000	2022 £'000	Change £'000
Total funds	4,015	4,388	(373)
Less restricted funds	(1,699)	(1,899)	200
Less revaluation reserve	(201)	(201)	-
<b>Unrestricted funds</b>	<b>2,115</b>	<b>2,288</b>	<b>(173)</b>
Less unrestricted fixed assets	(742)	(711)	(31)
<b>Available unrestricted reserves</b>	<b>1,373</b>	<b>1,577</b>	<b>(204)</b>
Budgeted weekly unrestricted expenditure 2023-24 / 2022-23 respectively	128	110	
Minimum available reserves (7 weeks spend)	896	770	
Maximum available reserves (14 weeks spend)	1,792	1,540	

#### Restricted reserves

Restricted grants and donations received are separately recorded and monitored to ensure that they are used in accordance with restrictions imposed by the funder and that expenditure on projects does not exceed funding available.

#### Consultation

The charity fully supports the concept of information sharing by appropriate two-way communication. This includes use of colleague and volunteer engagement surveys as part of a comprehensive communication strategy comprising multiple channels, including a regular email from the CEO and a communication forum, Great Place to Work, which meets regularly.

#### Anti-bribery and corruption

The charity gives due care and consideration to the prevention of acts of bribery and corruption. It has set out and adopted a clear anti-bribery and corruption policy, appropriate to the size and nature of the charity, which provides clear guidance to staff, volunteers and associated stakeholders. The charity also has a formal whistle blowing policy.

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Legal structure

The charity is a company limited by guarantee. The governing instrument of the charity is the Articles of Association, originally dated March 1970 and last amended July 2019. The Charity's investment powers are unrestricted except by general charity law. The Conservation Volunteers is a charity registered with the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

#### Organisation structure

The trustees are responsible for the overall management of the charity and have delegated day-to-day running to the CEO, supported by the Leadership Team. The CEO and Leadership Team provide the trustees with quarterly reports on financial and operational performance, health and safety, people and business development activities.

#### The Board of Trustees

Trustees serve for an initial three-year term, which may be renewed for a further three years. It may be renewed for up to an additional three years (i.e. up to nine years in total) if the trustees resolve that it is in the best interests of the charity.

Six trustees came to the end of their terms of office during the year, three of whom having completed a third term of office during which time the charity was fortunate to retain their knowledge, skills and experience in leading the charity - John Mallalieu, Simon Rennie and Julie Royce.

Inclusive Boards were appointed in the year to provide specialist expertise in increasing Board equality, diversity and inclusion in relation to a Trustee recruitment exercise that successfully appointed a new Chairman and three other trustees.

The Board of Trustees bring a wealth of experience and expertise from a wide range of sectors. Further details of the expertise brought by each trustee are given on pages 20-21.

The Board governs the organisation through compliance with the Charity Commission for England and Wales' Governance Code, and TCV's vision, aims and charitable objectives.

The Board held four formal meetings during the year, together with additional meetings as required to make other decisions as required by the Charity delegated authority policy.

All new trustees are required to undertake a programme of induction, which aims to give a wide understanding of TCV, the external environment in which the organisation works and the challenges it faces. Members of the Board of Trustees, who are also Directors of the Company and trustees of the charity (for statutory purposes), are listed on page 19 together with the President and Vice Presidents.

### **Qualifying third party indemnity provisions**

The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

### **Audit and Risk Committee (ARC)**

The ARC assists the Board in discharging its responsibilities by considering and reviewing matters relating to the control environment, external audit and risk management and making appropriate recommendations to the Board for action. The CEO, Finance Director and Risk and Compliance Manager are invited to attend each meeting, joined for specific agenda items by the Health and Safety Manager and Safeguarding and Volunteering Manager. The Committee maintains oversight of the resources required to fully measure and actively manage risk for the charity making use of internal resources and third-party expertise as required.

The Committee considers and reviews matters relating to the preparation of the Annual Report and Financial Statements including the audit process and presents its findings to the Board, which formally approves the Annual Report and Financial Statements. In addition, it recommends to the Board measures to ensure that the key areas of risk are being identified by the Board and that appropriate management controls are in place and their effectiveness reviewed on a regular basis. The Committee reviews the performance of the charity's external auditors annually and reports all audit findings to the Board of Trustees.

In addition to delivery of the core responsibilities above; the ARC recommended eight policies to the Board for approval during the year; and reviewed quarterly legal and regulatory updates. The ARC also carried out six deep dive reviews during the year.

The ARC carried out a self-assessment review of its performance during 2022-23, with an overall average score of 4.64 out of a possible 5.

### **Governance and Remuneration Committee (GRC)**

The GRC, at the request of the Board of Trustees, is required to identify and propose candidates for trusteeship; and to advise the Board concerning the charity's remuneration approach, remuneration of the Leadership Team, benchmarking against roles in comparable organisations, and major matters of governance.

The Committee also assesses the appropriateness of trustees for re-appointment. The Committee has a mix of external members, who bring much value and expertise (e.g. on HR matters), and serving trustees.

In addition to delivery to the core responsibilities above, the GRC; recommended one policy to the Board for approval during the year; and recommended Trustee and Independent Member Codes of Conduct to the Board for approval.

The GRC carried out a self-assessment review of its performance during 2022-23, with an overall average score of 4.43 out of a possible 5.

## **TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS**

The trustees (who are also Directors of TCV for the purposes of company law) are responsible for preparing the Trustees' and Directors' report, including the strategic report, and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs and 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
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable it to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment (Scotland) Act 2005, and Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that:

- so far as each trustee is 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 as Trustees to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In approving the Report of the Trustees, the trustees are also approving the Strategic Report in their capacity as company directors.

A handwritten signature in black ink, appearing to read 'Jon Towler', with a long horizontal flourish above the name.

**Jon Towler**  
**Chair of the Board of Trustees 25 September 2023**

# Trustees and advisors

## PRESIDENT

Sir Jonathon Porritt CBE

## VICE PRESIDENTS

Sir David Attenborough OM, CH, CVO, CBE, FRS

Dr William Bird MBE

## BOARD OF TRUSTEES

Professor Anthony Crook CBE  
(Chair of the Board of Trustees)  
(resigned 15 December 2022)

Jon Towler  
(Chair of the Board of Trustees)  
(appointed 16 December 2022)

Emma Aspinall

Katie Bowyer  
(previously Simmons)

Keith Connal  
(appointed 7 November 2022)

Uilani Dines

Emily Evans

Joanne Gilbert  
(appointed 7 November 2022)

Shipra Gupta  
(appointed 7 November 2022)

John Mallalieu  
(resigned 24 November 2022)

Neal Ransome

Simon Rennie MBE  
(resigned 20 November 2022)

Julie Royce  
(resigned 25 June 2022)

Vanessa Quigg  
(resigned 2 October 2022)

Rosslyn Stuart  
(resigned 10 September 2022)

Andrew Walker KC

## GOVERNANCE AND REMUNERATION COMMITTEE

Simon Rennie MBE – Chair  
(resigned 20 November 2022)

Andrew Walker KC – Chair  
(from 21 November 2022)

Katie Bowyer (Previously Simmons)

David Coleman – Chair of Learning through Landscapes – independent member of the committee

Keith Connal (appointed 7 November 2022)

Professor Anthony Crook CBE  
(resigned 15 December 2022)

Uilani Dines

Sue Hilder – Sustainable Transport & Access Manager, Loch Lomond & the Trossachs National Park – independent member of the committee

John Mallalieu  
(resigned 24 November 2022)

Jon Towler  
(appointed 16 December 2022)

## AUDIT AND RISK COMMITTEE

Neal Ransome – Chair  
Emma Aspinall

Emily Evans

Joanne Gilbert  
(appointed 7 November 2022)

Shipra Gupta  
(appointed 7 November 2022)  
Vanessa Quigg  
(resigned 2 October 2022)

Julie Royce  
(resigned 25 June 2022)

Rosslyn Stuart  
(resigned 10 September 2022)

Tilden Watson – Head of Education Market, Zurich UK – independent member of the committee

## CHIEF EXECUTIVE OFFICER

Darren York  
(resigned 11 August 2023)

Debbie Adams, Acting Chief Executive Officer  
(appointed 15 August 2023)

## COMPANY SECRETARY

Justin Parfitt

## LEADERSHIP TEAM

Darren York – Chief Executive Officer  
(resigned 11 August 2023)

Debbie Adams – Operations Director

Scotland & Northern Ireland  
(to 11 August 2023)

Dave Morton – Acting Operations Director – Scotland & Northern Ireland (from 15 August 2023)

Fiona Richards – Operations Director England

Douglas Palarm – Director of Partnerships & Fundraising

Justin Parfitt – Finance Director

Mark Slater – Head of IT

Anna Steed – Head of People Services (resigned 18 November 2022)

Nicola Woodward – Head of People Services (appointed 16 January 2023)

## PRINCIPAL BANKER

NatWest Plc  
12 High Street, Doncaster, DN1 1ED

## STATUTORY AUDITOR

MHA, 6th Floor, 2 London Wall Place, London, EC2Y 5AU

COMPANY NUMBER  
00976410

CHARITY NUMBERS  
261009 (England and Wales)  
SC039302 (Scotland)

## REGISTERED OFFICE

Sedum House, Mallard Way,  
Doncaster, DN4 8DB

# Our Trustees

## JON TOWLER – CHAIR

Jon graduated in 1991 from Reims Business School with a double degree in International Business Administration and then spent the early part of his career in international sales management. He moved into general management roles in the late 1990s, spending 8 years as a Director of the UK's leading wholesaler of office products. He was part of the management team which led a management buyout, successfully re-selling the business three years later. This private sector career incorporated functional responsibility for sales, marketing, operations and logistics, HR and organisational development.

Subsequently, Jon has been supporting the public sector for almost fifteen years, chairing both NHS Nottinghamshire County and the East Midlands Ambulance Service. He is currently Vice Chair of the Nottingham and Nottinghamshire Integrated Care Board, a statutory NHS organisation with an annual budget in excess of £2billion. For a number of years, Jon has been a strong advocate of the need for public bodies and third sector organisations to work together in an integrated manner and he is therefore passionate, in particular, about TCV's work with people and communities.

Jon is married with two sons, lives in Nottinghamshire and spends much of his time in and around Sherwood Forest.

## EMMA ASPINALL

Emma Aspinall is a registered Social Worker with Social Work England with a motivation to ensure safe and quality services that are accessible for all those requiring care and support. Underpinning her work is the focus to develop partnerships and links across organisations, ensuring supportive services are offered to children, young people and vulnerable adults. As an experienced Executive Director, Emma has over 30 years' experience working in health and social care, with the majority of that in the charity sector with Barnardo's and Acorns Children's Hospice.

Emma is now an Independent Health and Social Care Advisor and believes living through the pandemic has been a truly life changing experience for everyone and reinforced the value of outdoor spaces and the importance of connection with other people and supporting those around us. Emma hopes to support the work of TCV with her experience of Governance Frameworks at an Executive Director level and her knowledge and skills of working with people as a social worker.

## KATIE BOWYER

Katie is an experienced senior leader in the charity sector, currently Director of Fundraising Strategy at the British Red Cross where she is responsible for developing an ambitious transformation programme for fundraising and supporter engagement. In the past she has held senior fundraising roles at Diabetes UK and Great Ormond Street Hospital Charity and has worked in a range of other UK charities including NSPCC and Bliss. She is a member of the advisory panel for Missing People.

Her interest in conservation grew throughout the pandemic as she realised what a lifeline our green spaces are, and she sees the positive impact of volunteering every day in her current role.

## KEITH CONNAL

Keith's career in the Civil Service included operational delivery and international engagement for the Ministry of Defence in London and Washington DC, policy development and advice in the Scottish Government and business management in the Crown Office and Procurator Fiscal Service. Keith is a geographer and cartographer by background, and he is a Fellow of the Royal Geographical Society.

Keith has considerable experience in natural heritage policy, including biodiversity, and he led an award-winning programme which completed the devolution of forestry.

Since retiring, Keith has undertaken some management consultancy and is keen to help and support organisations delivering practical benefit for the environment and people's wellbeing, including through access to quality greenspaces. Keith is also a Trustee at Edinburgh & Lothians Greenspace Trust.

## UILANI DINES

Lani Dines is a Fundraising Manager for Action for Conservation, a UK youth-focussed conservation charity. Lani is passionate about conservation and protecting UK nature. She has a BSc in Environmental Science from the University of Birmingham and has worked in the environmental field for most of her career at WWF, Vegware, IKEA and the John Muir Trust. She is an alumnus of the Climate 2050 – Young Leadership Programme and is passionate about equality and diversity in the environmental sector. Lani brings experience in trusts and grants fundraising, corporate partnerships and project management.

Lani is inspired to work with TCV to broaden her knowledge and experience and is interested in how young people are engaging with environmental organisations especially when it comes to young trustees and decision-making roles. Lani is also a trustee for a small environmental charity, Forest of Hearts.

## EMILY EVANS

Emily has worked within third-sector healthcare for more than 15 years. At Nuffield Health she held various operational leadership roles including supporting teams through periods of significant organisational change. She also headed up the growth of their mental health services through acquisition and proposition development.

In her current role as Chief Commercial Officer for Everyturn Mental Health, Emily sits on the Executive Management Team and leads a commercial function of marketing, business development, relationship management and service development teams, along with a project management office to deliver commercial sustainability and social return on investment.

Emily is passionate about the positive impact nature can have on wellbeing and was inspired to join TCV by the work it does to connect people to green spaces, creating healthy and happy communities.

## DR JOANNE GILBERT

Jo has worked in nature conservation for 28 years in both the charity and education sectors with experience in UK and international conservation. She has held the post of Conservation Programmes Director at the RSPB since 2017, overseeing the strategic direction of nature reserves acquisition and management, landscape restoration and species recovery. Prior to this she was Head of Reserves Ecology for the RSPB. Jo is a board member of the Saving Asian Vultures from Extinction partnership, a committee member for the Key Biodiversity Areas partnership, and was formerly a volunteer leader at TCV. She is passionate about taking practical action from local to global scale to restore nature and stop the climate crisis.

## SHIPRA GUPTA

Shipra currently works in Responsible Investment with a large institutional investor leading on the Stewardship strategy, plan and initiatives. Her role encompasses engaging with the investment industry and public-listed companies on their environment, social and governance policies and practices, and advocating for the right public policy in this space.

She brings with her over 22 years of experience working in Management Consulting, Financial Services, Healthcare and also a social entrepreneurial venture across a range of geographies and functions. Of these, the last 12 years or so has been specifically spent in embedding sustainability in business-as-usual and developing new propositions in sustainable finance. In addition, Shipra chairs her local community primary school and contributes to an external Investment Committee as an impact specialist.

As someone equally passionate both about people and biodiversity, she believes TCV is an organisation that is right at the heart of the sustainability agenda and what the world needs more of. She hopes to contribute to the organisation's growth and development with the aim of establishing TCV as best practice for other entities to emulate while herself learning and growing from the experience.

## NEAL RANSOME

Neal qualified as a chartered accountant and corporate financier with PwC and as a partner led their Pharmaceutical & Healthcare Corporate Finance business. He was also Chief Operating Officer of PwC's Advisory Services division, and a member of the firm's Corporate Sustainability Governance Board. He left PwC in 2013 and is now a non-executive chairman and director of three investment trusts focused on healthcare and early stage companies.

With a keen interest in environmental conservation, Neal is a former Trustee and Council Member of the RSPB. Neal has worked as a volunteer for the RSPB, the London Wildlife Trust and, more recently, TCV. He lives in London and is a fellow of the RSA.

## ANDREW WALKER KC

Andrew is a practising barrister and arbitrator. He was appointed as King's (Queen's) Counsel in 2011. He was an elected member of the Bar Council of England and Wales for many years, eventually serving as its Vice-Chair (2017) and Chair (2018), following several years as Chair of its Ethics Committee. His areas of legal expertise include property and company law, and he continues to advise and act for a very wide range of clients across the country.

In 2009, he was awarded the Bar Pro Bono Award for some of his free professional work with the homelessness charity, Shelter. He has been involved in the governance of a number of organisations, both charitable and non-charitable, and has had lifelong passion for conservation and the environment.

# Independent auditor's report to the Trustees of The Conservation Volunteers for the year ended 31 March 2023

## OPINION

We have audited the financial statements of The Conservation Volunteers (the 'charitable company') for the year ended 31 March 2023 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 group's and parent charitable company's affairs as at 31 March 2023, 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 and the Charities Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 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's Responsibilities for the audit of the financial statements section of our report.

We are independent of the group and parent 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. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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 Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the Directors' report) has been prepared in accordance with applicable legal requirements.

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' 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 included in the Trustees' Annual Report, 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place;
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business, and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

## USE OF THIS 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 and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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.



**Stuart McKay BSc FCA DChA**  
(Senior Statutory Auditor)

For and behalf of MHA

Date:

MHA is the trading name of MacIntyre Hudson LLP,  
a limited liability partnership in England and Wales  
(registered number OC312313)

# The Conservation Volunteers

## Statement of financial activity for the year ended 31 March 2023

(incorporating the income and expenditure account)

	Note	Unrestricted funds 2023 £'000	Restricted funds 2023 £'000	Total 2023 £'000	Total 2022 £'000
Income from:					
Donations and legacies	2	155	62	217	290
Charitable activities	3	5,823	4,893	10,716	8,868
Other trading activities	4	62	-	62	131
Investment Income	5	66	-	66	-
Coronavirus Job Retention Fund		-	-	-	32
Other		-	-	-	12
<b>Total income</b>		<b>6,106</b>	<b>4,955</b>	<b>11,061</b>	<b>9,333</b>
Expenditure on:					
Raising funds	6	(463)	-	(463)	(162)
Charitable activities	7	(6,861)	(4,110)	(10,971)	(8,704)
<b>Total expenditure</b>		<b>(7,324)</b>	<b>(4,110)</b>	<b>(11,434)</b>	<b>(8,866)</b>
<b>Net (expenditure)/income</b>		<b>(1,218)</b>	<b>845</b>	<b>(373)</b>	<b>467</b>
Gain in Revaluation Fund	12	-	-	-	201
Transfers between funds	26	1,045	(1,045)	-	-
<b>Net (expenditure)/income after</b>		<b>(173)</b>	<b>(200)</b>	<b>(373)</b>	<b>668</b>
Movement in funds					
Reconciliation of funds					
<b>Total funds brought forward</b>		<b>2,489</b>	<b>1,899</b>	<b>4,388</b>	<b>3,720</b>
<b>Total funds carried forward</b>		<b>2,316</b>	<b>1,699</b>	<b>4,015</b>	<b>4,388</b>

All activities are classed as continuing operations.

The accounting policies and notes on pages 29-45 form part of these financial statements.

# Balance sheet as at 31 March 2023

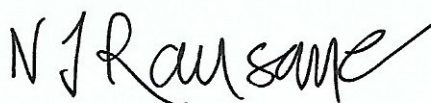
	Note	2023 £'000	2022 £'000
Fixed assets			
Tangible fixed assets	11	616	858
Investment Property	12	850	850
		<b>1,466</b>	1,708
Current assets:			
Debtors	13	3,797	3,329
Assets Held for Resale	14	187	-
Cash at bank and in hand	15	779	1,500
		<b>4,763</b>	4,829
Creditors: amounts falling due within one year	16	(2,116)	(2,051)
Net current assets		<b>2,647</b>	2,778
Total assets less current liabilities		<b>4,113</b>	4,486
Provisions for liabilities	18	(98)	(98)
Net assets		<b>4,015</b>	4,388
Funds and reserves:			
Restricted income funds	26	1,699	1,899
Revaluation Reserve		201	201
Unrestricted funds		2,115	2,288
Total funds		<b>4,015</b>	4,388

The financial statements were approved and authorised for issue by the Board of Trustees on 25 September 2023. The accounting policies and notes on pages 29-45 form part of these financial statements.



Jon Towler  
Chair of the Board

Company number: 00976410



Neal Ransome  
Director

# Statement of cash flows

	Note	2023 £'000	2022 £'000
Net cash (used by) / generated from operating activities	20	<b>(786)</b>	(421)
Cash flows from investing activities:			
Dividends, interest and rents		<b>82</b>	116
Proceeds from sale of property, plant and equipment		<b>3</b>	1
Purchase of property, plant and equipment		<b>(20)</b>	(71)
Net cash (outflow)/inflow from investing activities		<b>65</b>	46
(Decrease)/increase in cash and cash equivalents		(721)	(375)
Opening cash and cash equivalents		1,500	1,875
Closing cash and cash equivalents	15	<b>779</b>	1,500

The accounting policies and notes on pages 29-45 form part of these financial statements.

# Principal accounting policies

## CHARITABLE COMPANY INFORMATION

The Conservation Volunteers (TCV) is a charitable company limited by guarantee (company number 0976410). The registered office is Sedum House, Mallard Way, Doncaster DN4 8DB. It is registered as a company and charity in England and Wales and in Scotland.

## BASIS OF PREPARATION

The Charity is a public benefit entity.

These financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (FRS 102)' effective 1 January 2015 ("2015 SORP"), Financial Reporting Standard 102 ("FRS 102"), the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. They have been prepared under the historical cost convention.

These financial statements are presented in Pounds sterling (£'000).

The principal accounting policies of the Charity are set out below.

## GOING CONCERN

The Trustees have prepared these financial statements on the going concern basis. The Trustees have reviewed forecasts to 31 March 2023 and on the basis of those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing arrangements including overdraft facilities available to the Charity. Based on the information currently available in respect of the future, the Trustees consider that the Charity has the plans and resources to manage its business risks successfully and that accordingly the Charity will be able to continue as a going concern for twelve months after the date of signing the financial statements.

## INCOME

Income is recognised when receipt is probable, and the amount can be reliably measured. Income is deferred only when the Charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Where relevant, income is presented net of VAT.

Income from donations and legacies to the Charity is included in full in the Statement of Financial Activities when receipt is probable, the amount can be estimated reliably and all conditions have been met.

Restricted grants are recognised when they are receivable provided condition for receipt has been met, unless they relate to a specified future period, in which case they are deferred. Grants for the purchase of fixed assets are recognised when receivable.

Contractual health, conservation and community income is recognised in the periods in which the associated work is delivered.

Grants are recognised at the fair value of the asset received or receivable when there is a reasonable assurance that the grant conditions will be met and the grants will be received.

A grant which specifies performance conditions is recognised as income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are probable and can be reliably measured. A grant received before the recognition criteria are satisfied is recognised as a liability.

Whilst time given by our many volunteers in delivering health, conservation and community activities and provision of administration, advisory and other support functions is essential to the work of TCV, this donation of time is not recognised in these financial statements since its value cannot be measured reliably for accounting purposes.

## EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT that cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of direct costs.

## FIXED ASSETS

Individual fixed assets costing £2,000 or more are capitalised at cost.

Tangible fixed assets are initially stated at cost, then cost net of depreciation. On adoption of the 2015 SORP, deemed cost of freehold land and buildings was based on independently prepared valuations as at 1 April 2014. Existing book values were retained on adoption of the 2015 SORP for all other fixed assets.

Depreciation is calculated to write down the cost or valuation less estimated realisable value, of all tangible fixed assets over their expected useful lives.

Depreciation is recognised on a straight-line basis over the following periods:

Freehold buildings: 25-50 years

Short leasehold land and buildings: length of the lease

Motor vehicles: 3 to 8 years

Computer and other equipment: 3 to 5 years

Freehold land is not depreciated.

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss.

## RETIREMENT BENEFITS – DEFINED CONTRIBUTION PENSION SCHEME

The pension costs included in the Statement of Financial Activities represent the total contributions paid in the year.

## RETIREMENT BENEFITS – MULTI-EMPLOYER PLANS

Contributions are recognised in the Statement of Financial Activities in the period to which they relate as there is insufficient information available to use defined benefit accounting. A liability is recognised for contributions arising from an agreement with the multi-employer plan that determines how the Charity will fund a deficit. Contributions are discounted when they are not expected to be settled wholly within 12 months of the year end.

## PROVISIONS FOR LIABILITIES

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably.

## HOLIDAY PAY ACCRUAL

The Charity recognises an accrual for annual leave accrued by employees as a result of services rendered in the current year and which employees are entitled to carry forward and use in future years. The accrual is measured at the salary cost payable for the period of absence.

## TERMINATION PAYMENTS

Provision is made for redundancy and other termination payments when a constructive obligation has been created through communication with affected pools of employees and the cost can be estimated reliably.

## LEASED ASSETS

Assets that are the subject of finance leases are capitalised at their fair value and depreciated over the length of the lease. The finance charge under the lease is also written off over the length of the lease.

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the term of the lease.

## FINANCIAL INSTRUMENTS

The Charity holds only basic financial instruments, being trade debtors, amounts owed by group undertakings, accrued income, other debtors, trade creditors, cash, overdrafts, accruals, and other creditors, which are recognised at cost, less provision for estimated irrecoverable assets.

## RESTRICTED FUNDS

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure that meets these criteria is allocated to the fund.

When grants and donations are received for a specific purpose involving capital investment, the cash will be recorded against a restricted fund. When the investment has been made, the relevant capital asset will be recorded against the relevant fund, and depreciation of the asset charged against the fund.

Once any restrictions on the use of the asset have expired, the asset will be transferred from the restricted fund to unrestricted funds.

## UNRESTRICTED FUNDS

Unrestricted funds are incoming resources received or generated for charitable purposes and are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

## FINANCIAL INSTRUMENTS

The charity only holds basic financial instruments. The financial assets and financial liabilities of the charity are as follows:

Debtors - trade debtors, other debtors and grants receivable are basic financial instruments and are debt instruments measured at amortised cost, this can be seen in note 13. Prepayments and accrued income are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Liabilities - accruals are classified as financial instruments, and are measured at amortised cost, this can be seen in note 16. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is simply an obligation to deliver services rather than cash or another financial instrument.

# Notes to the financial statements

## 1 PRIOR YEAR STATEMENT OF FINANCIAL INCOME AND ACTIVITIES

Financial activities for the prior year comprise the following restricted and unrestricted income and expenditure:

	Note	Unrestricted funds 2022 £'000	Restricted funds 2022 £'000	Total 2022 £'000
Income from:				
Donations and legacies	2	257	33	290
Charitable activities	3	4,428	4,440	8,868
Other trading activities	4	131	-	131
Coronavirus Job Retention Fund		32	-	32
Other		12	-	12
<b>Total income</b>		<b>4,860</b>	<b>4,473</b>	<b>9,333</b>
Expenditure on:				
Raising funds	6	(162)	-	(162)
Charitable activities	7	(4,783)	(3,921)	(8,704)
<b>Total expenditure</b>		<b>(4,945)</b>	<b>(3,921)</b>	<b>(8,866)</b>
Net (expenditure)/income		(85)	552	467
Gain in Revaluation Fund	12	201	-	201
Transfers between funds	26	565	(565)	-
<b>Net (expenditure)/income after</b>		<b>681</b>	<b>(13)</b>	<b>668</b>
Movement in funds				
Reconciliation of funds				
Total funds brought forward		1,808	1,912	3,720
Total funds carried forward		2,489	1,899	4,388

## 2 INCOME FROM DONATIONS AND LEGACIES

	2023 £'000	2022 £'000
Donations	<b>142</b>	214
Legacies	<b>75</b>	76
	<b>217</b>	290

Income from donations and legacies is classified as unrestricted income unless restrictions on use are imposed by the donor. Restrictions were imposed on donations of £62,000 (2022: £33,000).

### 3 INCOME FROM CHARITABLE ACTIVITIES

	<b>2023</b>	2022
	<b>£'000</b>	£'000
Health, conservation and community		
Restricted income	<b>4,893</b>	4,428
Unrestricted income	<b>5,491</b>	4,156
Total health, conservation and community	<b>10,384</b>	8,584
Training and employment		
Unrestricted income	<b>332</b>	284
Total training and employment	332	284
	<b>10,716</b>	8,868

Grant funding towards charitable activities is classified as restricted income; contracts for delivery of charitable activities are classified as unrestricted and income is only recognised as activity is completed.

The Charity recognised £2,236,000 income from government grants during the year (2022: £2,009,000), including amounts from central UK government, Northern Ireland and Scotland Executives and statutory authorities. Some of these grants are subject to information reporting and other routine beneficiary outcome requirements. No government grants recognised as income are considered likely to require full or partial repayment.

Charitable activities also include delivery of various public sector service contracts.

### 4 INCOME FROM OTHER TRADING ACTIVITIES

	<b>2023</b>	2022
	<b>£'000</b>	£'000
Rental and venue hire	<b>16</b>	116
Insurance administration	<b>16</b>	15
Other Trading Income	<b>30</b>	-
	<b>62</b>	131

Other Trading Income includes the Community Café at Hollybush Environment Centre and the sale of environmental handbooks.

Proceeds from trading activities are classified as unrestricted income in both years.

### 5 INCOME FROM INVESTMENTS

	<b>2023</b>	2022
	<b>£'000</b>	£'000
Rental Income from Investment Property	<b>66</b>	-
TOTAL	<b>66</b>	-

### 6 EXPENDITURE ON RAISING FUNDS

	<b>2023</b>	2022
	<b>£'000</b>	£'000
Marketing and public relations	<b>463</b>	162

Fundraising costs are classified as unrestricted expenditure.

## 7 EXPENDITURE ON CHARITABLE ACTIVITIES

	<b>Activities undertaken directly 2023</b>	<b>Grant funding of activities 2023</b>	<b>Support costs 2023</b>	<b>Total 2023</b>
	<b>£ '000</b>	<b>£ '000</b>	<b>£ '000</b>	<b>£ '000</b>
Health, conservation and community	9,318	-	1,503	10,821
Training and employment	128	-	22	150
	9,446		1,525	10,971

	<b>Activities undertaken directly 2022</b>	<b>Grant funding of activities 2022</b>	<b>Support costs 2022</b>	<b>Total 2022</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Health, conservation and community	7,402	-	1,204	8,606
Training and employment	84	-	14	98
	7,486	-	1,218	8,704

Support costs comprise:

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Finance, procurement and property	<b>493</b>	443
Information technology	<b>304</b>	275
Leadership	<b>179</b>	156
Governance	<b>58</b>	21
People services	<b>331</b>	201
Risk and safety	<b>160</b>	122
	<b>1,525</b>	1,218

Direct costs and grants awarded are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support costs are apportioned between restricted and unrestricted funds pro rata.

## 8 TRUSTEES' REMUNERATION, EXPENSES AND INDEMNITY INSURANCE

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Travel and subsistence	<b>11</b>	1
Indemnity insurance	<b>3</b>	3
	<b>14</b>	4

The directors of the Charity are the Trustees under charity law and received no remuneration from the Charity. The number of Trustees who received reimbursed subsistence and travel expenses or on whose behalf subsistence and travel costs were paid by the Charity was 16 (2022: six).

The Charity has taken out indemnity insurance that protects both the Charity and its Trustees from losses arising from neglect or default by the Trustees, employees or other agents of the Charity.

## 9 STAFF COSTS

	<b>2023</b> <b>£'000</b>	<b>2022</b> <b>£'000</b>
Wages and salaries	<b>5,795</b>	4,877
Social security costs	<b>488</b>	371
Defined contribution pension	<b>372</b>	223
Contributions to multi-employer pension plans	<b>9</b>	9
Other benefits	<b>42</b>	43
	<b>6,706</b>	5,523
Average number of staff	<b>267</b>	244

Wages and salaries include £8,823 (2022: £8,072) of redundancy payments.

Direct staff costs are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support staff costs are apportioned between restricted and unrestricted funds pro rata.

The number of staff receiving total employee benefits greater than £60,000 (including redundancy payments but excluding employer pension contributions) was:

	<b>2023</b> <b>number</b>	2022 number
£60,000 - £70,000	<b>1</b>	2
£70,000 - £80,000	<b>2</b>	2
£80,000 - £90,000	<b>1</b>	1
£90,000 - £100,000	<b>1</b>	1
	<b>5</b>	6

The total employment cost, including employer's national insurance contributions in respect of the Charity's executive leadership team, who are considered to be the key management personnel, amounted to £599,240 (2022: £644,863)

## 10 OTHER COSTS

Amounts payable to the Charity's auditor comprised:

	<b>2023</b> <b>£'000</b>	2022 £'000
Audit of the Charity's financial statements	<b>20</b>	30
	<b>20</b>	30

Net expenditure before taxation is stated after charging:

	<b>2023</b> <b>£'000</b>	2022 £'000
Depreciation of tangible fixed assets	<b>74</b>	75
Profit on disposal of fixed assets	<b>(3)</b>	-
Operating lease costs - property	<b>176</b>	154
Operating lease costs - other	<b>310</b>	218

## 11 FIXED ASSETS

	<b>Freehold Land and Buildings</b>	<b>Short Leasehold land and buildings</b>	<b>Motor Vehicles</b>	<b>Computer and other equipment</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Cost					
Opening	475	933	661	65	2,134
Additions	-	-	20	-	20
Reclassification of property	(250)	-	-	-	(250)
Disposals	-	-	(202)	-	(202)
Closing	225	933	479	65	1,702
Depreciation					
Opening	79	541	594	62	1,276
Charge for the year	10	51	12	2	75
Reclassification of property	(63)	-	-	-	(63)
Disposals	-	-	(202)	-	(202)
Closing	26	592	404	64	1,086
Carrying amount					
Opening	396	392	67	3	858
Closing	199	341	75	1	616

Further to an options appraisal carried out for the charity by Graham & Sibbald, Chartered Surveyors and legal advice from Mitchells Robertson, Trustees agreed in June 2022 to market Balallan House, Allan Park, Stirling for sale. The cost and accumulated depreciation for this property have therefore been transferred to current assets as an asset held for resale, which is expected to be concluded during 2023-24.

The Charity applied transitional arrangements of section 35 of FRS 102, using a valuation at 1 April 2014 as the deemed cost for all of its freehold properties. The properties are being depreciated from the valuation date.

The properties were last valued as at 1 April 2014 by an external professional valuer, Lambert Smith Hampton, a general practice firm providing surveying and valuation services, using market-based evidence for similar local properties. The cost of land and buildings at 31 March 2023 is made up of:

	<b>2023 £'000</b>
2014 valuation	225
Cost	225

If these assets had not been revalued freehold land and buildings would have been included on the historical cost basis at the following amounts:

	<b>2023 £'000</b>	<b>2022 £'000</b>
Cost	170	397
Depreciation	(98)	(162)
Net book amount	72	235

Included within freehold land and buildings is land held at deemed cost of £75,000 (2022: £150,000), which is not depreciated.

There were contractual commitments to acquire tangible fixed assets at 31 March 2023 of £60,000 representing the building of a new toilet block at the Hollybush Environment Centre which is funded through grant funding from the Veolia Landfill grant (2022: nil).

## 12 INVESTMENT PROPERTY

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Opening Balance at 01/04/2022	850	-
Reclassification from Tangible Fixed Assets	-	649
Revaluation	0	201
Closing Balance 31/03/2023	850	850

## 13 DEBTORS

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Trade debtors	2,181	1,910
Prepayments and accrued income	1,585	1,395
Other debtors	31	24
	<b>3,797</b>	<b>3,329</b>

## 14 ASSETS HELD FOR RESALE

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Balallan House, Stirling	187	-
	<b>187</b>	<b>-</b>

## 15 CASH AND CASH EQUIVALENTS

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Cash at bank and in hand	779	1,500
Total cash and cash equivalents	779	1,500

## 16 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Trade creditors	672	463
Accrued Expenditure	366	372
Deferred income	710	917
Other taxation and social security	219	261
Pensions	149	38
	<b>2,116</b>	<b>2,051</b>

## 17 DEFERRED INCOME

Contractual income is deferred when income is invoiced or received in advance of delivery of the associated service. Movements in deferred unrestricted income during the year were as follows:

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Brought forward	917	781
Utilised during the year	(917)	(781)
Deferred during the year	710	917
Carried forward	710	917

## 18 PROVISIONS FOR LIABILITIES

	<b>2023</b> <b>Dilapidations</b> <b>£'000</b>	<b>2022</b> <b>Dilapidations</b> <b>£'000</b>
Balance at 1 April 2021	98	199
Utilised during the year	-	(101)
Increased provision	-	-
<b>Balance at 31 March 2023</b>	<b>98</b>	<b>98</b>

The dilapidations provisions carried forward represent dilapidations obligations for 24 (2022: 20) leased properties.

## 19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2023 were represented by:

	<b>Unrestricted</b> <b>funds</b> <b>£'000</b>	<b>Restricted</b> <b>Income funds</b> <b>£'000</b>	<b>Total</b> <b>funds</b> <b>£'000</b>
Tangible fixed assets	725	741	1,466
Net current assets	1,488	1,159	2,647
Provisions	(98)	-	(98)
<b>Total net assets</b>	<b>2,115</b>	<b>1,900</b>	<b>4,015</b>

Fund balances at 31 March 2022 were represented by:

	<b>Unrestricted</b> <b>funds</b> <b>£'000</b>	<b>Restricted</b> <b>Income funds</b> <b>£'000</b>	<b>Total</b> <b>funds</b> <b>£'000</b>
Tangible fixed assets	711	997	1,708
Net current assets	1,876	902	2,778
Provisions	(98)	-	(98)
<b>Total net assets</b>	<b>2,489</b>	<b>1,899</b>	<b>4,388</b>

## 20 RECONCILIATION OF NET CASH FLOW FROM OPERATING ACTIVITIES

	<b>2023</b> <b>£'000</b>	<b>2022</b> <b>£'000</b>
Net (expenditure)/income	<b>(373)</b>	467
Adjustments for:		
Depreciation charges	<b>75</b>	75
Dividends, interest and rents	<b>(82)</b>	(116)
Profit on sale of fixed assets	<b>(3)</b>	-
(Increase) in debtors	<b>(468)</b>	(1,173)
Increase in creditors	<b>65</b>	427
Decrease in provisions	<b>-</b>	(101)
Net cash provided by operating activities	<b>(786)</b>	(421)

## 21 OPERATING LEASE COMMITMENTS AND RECEIVABLES

Total minimum commitments payable under non-cancellable operating leases are as follows:

	<b>Land &amp; Buildings</b>		<b>Other</b>	
	<b>2023</b> <b>£'000</b>	2022 £'000	<b>2023</b> <b>£'000</b>	2022 £'000
Commitments payable:				
Within one year	<b>57</b>	110	<b>92</b>	190
Within two to five years	<b>29</b>	181	<b>269</b>	308
After five years	<b>-</b>	23	<b>-</b>	10
	<b>86</b>	314	<b>361</b>	508

Total minimum receivables under non-cancellable operating leases for land and buildings temporarily surplus to the operational requirements of the Charity are as follows:

	<b>2023</b> <b>£'000</b>	2022 £'000
Operating leases that expire:		
Within one year	<b>11</b>	-
Within two to five years	<b>77</b>	434
	<b>88</b>	434

## 22 PENSION SCHEMES

The Charity operates a defined contribution scheme for all qualifying employees. The assets of the schemes are held in separate funds administered by independent pension providers.

The Charity participates in the CSP Alpha 2015 scheme, a multi-employer scheme which provides benefits to some 300 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity 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 total cost of pensions for the year incurred by the Charity was £381k (2022: £232k). Included in other creditors is £148k (2022: £37k) in respect of pension schemes.

Included in the above costs were backdated employer pension contributions of £97k, further to incorrect contributions being made by the charity from April 2020 to March 2023. A report has been made to The Pensions Regulator detailing the need for these additional contributions, which has also been sent to the Charity Commission for their information.

## 23 RELATED PARTY TRANSACTIONS

There are no related party transactions to declare.

## 24 CONTINGENT LIABILITIES

If the Charity were to dispose of its freehold property on Mallard Way, Doncaster, prior to November 2025, Doncaster Metropolitan Borough Council would be entitled to 50% of the sale proceeds for the land. This clawback entitlement has been taken into account in the updated valuation of the property in re-classification from tangible fixed assets. The property is currently leased until December 2027, beyond the date when the clawback would crystallise.

Certain of the grants received in the current and previous years from EU and other funders include rights to clawback amounts paid to the Charity. The Charity takes all reasonable steps to ensure it complies with the terms attaching to receipt of EU and other income and considers any repayments to be unlikely. However, the Trustees recognise that this is a complex area and there is always a risk that some funding could become repayable following audits by the funders' verification teams.

## 25 CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

### **Accounting for grants and contracts**

The classification of income from charitable activities as either grant funding or contracts for provision of services requires judgement as to the nature of the terms agreed with the funder. This classification affects both the presentation and timing of income recognised in the Statement of Financial Activities.

Contracts are classified as unrestricted income, which is recognised in the periods in which the services are delivered. Grants are classified as restricted income and are recognised when receivable provided that conditions for receipt have been met, unless they specifically relate to a future period.

The recognition of grants related to the purchase or construction of tangible fixed assets involves a further judgement as to the useful economic life of the assets to which they relate.

## 26 SCHEDULE OF RESTRICTED GRANTS 2022-23

	Opening Balance 01 April 2022 £'000	2023 Income £'000	Transfers between funds £'000	2023 Expenditure £'000	<b>Closing Balance 31 March '23 £'000</b>
<b>Big Lottery Fund</b>					
Chance to Study programme.	2	-	(2)	-	-
<b>Building Roots Ayrshire</b>					
Resettlement, integration, community learning and development in North, East and South Ayrshire.	-	50	-	(50)	-
<b>Climate Action Fund (Community Fund)</b>					
Acorn Farms food resilience and climate action project through the "I can grow" project.	-	76	-	(76)	-
<b>DAERA</b>					
Creating environmental jobs on the North Coast.	15	(15)	-	-	-
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history.	100	-	-	(42)	<b>58</b>
<b>Glasgow Communities Fund</b>					
Supporting the Seven Lochs Community Action in Nature.	-	92	-	(69)	<b>23</b>
<b>Heritage Fund</b>					
Improve Biodiversity and community engagement across three county Wildlife sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	9	6	-	(12)	<b>3</b>
Restore the green corridor along the river Crane at Cranford.	79	60	-	(139)	-
Linking communities with their local green spaces in and around Cumberaund.	-	62	-	(62)	-
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by the HS2 development to discover and care for green spaces in their neighbourhood through practical volunteering and Camden Green Gym.	-	4	-	-	<b>4</b>
<b>Natural England Outside is Fun</b>					
Outdoor Learning Activities for School children on community woodlands across South Yorkshire.	-	2	-	(2)	-
<b>Northern Ireland Environment Agency</b>					
Habitat and landscape management at South Perrins and north coast of Northern Ireland.	-	29	-	(29)	-
<b>Postcode Earth Trust</b>					
Support for a range of measures to support TCV in connecting people and green spaces to deliver lasting outcomes for both.	-	80	(584)	(216)	-
Additional award to support projects and activities in TCV.	250	1	(78)	(173)	-
<b>Carried forward</b>	<b>455</b>	<b>1,167</b>	<b>(664)</b>	<b>(870)</b>	<b>88</b>

	Opening Balance 01 April 2022 £'000	2023 Income £'000	Transfers between funds £'000	2023 Expenditure £'000	<b>Closing Balance 31 March '23 £'000</b>
<b>Brought forward</b>	455	1,167	(664)	(870)	<b>88</b>
<b>Public Health Agency</b>					
Extension of Green Gym project (Protect Life).	-	12	-	(11)	<b>1</b>
Green Gym Dig it Eat It programme: to improve the environment whilst improving mental and physical health, skills and nutrition.	-	129	-	(106)	<b>23</b>
Western Green Gym: to establish, develop and deliver the Green Gym and Fruit and Veg Green Gym in Western Belfast.	-	103	-	(103)	-
Southern Green Gym: to develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	-	61	-	(61)	-
Mid Ulster Community growing programme.	-	38	-	(31)	<b>7</b>
<b>Scotland Counts - Community Flood Monitoring</b>	-	20	-	(20)	-
Scotland Counts Citizen Science 2022-23 community flooding volunteer project.					
<b>Scottish Forestry</b>					
Green Space for Health to promote green spaces in the grounds of Gartnavel hospitals in Glasgow.	-	6	-	(6)	-
Development of the Clyde Climate Forest.	12	59	-	(26)	<b>45</b>
<b>Scottish Natural Heritage</b>	-	25	-	(25)	-
Deliver and develop and new Green Health partnership to bring together community green health projects and key health referral agencies.					
<b>The Earley Charity</b>	27	-	-	(27)	-
To deliver a trainee volunteer officer programme in Berkshire.					
<b>The Woodland Trust Scotland</b>	-	186	-	(186)	-
Development of the Clyde Climate Forest.					
<b>West Lindsey District Council</b>	-	30	-	(30)	-
Helping local communities engage in maintenance of nature areas in West Lindsey District.					
<b>TOTAL Disclosed Grants</b>	<b>494</b>	<b>1,836</b>	<b>(664)</b>	<b>(1,502)</b>	<b>164</b>
<b>Other Restricted Revenue Grants</b>	<b>609</b>	<b>2,804</b>	<b>(614)</b>	<b>(2,067)</b>	<b>732</b>
<b>Total of Revenue Grants</b>	<b>1,103</b>	<b>4,640</b>	<b>(1,278)</b>	<b>(3,569)</b>	<b>896</b>
<b>Restricted Capital Grants</b>	<b>796</b>	<b>60</b>	<b>-</b>	<b>(53)</b>	<b>803</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>-</b>	<b>255</b>	<b>233</b>	<b>(488)</b>	<b>-</b>
<b>Total</b>	<b>1,899</b>	<b>4,955</b>	<b>(1,045)</b>	<b>(4110)</b>	<b>1,699</b>

## 27 SCHEDULE OF RESTRICTED GRANTS 2021-2022

The funds of the charity include the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Big Lottery - Awards for All</b>					
Growing communities (10306271): transforming health and happiness of disadvantaged coastal communities in Adur and Worthing.	26	47	-	(73)	-
<b>Big Lottery Fund</b>					
Community engagement programme to support the community to make better use of their surrounding natural environment.	-	2	-	(2)	-
<b>Building Roots Ayrshire</b>					
Resettlement, integration, community learning and development in North, East and South Ayrshire.	-	36	-	(36)	-
<b>Chance to Study</b>					
Big Lottery Fund and ESF Building Better Opportunities grant.	5	-	(3)	-	2
<b>Co-op Foundation</b>					
Support the role of the Trafford Community Hub Project Officer increasing capacity to support local community groups.	28	-	-	(28)	-
<b>DAERA</b>					
Creating environmental jobs on the North Coast.	-	57	-	(42)	15
<b>European Social Fund</b>					
Training for Employment.	26	195	(221)	-	-
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history.	77	84	-	(61)	100
<b>Glasgow Communities Fund</b>					
Scotland Counts Citizen Science 2021/2022 - Community Flooding Volunteer Project.	-	61	-	(61)	-
<b>Carried forward</b>	<b>162</b>	<b>482</b>	<b>(224)</b>	<b>(303)</b>	<b>117</b>

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Brought forward</b>	<b>162</b>	<b>482</b>	<b>(224)</b>	<b>(303)</b>	<b>117</b>
<b>Heritage Lottery Fund</b>					
Environmental Volunteering at Crawfordburn County Park.	32	4	-	(36)	-
Improve biodiversity and community engagement across three County Wildlife Sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	5	24	-	(20)	9
Restore the green corridor along the river Crane at Cranford.	-	105	-	(26)	79
Building Roots Programme will involve a series of heritage discovery workshops for up to 200 Syrian refugee families recently rehoused across Edinburgh, Livingston, Fife, North Lanarkshire, Falkirk, Stirling and Clackmannanshire.	18	7	-	(25)	-
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by the HS2 development to discover and care for green spaces in their neighbourhood through practical volunteering and Camden Green Gym.	-	31	-	(31)	-
<b>Leeds City Council</b>					
Additional award to support projects and activities in TCV.	12	-	-	(12)	-
<b>Natural England</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	45	-	(45)	-
<b>Natural England - Outside is fun</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	45	-	(45)	-
<b>National Heritage Lottery Fund</b>					
Linking communities with their local greenpaces in and around Cumbernauld.	-	42	-	(42)	-
<b>NatureScot &amp; Scottish Government funding to support TCV projects across Scotland</b>					
Supporting projects across Scotland.	-	341	-	(341)	-
<b>Northern Ireland Environment Agency</b>					
Habitat and landscape management at South Sperrins and north coast of Northern Ireland	-	30	-	(30)	-
<b>Peoples Health Trust</b>					
Local People Programme to establish and develop local community groups in areas of multiple deprivation.	25	(25)	-	-	-
<b>Postcode Green Trust</b>					
Support for a range of measures to support TCV in connecting more people and green spaces to deliver lasting outcomes for both.	497	-	(244)	(253)	-
Additional award to support projects and activities in TCV.	-	550	(30)	(270)	250
<b>Carried forward</b>	<b>751</b>	<b>1,681</b>	<b>(498)</b>	<b>(1,479)</b>	<b>455</b>

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Brought forward</b>	<b>751</b>	<b>1,681</b>	<b>(498)</b>	<b>(1,479)</b>	<b>455</b>
<b>Public Health Agency</b>					
Extention of Green Gym (Protect Life).	1	12	-	(13)	-
Green Gym Dig it and Eat it programme: To improve the environment whilst improving mental and physical health, skills and nutrition.	-	111	-	(111)	-
Western Green Gym: To establish, develop and deliver the Green Gym, and Fruit and Veg Green Gyms, in Western Belfast.	7	119	-	(126)	-
Southern Green Gym: To develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	1	57	-	(58)	-
Mid Ulster Community growing programmes.	-	36	-	(36)	-
<b>Scotland Counts - Community Flood Monitoring</b>	-	20	-	(20)	-
Scotland Counts Citizen Science 2021/2022 - Community Flooding Volunteer Project					
<b>Scottish Forestry</b>					
Green space for Health, to promote green spaces in the grounds of Gartnavel hospitals in Glasgow.	-	15	-	(15)	-
Development of Clyde Climate Forest.	-	33	-	(21)	<b>12</b>
<b>Scottish Natural Heritage</b>					
Develop and deliver a new Green Health Partnership to bring together community green health projects and key health referral agencies.	-	25	-	(25)	-
<b>The Earley Charity</b>					
To deliver a trainee Volunteer Officer programme in Berkshire.	15	44	-	(32)	<b>27</b>
<b>The Woodland Trust Scotland</b>					
Development of the Clyde Climate Forest.	-	109	-	(109)	-
<b>West Lindsey District Council</b>					
Helping local communities engage in maintenance of nature areas in West Lindsey District.	-	31	-	(31)	-
<b>West Lothian Green Action</b>					
Youth Employability Project.	-	19	(19)	-	-
<b>Total disclosed grants</b>	<b>775</b>	<b>2,312</b>	<b>(517)</b>	<b>(2,076)</b>	<b>494</b>
<b>Other restricted revenue grants</b>	<b>288</b>	<b>1,845</b>	<b>(239)</b>	<b>(1,285)</b>	<b>609</b>
<b>Total of revenue grants</b>	<b>1,063</b>	<b>4,157</b>	<b>(756)</b>	<b>(3,361)</b>	<b>1,103</b>
<b>Restricted capital grants</b>	<b>849</b>	<b>53</b>	<b>(53)</b>	<b>(53)</b>	<b>796</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>-</b>	<b>263</b>	<b>244</b>	<b>(507)</b>	<b>-</b>
<b>Total</b>	<b>1,912</b>	<b>4,473</b>	<b>(565)</b>	<b>(3,921)</b>	<b>1,899</b>

Transfers between funds relate to restricted funds which provide support for central functions or activities which are unrestricted in their nature – for example match funding for specific projects. In addition, Government support, in the form of Coronavirus Job Retention Scheme income (which was unrestricted) has been used to pay salaries of staff who were furloughed and employed specifically on projects which are normally funded by restricted income. This has enabled greater transparency for these projects to clearly record the income from a funder and support from Government for furloughed staff.

The £244,000 Postcode Green Trust transfer relates to funding of TCV marketing and business development activities.

The £221,000 European Social Fund transfer relates to the funding of a variety of educational activities in Northern Ireland.

## Schedule of conditional grants 2022-2023

During the year, the following organisations supported TCV’s activities. It is a condition of the provision of these funds that they are separately disclosed in this Annual Report and Financial Statements.

British Hedgehog Preservation Society	Heathrow Community Fund	Peacock Charitable Trust
Coalfields Community Landscape Partnership	ICAP	Scotrail
Colchester Borough Council	John Laing	Stirling Council
Community Forest Trust	Leeds City Council	The Greater London Authority
DEFRA – Queen’s Green Canopy	Leeds Community Foundation	TK Maxx
Department of Justice, Northern Ireland	Leicestershire and Rutland Community Foundation	Trust for Oxfordshire’s Environment
EB Scotland Kinneil	London Borough of Hounslow	United Utilities
Edinburgh Voluntary Organisations Council	London Borough of Richmond	Vistry Partnerships Limited
Glasgow City Council	National Citizen Service	Wates Family Enterprise Trust
Groundwork UK	National Forest Company	
Health Tree Foundation	National Grid	
	Northern Ireland Environment Agency (NIEA)	

As a Charity we rely on the support of individuals and organisations that share our determination to address the challenges facing people and green spaces today.

We are proud to be supported by donors, local and national government, lotteries, private organisations, charities, trusts and landowners – all of whom are committed to our vision of healthier, happier communities for everyone.

Please get in touch for opportunities to support our valuable work.

Visit [tcv.org.uk/support](https://www.tcv.org.uk/support)

The Conservation Volunteers  
Gresley House, Ten Pound Walk  
Doncaster DN4 5HX  
Telephone: 01302 388883  
Email: [information@tcv.org.uk](mailto:information@tcv.org.uk)  
[www.tcv.org.uk](https://www.tcv.org.uk)



TCV is striving to support more diverse audiences year on year and is committed to the following initiatives to help us achieve this:



**THE CONSERVATION VOLUNTEERS**

England & Wales - Charity number 261009

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# Accounts

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# TCV Annual Report and Financial Statements 2021-2022



Connecting people and green spaces

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As this annual report and the accompanying financial statements confirm, TCV has come through Covid 19 in good shape.

All the changes we made to our governance review a few years ago are now in place and working well. In particular this last year we have restructured our work with community groups and I am delighted that Tony Burton CBE, a former trustee, is now chairing the group overseeing significant growth in this aspect of our work.

We have also emerged from the coronavirus pandemic with our operations back up and running, our staff back from furlough and with the addition of new projects to our portfolio.

Our finances are in a strong position, evidenced by our significant surplus in the year and the strength of our reserves. This places us in a good position to invest in our future and manage the inevitable risks that we face. In particular we are reviewing our staff pay and other reward policies so that we are better able to offer good career prospects as well as the opportunities to work on specific conservation and volunteering projects.

Operating in the third sector is an inevitably challenging prospect but as a green charity we are also in a strong position to address many of the issues we face, such as the climate and biodiversity emergencies, by offering our community groups and many others the chance to take practical steps to help solve these. We are well placed to take advantage of the new funding available to deal with these challenges.

We could not do this without the many partners who help and fund our work and I pay tribute to their continued commitment to TCV throughout the pandemic. I also need

to pay tribute to the commitment of our CEO and his senior leadership team to ensuring that TCV has come through the pandemic in such a resilient manner.

This will be my last Chair’s introduction to our annual reports as I shall be standing down at the end of my term later this year. I have much enjoyed being part of the stewardship of the charity but I could not have done the job without the support of my fellow trustees all of whom bring wide ranging skills and experience to our work as a Trustee Board.

In the course of the year two of our fellow trustees came to the end of their terms both of whom have made major contributions to our work. Richard Stiff brought long experience of local government including as a CEO of a Scottish local authority and brought that experience to all our deliberations, including as a member of our Governance and Remuneration Committee. Tony Burton brought his experience as a chartered planner and senior staff member of a green charity, CPRE, to bear on our work, including as a member of our Audit and Risk Committee. Long a champion of our community groups he has kindly taken on the role of chair of our Chestnut Fund committee that provides support for our community groups. Our thanks to both for their stewardship of TCV and to Tony for his continuing role.

I am also particularly grateful to three other trustees who will also be stepping down as their terms end. Simon Rennie has been my Deputy Chair throughout my term, offering me wise and timely advice, and he has also been unstinting in his additional role as chair of our Governance and Remuneration Committee. Julie Royce has completed nine years as a trustee and played a key role as a member of our Audit and Risk Committee. Our thanks and good wishes are also owed to John Mallalieu who not only chaired our former Employment and Training Services entity but as a highly experienced CEO (and also Chair) of charities and other not for

profit organisations has been a key source of advice to the Board and to me personally on a wide range of governance issues, not the least during our 2019 governance review of TCV. All three will leave with the gratitude of all in the Charity.

At the same time as preparing to say goodbye to some trustees we have also welcomed four new trustees. Emma Aspinall has brought significant experience in running social welfare organisations. Emily Evans brings us similar strength in running health and related bodies. These skills are critical to a charity relying on volunteering to help people build their health and their employability. Uilani Dines joins us with executive experience in green charity work and Katie Simmons in fundraising management with an overseas aid and development charity. Our new trustees were recruited against our need to have trustees with the expertise as well as commitment to deal with the rapidly changing world in which we now operate.

Finally and by no means least we were all saddened by the death of HRH Prince Philip, the Duke of Edinburgh. He was a champion of conservation and had been our Patron for many years. We greatly valued his interest in our work and the support he gave us. I was privileged to be a member of the congregation at the Memorial Service held in Westminster Abbey in April 2022 in his memory as one of the representatives of his many charities.

As I step aside, I shall continue to look on at what TCV is doing and will be confident that with a strong board of trustees and a strong leadership team it will continue its key work of bringing people and green spaces together.



**Prof Tony Crook**  
**CBE FAcSS FRTPi,**  
Chair Board of Trustees



Welcome to The Conservation Volunteers' annual report for 2021-22.

As we headed into the year, global society had made little progress in the race to tackle the climate and ecological emergency and the pandemic had exacerbated many pre-pandemic problems including poor mental health, social isolation and inequality.

Our strategy, ***For people and green spaces: a thriving network for everyone***, acknowledges the interrelated nature of these challenges and recognises that they should not be tackled in isolation. It explains how we respond to these challenges by delivering lasting outcomes – for environment, health & wellbeing, communities, and learning & skills – by connecting people and green spaces.

In the first year of our strategy, we connected 70,000 people with green spaces. As always, volunteers were at the heart of our work – with 93,000 volunteer workdays transforming 1,245 green spaces, 24% of which were in the most deprived 20% of neighbourhoods. And we made some great progress towards our strategic goals:

***Goal 1: We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces.***

We put new outputs place, captured new volunteering data, involved our volunteers in exploring the impact of their work, and added a dedicated impact page to our website.

***Goal 2: We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both.***

We grew our Community Network to more than 1,800 independent local community groups comprising

more than 36,000 volunteers. We understood more about the needs and achievements of the community groups we work with beyond just our Community Network.

***Goal 3: We will support more diverse audiences to connect with green spaces.***

We continued to contribute to the Diverse Sustainability Initiative and maintained our commitment up to ACEVO's Eight principles to address the diversity deficit in Charity leadership. We collected more data in relation to equality, diversity and inclusion (EDI) and included new EDI questions in our annual employee survey. We commissioned the Employers' Network for Equality & Inclusion, which produced a diagnostic report into improving EDI in TCV, and we began to put an EDI implementation plan in place.

None of this would have been possible without the continued support, dedication, expertise and enthusiasm of each and every volunteer, employee, partner, funder or donor. If, through reading this report, you are discovering The Conservation Volunteers for the first time, I hope it will inspire you to join us as one or more of the above.



**Darren York,** Chief Executive



## APRIL

### Wildskills

Our trainees kick-started their career developing journeys kindly supported by players of People's Postcode Lottery. TCV's WildSkills programme is a traineeship providing young people with barriers to employment with a real opportunity to develop rewarding and sustainable outdoor careers. All whilst making an impact for wildlife, climate and communities!

Trainees are immersed in environmental conservation sector roles, developing highly sought-after skills in three of TCV's main workstreams; practical conservation, community engagement and increasing biodiversity.



## JULY

### TCV Launches Strategy for 2021-25

Our ambitious strategy "For people and green spaces: a thriving network for everyone" reflects on how the climate and ecological emergency must inspire action at all levels of society. TCV will target its work to connect people and green spaces to provide multiple benefits and address many of the most pressing issues facing our society.

Still laser focussed on our four outcomes of **Communities, Health & Wellbeing, Learning & Skills**, and with **Environment** underpinning them all, the strategy set out ambitious pledges to:

- Work with volunteers and communities to grow our tree planting to **5 million trees**.
- Support a thriving UK-wide network of over **5,000 community organisations**.
- Become **more diverse, year on year**, increasingly reflecting the make-up of the communities we work in.



## MAY

### Urban Tree Festival

TCV joined this year's Urban Tree Festival, hosting a talk about how, along with our partners (NatWest and Coutts), we planted 32,000 trees to create Europe's largest 'mini urban' forest, utilising a pioneering method of tree planting.

The Miyawaki Method is regarded as one of the most effective tree planting methods for creating forest cover at speed, on land that has been used for other purposes, such as construction. It's designed to encourage tree growth that is up to 10 times faster, resulting in a plantation 30 times denser than usual.

Perfect for urban landscapes, parkland and with potential for brownfield sites. Good news for communities and local wildlife!

Since the talks, we have planted two 'Wee Forests' with funding from the Scottish Government's nature agency, NatureScot in Glasgow and Fife. And we continued to plant trees across the UK as part of NatWest's commitment with TCV to the NatWest Forest.

## AUGUST

### The Queen's Green Canopy

TCV became a delivery partner of The Queen's Green Canopy (QGC), a unique tree planting initiative which invites people from across the United Kingdom to "Plant a Tree for the Jubilee." With ambitions to plant over 1,200,000 new trees across the UK by the end of the planting season, we are supported by 3,500 community groups, through our flagship community free tree planting programme, I Dig Trees, with OVO Energy. Trees were and continue to be planted by our teams, volunteers and with partners NatWest, Coutts, National Grid, Willmot Dixon, Wates Group and through The ICAP Fruit Tree Initiative - From the Ground Up!



## JUNE

### Restoration for Hollybush Conservation Centre

Restoration works at Hollybush, a former rhubarb farm in Leeds, were completed with £248k of funding from The Veolia Environmental Trust, enhancing the site's facilities, accessibility and biodiversity.

A listed building, TCV Hollybush is now a popular community centre and nature garden in the heart of Leeds, managed for wildlife and boasting over 10,000 visitors and volunteers a year. People visit to experience and learn about nature, support their health and wellbeing, gain skills and help their community.

Despite Covid-19 restrictions, we made environmental and amenity improvements to the Hollybush site and building, notably involving 57 volunteers at a time of considerable isolation.



## SEPTEMBER

### A New Home in Northern Ireland

TCV announced a new partnership with National Museums NI, which sees its North Down operations and native tree nursery move to the grounds of the Ulster Folk Museum at Cultra.

With a shared vision for the environment, biodiversity and the need to proactively address the climate crisis, both organisations also place an emphasis on the benefits volunteering can have on community wellbeing as well as on the individual taking part. This partnership creates new ways for people to access the green spaces in the museum and to get involved in fun, hands-on activities while learning new skills.



## OCTOBER

### Ready. Steady. Grow

This was our seventh year of planting and distributing trees through our phenomenally successful I Dig Trees programme with OVO Energy.

Together we continue to smash our tree planting targets for climate, wildlife and communities!

We've now surpassed 2,000,000 trees with over 4,700 community groups and volunteers across the UK having benefitted. Trees planted through our programme absorb carbon dioxide, add to green space coverage that creates homes for nature, and help bring communities back together for community planting events after COVID-19 restrictions.



## NOVEMBER

### COP26: Taking Practical Action for Biodiversity and Climate

TCV exhibited our work in the COP26 Green Zone in Glasgow and also in the Google Arts and Culture virtual green zone, which was featured as the Google Doodle for one day during the event, demonstrating our work for the environment and communities to a wider audience across the UK.

This international event helped us to reach more people, connecting them to their green spaces and showing them they can have an impact on the ground to help tackle the climate and biodiversity emergencies.

COP26 volunteers also took practical action to improve local green spaces in a series of 'hands-on' conservation days run by TCV in Glasgow.



## DECEMBER

### Inspiring the Next Conservation Heroes...From the Ground Up!

ICAP Charity Day saw the interdealer broker globally raise and donate 100% of their revenues and commissions to Charity for one day, with the help of some famous faces along the way!

With the money raised, TCV launched The ICAP Fruit Tree Initiative - From the Ground Up! Engaging and educating school children in the natural outdoor classroom by planting and nurturing fruit trees.

Courtesy of ICAP, we offered 500 free fruit tree packs to primary schools - each pack of 4 fruit trees, is capable of creating a mini fruit orchard for the schools.



## JANUARY

### For Everything Living, We're There.

With the support of players of People's Postcode Lottery, we launched a video that represents everything we're about and our ambitious strategy pledges. Our 'We're there' campaign video aims to encourage support for our practical volunteering projects and encourage more volunteers to join in, feel good!

The video is driving website traffic and new subscribers, reaching new targeted audience members across the UK.

The video features a variety of volunteering tasks to showcase what a volunteer may expect, as well as reinforcing the importance and impact of green space volunteering.

## FEBRUARY

### Port Sunlight River Park

TCV became the new managing agent for Port Sunlight River Park, Merseyside. A former landfill, the 70-acre site was reclaimed and revitalised by landowners The Land Trust alongside Autism Together, under a succession of dedicated park rangers and volunteers.

We now take the reins and look forward to maintaining this much-loved green space and delivering a variety of conservation activities with local volunteers.

We will run one of our health-promoting Green Gyms as part of the Bridging the Covid Gap Together project, in partnership with One Wirral. Alongside two other local locations, this Green Gym will be for people with long-term health conditions and is funded through NHS Charities Together.



## MARCH

### National Grid - 26 years supporting TCV

National Grid is one of our longest-standing corporate partnerships and has, for many decades, helped TCV to connect people and green spaces to deliver lasting outcomes for both. Not only through their continued support of our Skelton Grange Environment Centre in Leeds, but this year National Grid also helped TCV to plant 22,500 trees and through the incredible generosity of their National Grid shareholders, TCV received a donation of £116,000 to help us continue connecting people and green spaces right across the UK.



# Who we are

We are The Conservation Volunteers. We connect people and green spaces to deliver lasting outcomes for both.

We do this by bringing people together to create, improve and care for green spaces: from local parks and community gardens to local nature reserves and Sites of Special Scientific Interest; from school grounds and hospital grounds to waterways, wetlands and woodlands. We connect people to the green spaces that form a vital part of any healthy, happy community.

Our team of dedicated, passionate staff and volunteers work with communities across England, Northern Ireland and Scotland and, through our Community Network, we support local community groups across the UK.

## OUR OUTCOMES AND HOW WE DELIVER THEM:



### Health & Wellbeing

People improve their physical and mental health and wellbeing by being outdoors, active and connected with others.



### Communities

Communities are stronger, working together to improve the places where people live and tackling the issues that matter to them.



### Learning & Skills

People improve their confidence, skills and prospects through learning inspired by the outdoors.

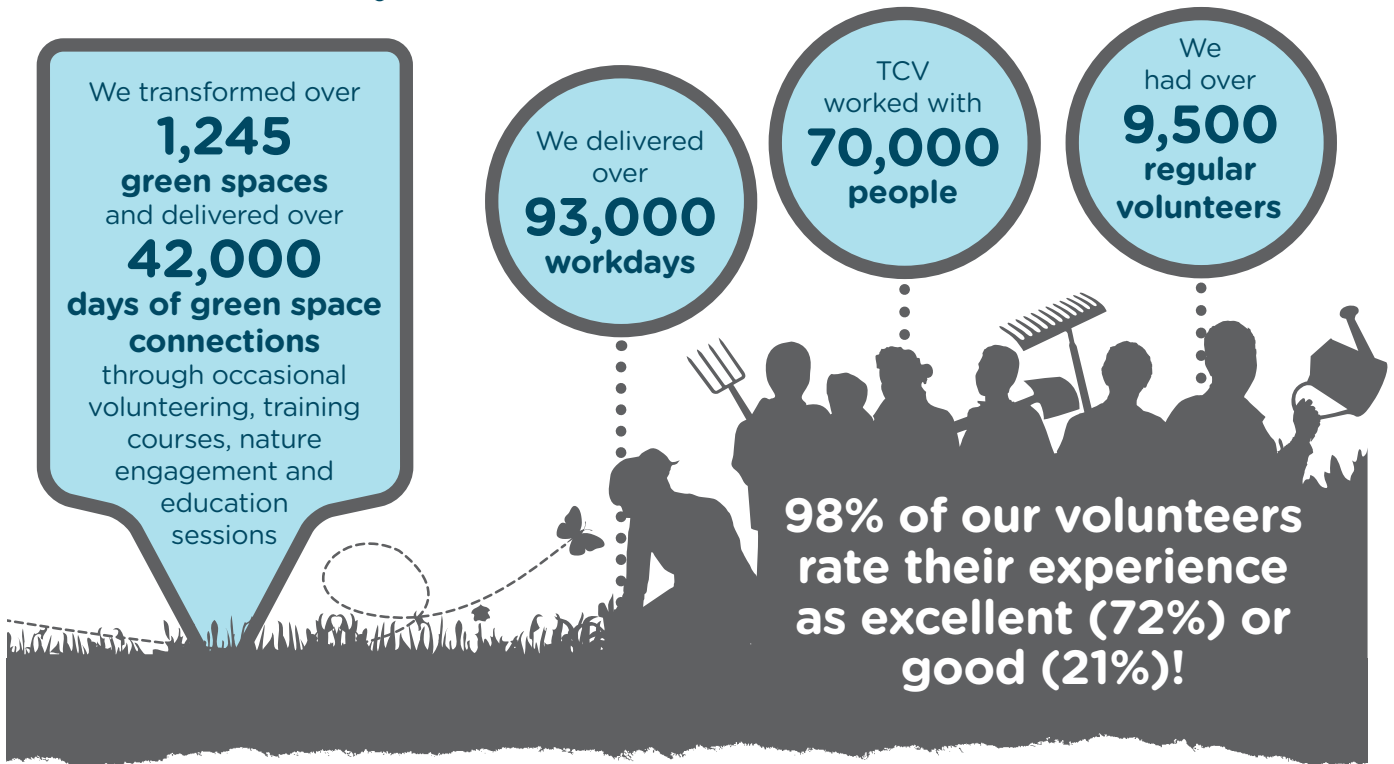


### Environment

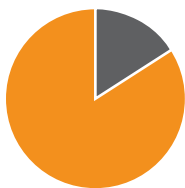
Green spaces are created, protected and improved, for nature and for people. **Our work with the environment underpins all our other outcomes.**

Over the following pages, you can read about examples of TCV's activities, each of which deliver one or more of the above outcomes.

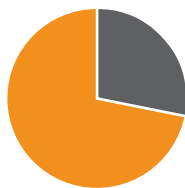
# Our impact: 2021-22



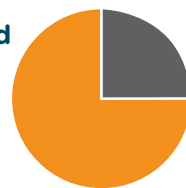
## We represent diversity



19% of our registered volunteers have a disability



28% of registered volunteers are from ethnic minority backgrounds



24% of our registered volunteers are in the top 20% most deprived UK areas

## And of our volunteers...



**"You transform not only city environments, not only country environments, but you also transform people - the people who do it, and the people who benefit from it."**

Sir David Attenborough, TCV Vice President talking about TCV

## A Rewarding Year of Service

TCV has been working with Volunteering Matters and NCS to deliver nature-focused traineeships for the UK Year of Service programme. TCV believes in the potential of young people to play a significant role in the nation's recovery from the coronavirus pandemic.

The programme provides a development initiative to power-up the early careers of young talent, with 50% of roles reserved for those on Universal Credit. The programme has been equipping young people with the connections, experiences, tools and insight needed to succeed at work. It gives them the skills to transition beyond the placement and develop long-term careers in the environmental and voluntary sector.

Our 27 trainees are a diverse group of 18 to 24-year-olds, all previously unemployed or on low income, including LGBTQ+ and ethnic minority community members, with many having experienced physical



and mental health challenges. This diverse group has enabled a wider range of people to be involved in natural heritage, not only among themselves, but by engaging wider community groups in urban and rural settings. Players of the People's Postcode Lottery kindly supported the programme in Great Britain.

*"I have learnt and put into practice skills including writing risk*

*assessments, safeguarding, and leadership, while also improving my ability to manage my own time and create meaningful projects with various audiences and communities. I am confident these skills have enhanced my employability and I will continue to utilise them repeatedly throughout my career."* **TCV Year of Service Trainee**

## Clyde Climate Forest



Over the next decade, ten trees for every man, woman and child in Glasgow City Region will be planted as part of a new urban 'forest' to tackle climate change.

The aspiring planting pledge lies at the heart of the new Clyde Climate Forest, which is part of the Glasgow & Clyde Valley Green Network. With funding from Woodland Trust and Scottish Forestry, this ambitious

project will breathe new life across the eight local authorities in the region.

TCV is proud to be part of such a fantastic initiative and our role is huge for the project delivery. A new team of TCV staff will complete the initial tree planting and will engage communities and organisations across the city to identify sites and get involved in community tree planting.

Around 18 million trees will be planted over the next decade, increasing woodland cover in the region from 17% to 20%. The move is being viewed as an ideal opportunity for Glasgow City Region to demonstrate its commitment to reaching Net Zero after hosting the COP26 climate summit.

*"We have an opportunity to shine a spotlight on Glasgow City Region and showcase how we are planning to adapt to and mitigate climate change while allowing nature to thrive and grow ... New community woodlands, trees and forests will bring multiple benefits to our local communities as well as wildlife. The pandemic has brought into focus like never before, the value of local spaces as places to exercise, de-stress and engage with nature and this project can help to deliver the Green Recovery. The economic, ecological and social benefits will be extensive."* **Cllr Aitken, Chair of Glasgow City Region Cabinet and Leader of Glasgow City Council**



## Verging on something spectacular

The Hull Road Ward Wild Flowering Project, funded by City of York Council, sees TCV managing native wildflower areas within the road verges of the Hull Road Ward area of York, with an aim to increase biodiversity in the area for the benefit of wildlife and communities.

Prior to planting, these verges were monoculture amenity grassland, with relatively low benefit for local wildlife. The areas now include ten beds of wildflowers, covering over 700 square metres. The beds are now sown with a mix of over twenty varieties of British wildflower

species, and six varieties of native grasses, making a real difference for biodiversity levels in the area. City of York Council want to use this as a pilot project, with a view to rolling it out across other parts of the city.

The planting and careful management of the wildflower beds will have a beneficial effect for pollinating invertebrates (butterflies, moths, beetles, hoverflies and bees) and subsequently local bird populations in the area will benefit from a new food source. The wildflower verges will also become an asset for the local community

to connect with nature on their doorstep, by joining in with our practical volunteering opportunities or simply observing this charming spectacle of nature.

*“As a key part of the Ward committee’s aim to enhance green space in the area for wildlife, this Wild Flowering Project created a spectacular colourful display for people entering York during summer 2021 whilst also improving biodiversity and the environment.”*  
**Cllr Pavlovic, Hull Road Ward Committee, City of York Council**

## Community funding for new tree nursery in Northern Ireland

For over 30 years our community tree nursery in Northern Ireland has been collecting native seeds to propagate and grow native Irish tree stock – to date we have grown over 1.5 million trees.

An incredible £23,600 was raised to facilitate the move of the tree nursery from the Clondeboye Estate to its new location in Cultra. We smashed our fundraising target thanks to the generosity of our supporters – individual donations had double the impact through the Big Give’s Green Match Fund.

The money raised will ensure the continuing success of this unique and very special conservation project, which will enable TCV to grow over 100,000 native Irish trees each year.

Ensuring a constant supply of home-grown native tree stock is a very

real conservation and biodiversity challenge, especially if we hope to mitigate against importing disease and pests. In the collection, propagation, growing and planting of native tree stock, the tree nursery team hope to engage and support volunteers, schools and ethnic minority groups.

*“I would like to thank each person who kindly donated money to our Tree Nursery appeal. We will engage new volunteers and collect even more seeds from native Northern Ireland trees. The volunteers you are now supporting will nurture, grow and ensure these trees are planted across Northern Ireland to benefit people and the environment.”*  
**Debbie Adams, TCV Operations Director**



# Trustees' and Directors' report incorporating the Strategic Report

## OUR OBJECTIVES AND ACTIVITIES

The charity's objectives are:

- To conserve the environment for the benefit of the public including:
  - the conservation and maintenance of the character and amenity of rural, urban and inner-city areas
  - the maintenance and management of nature reserves and other sites of biological, scientific or environmental importance
- To educate the public in principles of conservation through volunteering and community support
- To advance the education of the public through the provision of training, in particular:
  - in practical conservation skills
  - basic skills
  - skills to improve employment prospects
- To develop the capacity and skills, primarily through volunteering opportunities, of the public at large and those who by reason of youth, age, infirmity or disability, poverty or economic and social circumstances, have need of such facilities with the object of improving their conditions of life.

Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

## OUR OUTCOMES AND HOW WE DELIVER THEM

### Environment

Green spaces are created, protected and improved, **for nature and for people**. Our work with the environment underpins all our other outcomes.

TCV delivers **hands on, practical action** – planting trees, increasing biodiversity and improving green spaces. TCV delivers nature-connections for **those who need it most**.

### Health & Wellbeing

People improve their physical and mental health and wellbeing by being **outdoors, active and connected with others**.

TCV delivers meaningful group-based physical activity reducing isolation and **improving health and wellbeing**.

### Communities

Communities are stronger, working together to **improve the places where people live** and tackle the issues that matter to them.

TCV delivers Community connections supporting and empowering communities to make change – creating community green spaces and networks that build a **sense of belonging**.

## Learning & Skills

People improve their **confidence, skills and prospects**, through learning inspired by the outdoors.

TCV delivers nature-based learning and skills providing experience, training and qualifications in green spaces for **people of all ages**.

Examples of activities delivered this year, which each contributed to one or more of these outcomes, can be found throughout the preceding pages of this document.

## FINANCIAL REVIEW

TCV reported net income before gains and revaluations of £467k for the year (2021: net expenditure of £338k), arising from a strong recovery by the charity from the pandemic with new funding secured, including pandemic related packages of support, and net growth in key activities.

Other contributing factors to net income for the year included the agreement of prudent expenditure budgets, which were set in early 2021, at a time of significant uncertainty and continuing coronavirus restrictions; and staff vacancies arising from the challenging recruitment marketplace, alleviated by the incredible effort of our employees to maintain and grow our activities.

The net income achieved in the year enabled the charity to maintain its free reserves at the upper end of the reserves policy range of c14 weeks of unrestricted expenditure, providing for investment from reserves in priority areas during 2022-23.

The Charity closed the year with reserves of £4,388k (2021: £3,720k), including unrestricted reserves of £2,489k (2021: £1,808k) including free reserves of £1,577k (2021: 1,145k) and capital reserves of £711k (2021: 663k).

### INCOME

	2022 £'000	2021 £'000	Change £'000
Charitable activities	8,868	6,272	2,596
Coronavirus Job Retention Fund	32	769	(737)
Other trading activities	131	108	23
Donations and legacies	290	146	144
Investments	-	49	(49)
Other	12	7	5
<b>Total income</b>	<b>9,333</b>	<b>7,351</b>	<b>1,982</b>

Income increased by £1,982k to £9,333k in the year as follows.

The majority of the increase in income in the year arose from the charity returning to full operational delivery after the easing of pandemic lockdown measures and the roll-out of the coronavirus vaccination programme.

Income budgets had been prudently set at the beginning of the year when the outcome of the pandemic remained uncertain, but performance was strong during the year including returning to complete work affected by the pandemic, securing new funding sources, growth in tree planting projects with volunteers, and delivery to several new traineeship programmes.

Residual claims were made to the Coronavirus Job Retention Scheme during the year, resulting in total claims of over £800k from the scheme which contributed significantly to the financial stability of TCV and retention of TCV employees during the pandemic.

The increase in income from other trading activities was driven by the recovery of costs for the relocation of teams from Sedum House, the Doncaster head office, and lease of this office space to a third party.

Overall donations and legacies income increased by £144k, driven predominantly by £116k raised from the generous support of National Grid shareholders through the National Grid Shareholder Surrender Scheme.

Only nominal investment income was secured from our cash at bank holdings in 2022. Most of the investment income received in 2021 in comparison arose from a final disbursement of £40k received from the liquidation of a subsidiary company.

The increase in other income arose from the resumption of income generation from our Hollybush Café which was closed during the pandemic.

## STATEMENT OF FINANCIAL ACTIVITIES

	2022 £'000	2021 £'000	Change £'000
Income	9,333	7,351	1,982
Expenditure:			
Charitable expenditure:			
Health, conservation and community	(7,402)	(6,197)	1,205
Training and employment	(84)	(101)	(17)
Support costs	(1,218)	(1,228)	(10)
Fundraising costs	(162)	(120)	42
Grants awarded	-	(43)	(43)
<b>Total expenditure</b>	<b>(8,866)</b>	<b>(7,689)</b>	<b>1,177</b>
Net unrestricted income	480	102	378
Net restricted expenditure	(13)	(440)	427
<b>Total net income/(expenditure)</b>	<b>467</b>	<b>(338)</b>	<b>805</b>
Gain on revaluation	201	-	201
<b>Net income/(expenditure)</b>	<b>668</b>	<b>(338)</b>	<b>1,006</b>

Expenditure increased by £1,177k to £8,866k in the year as follows.

The £1,135k net increase in charitable expenditure in the year arose predominantly from the return to our work of our internal teams and volunteers after the easing of pandemic restrictions as referenced above.

The challenging recruitment marketplace led to multiple campaigns being required to recruit to new and replacement roles which led to staff vacancies and cost savings as a result.

Fundraising costs increases in the year arose partly from investment in new publicity and fundraising collateral.

The Charity did not use any professional fundraisers or commercial participators, and did not adopt any voluntary regulatory fundraising schemes or standards during the year pending recruitment of fundraising and partnership resources.

TCV did not engage in any proactive individual fundraising during the year, and no complaints were received about TCV fundraising.

## BALANCE SHEET

	2021 £'000	2021 £'000
Tangible fixed assets	858	1,512
Investment property	850	-
<b>Total fixed assets</b>	<b>1,708</b>	<b>1,512</b>
Debtors	3,329	2,156
Cash and cash equivalents	1,500	1,875
Creditors	(2,051)	(1,624)
<b>Net current assets</b>	<b>2,778</b>	<b>2,407</b>
Provisions for liabilities	(98)	(199)
<b>Net assets</b>	<b>4,388</b>	<b>3,720</b>
<b>Funds and reserves</b>		
Restricted income funds	1,899	1,912
Unrestricted funds	2,288	1,808
Revaluation reserve	201	-
<b>Total funds</b>	<b>4,388</b>	<b>3,720</b>

The net asset value increased by £668k in the year (2021: £338k decrease) with net assets of £4,388k at 31 March 2022 (2021: £3,720k).

The freehold owned property Sedum House, Doncaster was revalued in the year in connection with the recognition of the property as an investment property, with the resultant gain on revaluation allocated to a revaluation reserve.

The Charity had a net cash outflow of £375k for the year (2021: £845k outflow)

## STRATEGIC REPORT AND PLANS FOR FUTURE PERIODS

### *For people and green spaces; a thriving network for everyone*

2021-22 was the first year of TCV's 2021-2025 strategy 'For people and green spaces: a thriving network for everyone,' responding to the challenging times in which we live, including the climate and ecological emergency, the national mental health crisis, and increasing social isolation and inequalities.

Our work is more relevant than ever in this context, and the strategy includes three overarching goals that will drive our decision making to 2025, each with a specific pledge to demonstrate the scale of our ambition and make a clear commitment for change by 2025:

1. We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces with a pledge to grow our tree planting to 5 million trees by 2025
2. We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both, with a pledge to support a thriving UK-wide network of over 5,000 community organisations
3. We will support more diverse audiences to connect with green spaces, with a pledge that by 2025 the work we do, and those we work with, will increasingly reflect the makeup of the communities we work in.

#### **Goal 1**

Goal 1 builds on the work already undertaken on understanding our charitable impact during our previous strategy. We are committed to using output and outcome data to help us improve what we do, and a summary of this data is included on page 7.

We now have key outputs framed and staff are capturing new volunteering data that will give us a better understanding of who we are working with and how often. During the year we also ran our first volunteer 'impact window', giving volunteers a chance to tell us about the outcomes of their work and helping us to better understand its impact. In addition, we have worked to better understand the demographics of our volunteers and engaged with staff to explore how to use digital solutions to gather this data while supporting those with barriers to digital engagement.

Our internal database now provides impact information at an individual project level and overall results are available internally through our intranet.

In 2021-22, we established a more regular pattern of impact reporting to senior leaders. We also provided impact updates to a range of employee teams to highlight the data we have and how it can be utilised locally.

Annual planning for impact has been undertaken with all Operations Leaders updating information on planned delivery against focal outcome areas.

Impact objectives have been included for all Operations team members annual performance and development reviews to further embed impact in our work.

In relation to our tree planting pledge, we planted 700k trees in 2021-22, with c2.2m trees planted by March 2022.

In 2022-23, we will:

- further embed the developments above, continue to improve impact reporting, and support managers and staff to input, understand and make better use of our impact data
- improve our understanding of volunteer demographics and outcomes by increasing engagement with volunteer feedback processes
- continue to provide opportunities for sharing learning and develop resources to support good practice
- improve our case studies of the groups and individuals we work with, supported by our marketing team through the production of high-quality impactful stories to share externally
- We expect to plant a further c1m trees by the end of 2022-23.

#### **Goal 2**

A key aspect of goal 2 is the development of greater detail over all the community groups we are working with across TCV, including members of the TCV Community Network. We have been making changes to our internal database to refine our systems for this data capture and analysis. We also introduced impact questions into the TCV Community Network annual survey to build a fuller picture of the difference our support is making to delivery of impact for people and green spaces.

During the year the TCV Community Network grew to 1,852 members by March 2022. Based on sampling, we estimate that this supports more than 37,040 volunteers.

One of our Assistant Operations Directors will lead this goal in 2022-23 providing increased strategic capacity.

In 2022-23, we will:

- grow the TCV Community Network membership to 2,000 groups, supporting an estimated 40,000 volunteers that connect people and green spaces
- increase the amount of online training opportunities we offer, in response to membership feedback
- promote our Chestnut Fund grants (for tools, equipment and insurance costs), and ensure that members are aware of our simplified application and decision-making processes
- continue to work with, and support, many more communities who are not formal members of the TCV Community Network, and enable staff to record and recognise more of the valuable support they are providing
- develop a better understanding of the diversity of groups we are supporting.

### Goal 3

Equality, diversity and inclusion (EDI) is a topic we have considered and explored in detail in 2021-22, linked to our goal 3.

We brought in the expertise of a specialist EDI consultancy during 2021 to carry out a detailed audit of our current EDI related practice. The main aim of the audit was to carry out a high-level review of the current position using their assessment and benchmarking tool as a framework to structure and inform the review – looking at TCV’s EDI in relation to Talent, Inclusion and Diversity. This was supported by a consultation phase with employees and volunteers to understand their lived experience with TCV and allow the consultants to make robust recommendations for change. TCV received the report in December 2021 and the recommendations are being taken forward by a sub-group of the Leadership Team.

Our Chief Executive continued to contribute to the Diverse Sustainability Initiative, which is a collaborative partnership of organisations that aims to transform diversity within the sustainability profession and wider environment sector.

During the year, TCV signed up to the Association of Chief Executives of Voluntary Organisation’s (ACEVO) Eight principles to address the diversity deficit in Charity leadership, a commitment from charity and civil society leaders who want to improve diversity and inclusion.

Success measures were also framed for Goal 3 during the year; to ensure we fully understand the diversity of our volunteers and staff, and we have plans in place that deliver year-on-year improvement in the diversity of our volunteers and workforce; to work with other partners that enable us to reach diverse audiences and to progress projects that address specific barriers and use the resultant learning to influence all our projects.

We also collected more data in relation to EDI through the inclusion of new EDI questions in our annual employee survey.

In 2022-23, we will:

- expand our EDI working group to include more employees from across TCV
- consider and prioritise the findings from the consultant report, and work with our employees to produce an EDI plan that will run, for the remainder of our organisational strategy, to March 2025, and commit resources to implementing it
- continuously evolve our approach to EDI across the charity
- offer a refreshed EDI learning experience to all employees and volunteer officers.

### Coronavirus

From April 2021, coronavirus restrictions were incrementally reduced across the UK as the vaccination programme was rolled out. The pace and nature of this reduction varied across the Nations in which TCV are directly engaged, England, Northern Ireland and Scotland.

The three key objectives set by trustees at the start of the pandemic were achieved by March 2022:

- to protect the safety of staff, volunteers and other stakeholders
- to ensure the survival of the charity
- to ensure that the charity emerges from the crisis in the best condition possible.

TCV’s work is largely conducted outdoors and most of our work re-commenced during 2021-22, underpinned by the TCV Covid-19 Secure Guidance which was updated for the various changes in pandemic guidance across England, Scotland and Northern Ireland during the year.

As the impact of the pandemic gradually declined, the Charity steadily increased its activities and by year end the Charity had seen a 27% growth in income from 2020-21 and a 7% growth in income from 2019-20 which was the most recent year largely unaffected by the pandemic.

## 2021-22 ACHIEVEMENTS

### People’s Postcode Lottery funding and outcomes

Funding for a fifth year from Postcode Green Trust thanks to the players of People’s Postcode Lottery, enabled TCV to make several strategic investments across four key work streams:

1. Inspire more people to make a difference
2. Secure more support for our work
3. Use our resources to deliver the greatest impact
4. Wild Skills Traineeships (extra award)

These investments enabled the continued growth in the TCV Community Network, and support to members, including the development of a deeper understanding of their needs and how to meet these through training, support and advice. Further investment was made with this funding in a review of the marketing team and in marketing collateral to promote our 2021-25 organisational strategy. A more campaign-focused approach led to TCV’s appearance on BBC Countryfile and in the Sunday Times, Telegraph, Third Sector Magazine and New Scientist. TCV’s social media presence was also enhanced on key platforms such as Twitter, LinkedIn and Facebook with a growth in followers across all platforms.

Funding enabled our work on EDI, including the audit of our EDI practice as referenced above.

The Charity celebrated the Charity’s work through funding of an online annual TCV Heroes Awards showing videos of each award winner, introduced by our Vice President Jonathon Porritt.

Funding was also invested in Business Development Managers to secure additional funding for TCV’s work, and in memberships of key organisations including NCVO, ACEVO, the Tree Council, ACOSVO and SCVO.

An extra award was made by Postcode Earth Trust for the year commencing June 2021 which enabled TCV to deliver benefits for people, our profile and the climate as follows:

*People:* we were able to enhance life chances for young people and increase confidence of, and engagement with, school children (96 children and young people benefitted in Leeds and Scotland). We provided employment experiences across England and Scotland (27 places). In addition, we developed 132 leaders and supervisors of practical green space volunteering, a significant benefit to the resilience of TCV.

*Our profile:* we started work towards inspiring more people to volunteer and donate, via the production of a multi-year digital and data strategy. We have also been able to increase awareness, through our branded clothing, refreshed website, blog and communications campaigns. We invested in the production of an in-depth income generation strategy to begin work to raise more funds and raised the salaries of our lowest paid employees with the intention of retaining and attracting talent to TCV.

*Climate:* Working with an external climate impact consultancy we completed a carbon audit during the year. During 2022-23, a plan for carbon emissions reduction will be developed, including the opportunity we have for carbon sequestration which is inherent in TCV's operational activities. This will also contribute to our charitable impact. Improved data capture will also be a focus during 2022-23 to improve our understanding of our carbon emissions as we progress towards net-zero carbon emissions. The carbon audit will also be revisited in future to understand TCV's carbon emissions for a year of full TCV activity post pandemic.

Postcode Green Trust has continued to provide a flexible approach to their partnership with TCV during the pandemic, and their support to TCV continues to be outstanding.

### **Other achievements**

The 2021-22 I Dig Trees programme, funded by OVO Energy, and delivered by TCV, allocated 600k trees to 1,271 local community groups for planting and subsequent maintenance. This was a significant increase in activity compared with the 2020-21 programme which allocated 370k trees to 706 local community groups.

2021-22 saw the successful launch of the NatWest Forest, with our partners at NatWest planting almost 70,000 trees across the UK.

Work was commenced in 2021-22 on a reward and recognition strategy setting out the guiding principles for all elements of reward in line with budget, our culture and broader organizational strategy and plans. Looking therefore beyond base pay alone, the strategy will consider the full range of elements across pay and allowances, benefits and pension and broader working arrangements, as well as potential means of recognising colleague achievements both in an ad hoc and potentially longer-term manner. This work is expected to be concluded in 2022-23 with input from a specialist reward and recognition consultancy.

In 2021-22, we took an agile approach to flexible working arrangements and began to consider what health & wellbeing policies and procedures might

be needed in the future, recognizing the toll that the pandemic has had on our employees. The views of TCV employees were sought on this through the annual employee survey and in 2022-23 we plan to provide all leaders with TCV-specific health & wellbeing training, delivered by a qualified Mental Health First Aider, to enable our teams to be fully supported in their mental health & wellbeing at work. We also plan to formalise and roll out appropriate policies and/or procedures related to health & wellbeing and flexible working in 2022-23.

An increase in more agile working, partly driven by the pandemic, and an opportunity to lease our freehold property in Mallard Way, Doncaster to a single leaseholder led to a decision to relocate all head office teams to serviced offices closer to the centre of Doncaster in July 2021.

The Charity developed an income generation strategy during 2021-22 with input from a specialist income generation consultancy. The strategy will be implemented from 2022-23, with continued input from this consultancy, and is expected to enable the growth of both unrestricted and restricted funds.

During 2021-22, the Charity evaluated the extent of its digital transformation, using NCVO's Digital Maturity Matrix, leading to the appointment of a specialist digital and data agency to further explore how digital and data technologies could be put to better use in support of our work to connect people and green spaces. In 2022-23 we will continue to work with this agency to develop a digital and data transformation strategy and progress key areas of focus that will support implementation of our organisational strategy.

By 2025, the end of our current organisational strategy, we intend to apply the principles of lean process improvement to all of our processes and systems to optimise the resources we invest in delivering our charitable activities and impact. In 2021-22, six of our colleagues achieved their Lean/Six Sigma yellow belts through active learning and in 2022-23 we will plan and implement lean process improvement to priority processes and systems.

At the end of 2021-22, the Charity appointed a Senior Programme and Project Manager, experienced in lean process improvement and project management best practice to support the efficient delivery of our strategy and lead the lean process improvement referenced above.

### **Going Concern**

TCV continues to maintain a broad pipeline of funding opportunities and strong partnerships with local and national organisations, which has provided financial resilience to the charity during the pandemic and is expected to do so into the future.

The trustees have reviewed forecasts to 31 March 2024 and based on those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous

forecasts and consideration of financing facilities available. Mitigating actions available in the event of adverse circumstances or financial performance have also been considered.

Based on the information currently available in respect of the future, the trustees consider that the charity has the plans and resources to manage its business risks successfully. The trustees have therefore prepared these financial statements on the going concern basis.

### **Principal risks and uncertainties**

The trustees have overall responsibility for ensuring that the Charity has appropriate systems of control for managing risk within the organisation.

TCV's risk management process is designed to ensure that appropriate steps are taken to identify and mitigate risk and to provide reasonable assurance against material misstatement or loss. TCV aims to identify the major risks to the organisation, ranking them based on both likelihood and impact. Major risks are considered when setting operational and strategic objectives and when approving significant grants and contracts.

The risk management process is managed throughout the business, with standards set and monitored by the Risk and Compliance Manager. The Leadership Team has risk as a standing agenda item and the Audit and Risk Committee (ARC) reviews the underlying management of risk within the organisation and the work of the Risk and Compliance Manager in monitoring performance and compliance. It then brings this to the attention of the Board on a quarterly basis. Risk management is embedded within the organisation to assess risk effectively and put appropriate controls and actions in place to mitigate risks to acceptable levels.

To avoid breaching the Board's risk appetite limits, strategic risks are given a quantified threshold and mitigating actions. Performance against these thresholds is monitored monthly by management. On an annual basis, the Audit and Risk Committee provides the Board of Trustees with a summary review of risk management issues for it to consider.

Strategic risk register oversight by the Board of Trustees during 2021-22 focused on the following additional risk areas, with matters arising reported by exception for each area of risk below:

#### **Financial risk: including achievement of our financial plan, and being a resilient organisation**

The 2021-22 strategic risk register tracked financial risk in relation to targets for income, net contribution to reserves and the cash position.

Core financial controls over forecast income were reviewed in detail during 2021-22 with active engagement of the Finance Team with operational budget holders to review income performance and forecast income with reference to income pipelines. Year to date income fell behind income budgets for the period to November 2021 as the charity gradually returned to work after the pandemic, with significant overperformance in income achieved at the end of the

financial year driven partly by seasonal factors such as tree planting and corporate employee action days.

Operational expenditure exceeded budget as the scale of activity exceeded budget for the year, although the level of contribution to essential support services from operational teams was maintained.

#### **Operations and people: be a great place to work**

The risk objective for operations and people in 2021-22 was to ensure that the charity was a great place to work, with people and volunteer measures used to track progress, including survey results, employee turnover and organisational competence.

Over an extended period, there have been indications that TCV pay has become uncompetitive in comparison with pay at equivalent organisations. During 2021-22, the reasons given by employees leaving the charity included the level of pay at TCV. Active engagement with employees has confirmed this situation and initial work has been carried out on a reward and recognition strategy to contribute to retention of employees as referenced on page 14. A review of succession planning was also in progress at the end of the year.

In common with employers in the third sector, and beyond, there were challenges experienced in recruitment of employees during the year, impacting on operational delivery by TCV and resulting in staff vacancy periods with associated budget underspends. New approaches to recruitment were explored with some success towards the end of the year.

TCV responded to indicators that employee wellbeing had reduced post pandemic including direct individual conversations, discussion at the Great Place to Work Group, provision of mental health first aid training to leaders, and promotion of our employee assistance programme. We also provided a Help at Hand service to our employees including access to video GP consultations for those employees who could not access their GP service due to the impact of the pandemic.

There were problems encountered with data from our e-learning provider in the year leading to difficulty in tracking the training activity carried out by employees on the training portal during the year. Work was carried out during 2021-22 to resolve these data problems alongside plans to transfer to an alternate e-learning provider in 2022-23.

Final registered volunteer numbers did not quite reach target for 2021-22 due to the residual effects of the pandemic and timeline towards TCV's return to full operational activities.

#### **Reputation risk: including health and safety, safeguarding, information security and volunteer experiences**

TCV continued to maintain an up to date TCV COVID-19 Secure Guidance during 2021-22 to ensure the safety, and health and wellbeing of our employees, volunteers and other stakeholders, in response to the changing landscape of guidance from the UK Government and the Devolved Administrations in Scotland and N. Ireland.

In the second half of 2021-22, in common with peer organisations, TCV experienced a small number of higher level incidents, over and above that experienced in previous years. Two incidents related to violence and aggression towards staff, to which there was a national response, including a meeting with senior operations leaders, provision of advice and guidance and a pilot project for the use of a lone worker tracker/emergency alert app. There was also an emerging trend of eye injuries for which a safety alert was sent out to all operational teams.

Our approach to preventing regulatory breaches remained important during the year with training, procedures and potential incidents relating to health & safety and safeguarding at the heart of this.

We continue to improve our approach to understand the experience of our volunteers in order to improve this over time, with new approaches taken to this as referenced earlier in this report. Part of the work of the specialist digital and data agency during 2021-22 included engagement with volunteers and led to an improvement in TCV's understanding of its volunteers, and their motivations in volunteering with TCV.

Safeguarding remained a key priority for the organisation and the Safeguarding Advisory Group continued to meet on a bi-monthly basis, with an increase from 4 to 6 safeguarding advisors across the operational teams during the year.

The safeguarding procedure and improvement plan were both reviewed in the year with changes made to both. Improvements were made to the controls over criminal record checks for staff and volunteers, and further work is planned on this into 2022-23.

Safeguarding training was provided both online and face to face during the year with a high level of compliance with training requirements maintained during the year. Rosslyn Stuart fulfilled the role of Trustee Safeguarding Lead during 2021-22 with Emma Aspinall assuming this role from 2022-23.

The Trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks appropriately, and that internal systems and procedures are developing in the light of new requirements and learning from the risk management process.

## POLICIES

### Investment policy

TCV has a high demand for working capital, which is brought about by the seasonal nature of our activities, the mix of restricted and unrestricted activities, the timing of income and expenditure matching, and the possibility of longer-term capital commitments.

Keeping funds accessible and liquid therefore remains a key aim of our investment policy when considering any deposits and investments together with the

management of risk in relation to the institutional investment of funds.

It is the policy of the Trustees to hold investments that:

- are low risk and secure
- are realisable in the short term
- aim to produce a total return as near to or in excess of predicted inflation, whilst protecting underlying capital
- are ethical in terms of our environmental and social values
- are AAA rated.

Lease of the freehold property at Mallard Way, Doncaster to a third party in the year led to an improved income and expenditure and working capital position of the charity. The lease also led to the re-classification of the asset as an investment property, which was adjusted to fair value at 31 March 2022 using the RICS Red Book Global Standards.

### Reserves policy

TCV's reserves policy is to hold between 7 and 14 weeks of unrestricted expenditure as available unrestricted reserves. The trustees consider this amount sufficient to allow the charity to continue its core activities during a period of unforeseen difficulties. This was equivalent to holding between £770k and £1,540k available reserves at 31 March 2022 (2021: between £609k and £1,218k).

Available unrestricted reserves are defined as total unrestricted funds less unrestricted fixed assets (which are not readily convertible to cash), and amounts designated for essential future spend. Unrestricted funds are expected to be broadly maintained over the coming year and the trustees believe there is no other future essential spend for which available reserves should be set aside.

At 31 March 2022 available unrestricted reserves were £1,577k (2021: £1,145k), marginally above the target range specified by our policy.

	2022 £'000	2021 £'000
Total funds	4,388	3,720
Less restricted funds	(1,899)	(1,912)
Less revaluation reserve	(201)	-
<b>Unrestricted funds</b>	<b>2,288</b>	<b>1,808</b>
Less unrestricted fixed assets	(711)	(663)
<b>Available unrestricted reserves</b>	<b>1,577</b>	<b>1,145</b>
Budgeted weekly unrestricted expenditure 2022-23 / 2021-22*		
respectively	110	87
Minimum available reserves (7 weeks spend)	770	609
Maximum available reserves (14 weeks spend)	1,540	1,218

\* previously 2020-21 weekly unrestricted expenditure

The calculation of the required and anticipated level of available reserves is an integral part of TCV's financial planning and reporting cycle. The trustees review the reserves policy on an annual basis and receive reports on compliance throughout the year.

Setting of the available reserves target includes consideration of the financial resources required to implement our strategy, and of the principal financial, operational, people and reputational risks facing the charity, together with the seasonality of activities and diversity of funding inherent within our operating model.

### Restricted reserves

Restricted grants and donations received are separately recorded and monitored to ensure that they are used in accordance with restrictions imposed by the funder and that expenditure on projects does not exceed funding available.

### Consultation

The charity fully supports the concept of information sharing by appropriate two-way communication. This includes use of colleague and volunteer engagement surveys as part of a comprehensive communication strategy comprising multiple channels, including a regular email from the CEO and a communication forum, Great Place to Work, which meets regularly.

### Anti-bribery and corruption

The charity gives due care and consideration to the prevention of acts of bribery and corruption. It has set out and adopted a clear anti-bribery and corruption policy, appropriate to the size and nature of the charity, which provides clear guidance to staff, volunteers and associated stakeholders. We have an appropriate whistle blowing policy as part of our way of working.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Legal structure

The charity is a company limited by guarantee. The governing instrument of the charity is the Articles of Association, originally dated March 1970 and last amended July 2019. The Charity's investment powers are unrestricted except by general charity law. The Conservation Volunteers is a charity registered with the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

### Organisation structure

The trustees are responsible for the overall management of the charity and have delegated day-to-day running to the CEO, supported by the Leadership Team. The CEO and Leadership Team provide the trustees with quarterly reports on financial and operational performance, health and safety, people and business development activities.

### The Board of Trustees

Trustees serve for an initial three-year term, which may be renewed for a further three years. It may be renewed for up to an additional three years (i.e. up to nine years in total) if the trustees resolve that it is in the best interests of the charity.

Two trustees came to the end of their terms of office in December after a third term of office during which time the charity was fortunate to retain their knowledge,

skills and experience in leading the charity through the pandemic:

Anthony Burton

Richard Stiff

Inclusive Boards were appointed in the year to provide specialist expertise in increasing Board equality, diversity and inclusion. Four new female trustees were appointed to the Board further to this recruitment campaign towards the end of the year:

Emma Aspinall

Uilani Dines

Emily Evans

Katie Simmons

Four further trustees, including the Chair and Deputy Chair, are expected to come to the end of their terms of office during 2022-23, and recruitment is planned to appoint a new Chair and a further trustee in the Summer supported again by Inclusive Boards.

The Board of Trustees bring a wealth of experience and expertise from a wide range of sectors. Further details of the expertise brought by each Trustee are given on pages 20-21.

The Board governs the organisation through compliance with the Charity Commission for England and Wales' Governance Code, plus TCV's vision, aims and charitable objectives.

The Board held four formal meetings during the year, together with additional meetings as required to respond efficiently to the impact of coronavirus, and make other decisions as required by the Charity delegated authority policy.

All new trustees are required to undertake a programme of induction, which aims to give a wide understanding of TCV, the external environment in which the organisation works and the challenges it faces. Members of the Board of Trustees, who are also Directors of the Company and trustees of the charity (for statutory purposes), are listed on page 19 together with the President and Vice Presidents.

### Qualifying third party indemnity provisions

The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

### Audit and Risk Committee (ARC)

The ARC assists the Board in discharging its responsibilities by considering and reviewing matters relating to the control environment, external audit and risk management and making appropriate recommendations to the Board for action. The CEO, Finance Director and Risk and Compliance Manager are invited to attend each meeting, joined for specific agenda items by the Health and Safety Manager and Safeguarding and Volunteering Manager. The Committee maintains oversight of the resources required to fully measure and actively manage risk for the charity making use of internal resources and third-party expertise as required.

The Committee considers and reviews matters relating to the preparation of the Annual Report and Financial Statements including the audit process and presents

its findings to the Board, which formally approves the Annual Report and Financial Statements. In addition, it recommends to the Board measures to ensure that the key areas of risk are being identified by the Board and that appropriate management controls are in place and their effectiveness reviewed on a regular basis. The Committee reviews the performance of the charity's external auditors annually and reports all audit findings to the Board of Trustees.

During the year the Charity's previous external auditors, RSM Audit LLP, indicated that they would be unable to continue to audit the accounts of the Charity due to capacity constraints. Consequently, ARC conducted an audit tender process, initially involving five audit firms as a result of which it recommended to the Board of Trustees that MHA Macintyre Hudson LLP should be appointed as TCV's statutory auditors. They were duly appointed in March 2022 and have audited the Charity's accounts for the year ended 31 March 2022.

In addition to delivery of the core responsibilities above; the ARC recommended 5 policies to the Board for approval during the year; and reviewed quarterly legal and regulatory updates. ARC also carried out 5 deep dive reviews during the year.

The ARC carried out a self-assessment review of its performance during 2021-22, with an overall average score of 4.6 out of a possible 5.

#### **Governance and Remuneration Committee (GRC)**

GRC, at the request of the Board of Trustees, is required to identify and propose candidates for trusteeship; and to advise the Board concerning the charity's remuneration approach, remuneration of the Leadership Team, benchmarking against roles in comparable organisations, and major matters of governance.

The Committee also assesses the appropriateness of Trustees for re-appointment. The Committee has a mix of external members, who bring much value and expertise (e.g. on HR matters), and serving Trustees.

In addition to delivery to the core responsibilities above, the GRC; recommended 2 policies to the Board for approval during the year; followed up on the Board Effectiveness review carried out in 2020-21.

The GRC carried out a self-assessment review of its performance during 2020-21, with an overall average score of 4.4 out of a possible 5.

#### **TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS**

The trustees (who are also Directors of TCV for the purposes of company law) are responsible for preparing the Trustees' and Directors' report, including the strategic report, and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted

Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs and 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
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable it to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment (Scotland) Act 2005, and Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that:

- so far as each trustee is 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 as Trustees to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In approving the Report of the Trustees, the trustees are also approving the Strategic Report in their capacity as company directors.



**Anthony Crook**  
Chair of the Board of Trustees  
26 September 2022

# Trustees and advisors

## PRESIDENT

Sir Jonathon Porritt CBE

## VICE PRESIDENTS

Sir David Attenborough OM, CH, CVO, CBE, FRS

Dr William Bird MBE

## BOARD OF TRUSTEES

Professor Anthony Crook CBE  
(Chair of the Board of Trustees)

Emma Aspinall  
(appointed 25 January 2022)

Anthony Burton CBE  
(resigned 6 December 2021)

Uilani Dines  
(appointed 11 January 2022)

Emily Evans  
(appointed 11 January 2022)

John Mallalieu

Neal Ransome

Simon Rennie MBE

Julie Royce  
(resigned 25 June 2022)

Katie Simmons  
(appointed 11 January 2022)

Richard Stiff  
(resigned 6 December 2021)

Vanessa Quigg

Rosslyn Stuart

Andrew Walker KC

## GOVERNANCE AND REMUNERATION COMMITTEE

Simon Rennie MBE – Chair

David Coleman – Chair, Learning through Landscapes – *independent member of the committee*

Professor Anthony Crook CBE

Uilani Dines  
(appointed 21 March 2022)

Sue Hilder – Sustainable Transport & Access Manager, Loch Lomond & the Trossachs National Park – *independent member of the committee*

John Mallalieu

Katie Simmons  
(appointed 21 March 2022)

Richard Stiff  
(resigned 6 December 2021)

Andrew Walker KC

## AUDIT AND RISK COMMITTEE

Neal Ransome – Chair

Emma Aspinall  
(appointed 21 March 2022)

Anthony Burton  
(resigned 6 December 2022)

Emily Evans  
(appointed 21 March 2022)

Vanessa Quigg

Julie Royce  
(resigned 25 June 2022)

Rosslyn Stuart

Tilden Watson – Head of Education Market – Zurich UK – *independent member of the committee*

## CHIEF EXECUTIVE OFFICER

Darren York

## COMPANY SECRETARY

Justin Parfitt

## LEADERSHIP TEAM

Darren York – Chief Executive Officer

Debbie Adams – Operations Director – Scotland and Northern Ireland

Alan Marchant – Operations Director – England South  
(resigned 26 November 2021)

Fiona Richards – Operations Director – England North (to 26 November 2021), England (from 29 November 2021)

Douglas Palarm – Director of Partnerships and Fundraising

Justin Parfitt – Finance Director

Mark Slater – Head of IT

Anna Steed – Head of People Services (from 31 January 2022)

Mark Thompson – Interim Head of People Services (to 28 January 2022)

## PRINCIPAL BANKER

NatWest Plc

12 High Street, Doncaster, DN1 1ED

## STATUTORY AUDITOR

MHA Macintyre Hudson  
6th Floor, 2 London Wall Place,  
London, EC2Y 5AU

## COMPANY NUMBER

00976410

## CHARITY NUMBERS

261009 (England and Wales)  
SC039302 (Scotland)

## REGISTERED OFFICE

Sedum House, Mallard Way,  
Doncaster, DN4 8DB

# Our Trustees

## TONY CROOK, CBE

Tony Crook was Pro-Vice Chancellor of The University of Sheffield and is now Emeritus Professor of Town & Regional Planning. As well as chairing The Conservation Volunteers and the Construction Industry Council's Housing Panel; he is a lay Privy Council appointee to the Architects Registration Board, is a director of the Kensington & Chelsea TMO Residuary Board; and an Academy of Social Sciences council member.

Former roles include member of the board of the Royal Town Planning Institute (and former Chair of Education Committee); Deputy Chair of Orbit Housing and of the Construction Industry Council; Chair of Rotherham MBC governance review, Chair of Shelter Trustee Board and of Sheffield Homes Ltd; and member of the Coalfields Regeneration Trust, the Lloyds Banking Group Housing Commission and the Housing Commission for Northern England.

His research covers private rented housing and planning obligations. His latest book 'Planning Gain' (Wiley Blackwell) won the RTPI Research Excellence Award in 2016 and, jointly with Professor Christine Whitehead, he won the Sir Peter Hall award in 2020 for research on land value capture. In 2004 he was elected a Fellow of the Academy of Social Sciences and was appointed CBE in the 2014 New Year Honours for services to housing.

## EMMA ASPINALL

Emma is a registered Social Worker with Social Work England and has over 30 years' experience working in health and social care. Having started her career in the public sector, she has been working in Charity sector with Barnardo's and latterly Acorns for more than 20 years. Emma has been managing teams for over 25 years and has been an Executive Director since 2008.

Throughout Emma's career she has striven to ensure safe and quality services have been accessible for all those requiring care and support. Underpinning her work is the focus to develop partnerships and links across organisations ensuring supportive services are offered to children and young people and vulnerable adults.

## UILANI DINES

Lani Dines is a Fundraising Officer for the John Muir Trust, a UK conservation Charity. Lani brings experience in trust and grant fundraising, corporate partnerships and project management.

She has a BSc in Environmental Science from the University of Birmingham. She has worked in the environmental field for most of her career working at WWF, Vegware, IKEA and Forest of Hearts. She is an alumna of the Climate 2050 - Young Leadership Programme and is passionate about equality and diversity in the environmental sector.

Lani is inspired to work with TCV to broaden her knowledge and experience and is interested in how young people are engaging with environmental organisations. Lani is also the secretary trustee for a small environmental Charity- Forest of Hearts.

## EMILY EVANS

Emily has worked within third-sector healthcare for more than 15 years. At Nuffield Health she held various operational leadership roles including supporting teams through periods of significant organisational change. She also headed up the growth of their mental health services through acquisition and proposition development.

In her current role as Chief Commercial Officer for Mental Health Concern and Insight IAPT, Emily has been responsible for creating a new commercial function of marketing, business development and relationship management teams to deliver commercial sustainability and social return on investment.

Emily is passionate about the positive impact nature can have on wellbeing and was inspired to join TCV by the work it does to connect people to green spaces, creating healthy and happy communities.

## JOHN MALLALIEU

John is CEO of Leeds United Foundation, which aims to use the power of sport to educate, motivate, inspire and support people throughout the local Leeds community.

From a career in retail banking, John has held a range of senior leadership roles across Health and Social care delivery for public sector, private sector and third sector organisations. John is Deputy Chair of NHS Calderdale Clinical Commissioning Group and is also the Lay Chair of the Primary Medical Services Committee.

John additionally chaired the Department of Work & Pensions Mental Health & Work Group for the Welfare Minister and membership of the Psychological Wellbeing & Work Expert Advisory Group.

## VANESSA QUIGG

Vanessa has worked in digital and communications roles in publishing, the arts, and government, including positions at London's Southbank Centre and the Edinburgh Festival Fringe.

In her current role as Head of Social Content, Vanessa leads the Scottish Government's social media team. She specialises in digital content, advertising and web development. Having first volunteered for environmental causes as a teenager in Northern Ireland, Vanessa was inspired to work with TCV by its mission to connect communities across the UK with their physical environment for the improvement and wellbeing of both.

## NEAL RANSOME

Neal qualified as a chartered accountant and corporate financier with PwC and as a partner led their Pharmaceutical & Healthcare Corporate Finance business. He was also Chief Operating Officer of PwC's Advisory Services division, and a member of the firm's Corporate Sustainability Governance Board. He left PwC in 2013 and is now a non-executive chairman and director of three investment trusts focused on healthcare and early stage companies.

With a keen interest in environmental conservation, Neal is a former Trustee and Council Member of the RSPB. Neal has worked as a volunteer for the RSPB, the London Wildlife Trust and, more recently, TCV. He lives in London and is a fellow of the RSA.

## SIMON RENNIE, MBE

Simon was previously the Chief Executive of the Central Scotland Green Network Trust. He is the chair of RUTS, a training Charity working with young people in Central Scotland and is a Trustee of Citizens Advice Scotland. Simon, who started out as a forester, has worked in the Charity sector in Scotland for over 30 years with a focus on social inclusion and environmental justice.

## JULIE ROYCE

Julie has extensive management experience earned through her career working in the NHS since 1990 - latterly in her role as an associate director, supporting the implementation of NICE guidance for the National Institute for Health and Care Excellence (NICE) from 2005 until she retired in 2018. Prior to joining the NHS, Julie was an account director for a small marketing agency and previously worked for Unilever.

Julie first came into contact with TCV when joining a tree planting event to mark the success of the volunteering effort for the London 2012 Olympic Games where she had been a 'Games Maker'. Becoming a trustee with TCV in 2013, she has consistently supported good governance as a member of the Audit and Risk Committee. She continues to enthusiastically support conservation and volunteering and is an active volunteer in her local community.

## KATIE SIMMONS

Katie is an experienced senior leader in the Charity sector, currently Director of Fundraising Strategy at the British Red Cross where she is responsible for developing an ambitious transformation programme for fundraising and supporter engagement. In the past she has held senior fundraising roles at Diabetes UK and Great Ormond Street Hospital Charity and has worked in a range of other UK charities including NSPCC and Bliss. She is a member of the advisory panel for Missing People.

Her interest in conservation grew throughout the pandemic as she realised what a lifeline our green spaces are, and she sees the positive impact of volunteering every day in her current role.

## ROSSLYN STUART

Rosslyn is a Chartered Town Planner whose career in statutory planning and regeneration has spanned local government, NDPBs, charitable organisations, private consultancies and an award winning social enterprise. She has extensive experience of building effective and sustainable partnerships across professional, sectoral and operational boundaries.

Rosslyn has been an Academician of the Academy of Urbanism since 2011 and was Head of Profession and Director of Development and Professional Standards at the Royal Town Planning Institute.

She currently serves as Independent Chair of a consortium of environmental organisations, as a non-executive director and volunteers with various local organisations.

## ANDREW WALKER KC

Andrew is a practising barrister and arbitrator. He was appointed as Queen's (now King's) Counsel in 2011. He was an elected member of the Bar Council of England and Wales for many years, eventually serving as its Vice-Chair (2017) and Chair (2018), following several years as Chair of its Ethics Committee. His areas of legal expertise include property and company law, and he continues to advise and act for a very wide range of clients across the country.

In 2009, he was awarded the Bar Pro Bono Award for some of his free professional work with the homelessness charity, Shelter. He has been involved in the governance of a number of organisations, both charitable and non-charitable, and has a lifelong interest in conservation and the environment.

# Independent auditor's report to the Trustees of The Conservation Volunteers for the year ended 31 March 2022

## OPINION

We have audited the financial statements of The Conservation Volunteers (the 'charitable company') for the year ended 31 March 2022 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 group's and parent charitable company's affairs as at 31 March 2022, 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 and the Charities Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 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's Responsibilities for the audit of the financial statements section of our report.

We are independent of the group and parent 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. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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 Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 8 the Trustees' report (incorporating the Directors' report) has been prepared in accordance with applicable legal requirements.

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' 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 included in the Trustees' Annual Report, 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place;
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business, and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

## USE OF THIS 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 and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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.



Stuart McKay BSc FCA DChA (Senior Statutory Auditor)  
For and behalf of  
MHA MacIntyre Hudson  
Statutory Auditor  
London, United Kingdom

Date: 12 December 2022



# The Conservation Volunteers

## Statement of financial activity for the year ended 31 March 2022

(incorporating the income and expenditure account)

	Note	Unrestricted funds 2022 £'000	Restricted funds 2022 £'000	Total 2022 £'000	Total 2021 £'000
<b>Income from:</b>					
Donations and legacies	2	257	33	290	146
Charitable activities	3	4,428	4,440	8,868	6,272
Other trading activities	4	131	-	131	108
Coronavirus Job Retention Fund	3	32	-	32	769
Investments	5	-	-	-	49
Other		12	-	12	7
<b>Total income</b>		<b>4,860</b>	<b>4,473</b>	<b>9,333</b>	<b>7,351</b>
<b>Expenditure on:</b>					
Raising funds	6	(162)	-	(162)	(120)
Charitable activities	7	(4,783)	(3,921)	(8,704)	(7,569)
<b>Total expenditure</b>		<b>(4,945)</b>	<b>(3,921)</b>	<b>(8,866)</b>	<b>(7,689)</b>
<b>Net income/(expenditure) before movement in funds</b>		<b>(85)</b>	<b>552</b>	<b>467</b>	<b>(338)</b>
<b>Gain on revaluation</b>		<b>201</b>	<b>-</b>	<b>201</b>	<b>-</b>
<b>Transfers between funds</b>	25	<b>565</b>	<b>(565)</b>	<b>-</b>	<b>-</b>
<b>Net income/(expenditure) after movement in funds</b>		<b>681</b>	<b>(13)</b>	<b>668</b>	<b>(338)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		<b>1,808</b>	<b>1,912</b>	<b>3,720</b>	4,058
Total funds carried forward		<b>2,489</b>	<b>1,899</b>	<b>4,388</b>	3,720

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

All activities are classed as continuing operations.

The accounting policies and notes on pages 29-46 form part of these financial statements.

# The Conservation Volunteers


## Balance sheet as at 31 March 2022

	Note	2022 £'000	2021 £'000
<b>Fixed assets</b>			
Tangible fixed assets	11	858	1,512
Investment Property	12	850	-
		<b>1,708</b>	1,512
<b>Current assets:</b>			
Debtors	13	3,329	2,156
Cash at bank and in hand	19	1,500	1,875
		<b>4,829</b>	4,031
Creditors: amounts falling due within one year	14	(2,051)	(1,624)
<b>Net current assets</b>		<b>2,778</b>	2,407
<b>Total assets less current liabilities</b>		<b>4,486</b>	3,919
Provisions for liabilities	16	(98)	(199)
<b>Net assets</b>		<b>4,388</b>	3,720
<b>Funds and reserves:</b>			
Restricted income funds	25	1,899	1,912
Revaluation Reserve		201	-
Unrestricted funds		2,288	1,808
<b>Total funds</b>		<b>4,388</b>	3,720

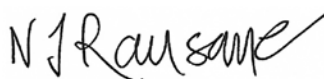
The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Board of Trustees on 26 September 2022.

The accounting policies and notes on pages 29-46 form part of these financial statements.



Anthony Crook  
Chair of the Board



Neal Ransome  
Director

Company number: 00976410

# The Conservation Volunteers

## Statement of cash flows for the year ended 31 March 2022

	Note	2022 £'000	2021 £'000
Net cash used by operating activities	18	(421)	(818)
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents		116	96
Proceeds from sale of property, plant and equipment		1	-
Purchase of property, plant and equipment		(71)	(123)
<b>Net cash (outflow)/inflow from investing activities</b>		<b>46</b>	<b>(27)</b>
<b>Decrease in cash and cash equivalents</b>		<b>(375)</b>	<b>(845)</b>
Opening cash and cash equivalents		1,875	2,720
<b>Closing cash and cash equivalents</b>	19	<b>1,500</b>	1,875

The accounting policies and notes on pages 29-46 form part of these financial statements.

The Charity has not disclosed an analysis of movements in a net debt table as it did not have any such debt during either the current or previous years.

# Principal accounting policies

## CHARITABLE COMPANY INFORMATION

The Conservation Volunteers (TCV) is a charitable company limited by guarantee (company number 0976410). The registered office is Sedum House, Mallard Way, Doncaster DN4 8DB. It is registered as a company and Charity in England and Wales and in Scotland.

## BASIS OF PREPARATION

The Charity is a public benefit entity.

These financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (FRS 102)' effective 1 January 2015 ("2015 SORP"), Financial Reporting Standard 102 ("FRS 102"), the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. They have been prepared under the historical cost convention.

These financial statements are presented in Pounds sterling (£'000).

The principal accounting policies of the Charity are set out below.

## GOING CONCERN

The trustees have prepared these financial statements on the going concern basis. The trustees have reviewed forecasts to 31 March 2024 and on the basis of those forecasts believe that the charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing arrangements including overdraft facilities available to the charity. Mitigating actions available to the charity in the event of adverse circumstances or financial performance have also been considered in light of the coronavirus pandemic. Based on the information currently available in respect of the future, the trustees consider that the charity has the plans and resources to manage its business risks successfully and believe that there are no material uncertainties that prevent the charity from continuing as a going concern for twelve months after the date of signing the financial statements.

## INCOME

Income is recognised when receipt is probable and the amount can be reliably measured. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period. Where relevant, income is presented net of VAT.

Income from donations and legacies to the charity is included in full in the Statement of Financial Activities when receipt is probable, the amount can be estimated reliably and all conditions have been met.

Restricted grants are recognised when they are receivable provided condition for receipt has been met, unless they relate to a specified future period, in which case they are deferred. Grants for the purchase of fixed assets are recognised when receivable.

Contractual health, conservation and community income is recognised in the periods in which the associated work is delivered.

Grants, including Government grants, are recognised at the fair value of the asset received or receivable when there is a reasonable assurance that the grant conditions will be met and the grants will be received.

A grant which specifies performance conditions is recognised as income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are probable and can be reliably measured. A grant received before the recognition criteria are satisfied is recognised as a liability.

Whilst time given by our many volunteers in delivering health, conservation and community activities and provision of administration, advisory and other support functions is essential to the work of TCV, this donation of time is not recognised in these financial statements since its value cannot be measured reliably for accounting purposes.

## EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT that cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of direct costs.

## FIXED ASSETS

Individual fixed assets costing £2,000 or more are capitalised at cost.

Tangible fixed assets are initially stated at cost, then cost net of depreciation. On adoption of the 2015 SORP, deemed cost of freehold land and buildings was based on independently prepared valuations as at 1 April 2014. Existing book values were retained on adoption of the 2015 SORP for all other fixed assets.

Depreciation is calculated to write down the cost or valuation less estimated realisable value, of all tangible fixed assets over their expected useful lives. Depreciation is recognised on a straight line basis over the following periods:

Freehold buildings: 25-50 years  
Short leasehold land and buildings: length of the lease  
Motor vehicles: 3 to 8 years  
Computer and other equipment: 3 to 5 years  
Freehold land is not depreciated.

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss.

Investment properties are re-valued each year, with gains in fair value shown in a revaluation reserve. Gains and losses on re-valuation are disclosed in the SoFA, and losses are included in expenditure to the extent that they exceed previous revaluation gains.

## RETIREMENT BENEFITS – DEFINED CONTRIBUTION PENSION SCHEME

The pension costs included in the Statement of Financial Activities represent the total contributions paid in the year.

## RETIREMENT BENEFITS – MULTI-EMPLOYER PLANS

Contributions are recognised in the Statement of Financial Activities in the period to which they relate as there is insufficient information available to use defined benefit accounting. A liability is recognised for contributions arising from an agreement with the multi-employer plan that determines how the charity will fund a deficit. Contributions are discounted when they are not expected to be settled wholly within 12 months of the year end.

## PROVISIONS FOR LIABILITIES

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably.

## HOLIDAY PAY ACCRUAL

The charity recognises an accrual for annual leave accrued by employees as a result of services rendered in the current year and which employees are entitled to carry forward and use in future years. The accrual is measured at the salary cost payable for the period of absence.

## TERMINATION PAYMENTS

Provision is made for redundancy and other termination payments when a constructive obligation has been created through communication with affected pools of employees and the cost can be estimated reliably.

## LEASED ASSETS

Assets that are the subject of finance leases are capitalised at their fair value and depreciated over the length of the lease. The finance charge under the lease is also written off over the length of the lease.

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the term of the lease.

## RESTRICTED FUNDS

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure that meets these criteria is allocated to the fund.

When grants and donations are received for a specific purpose involving capital investment, the cash will be recorded against a restricted fund. When the investment has been made, the relevant capital asset will be recorded against the relevant fund, and depreciation of the asset charged against the fund.

Once any restrictions on the use of the asset have expired, the asset will be transferred from the restricted fund to unrestricted funds.

## UNRESTRICTED FUNDS

Unrestricted funds are incoming resources received or generated for charitable purposes and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

## FINANCIAL INSTRUMENTS

The charity only holds basic financial instruments. The financial assets and financial liabilities of the charity are as follows:

Debtors - trade debtors, other debtors and grants receivable are basic financial instruments and are debt instruments measured at amortised cost, this can be seen in note 13. Prepayments and accrued income are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Liabilities - accruals are classified as financial instruments, and are measured at amortised cost, this can be seen in note 14. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is simply an obligation to deliver services rather than cash or another financial instrument.

# Notes to the financial statements

## 1 PRIOR YEAR STATEMENT OF FINANCIAL INCOME AND ACTIVITIES

Financial activities for the prior year comprise the following restricted and unrestricted income and expenditure:

Charity	Note	Unrestricted funds	Restricted funds	Total
		2021 £'000	2021 £'000	2021 £'000
<b>Income from:</b>				
Donations and legacies	2	112	34	146
Charitable activities	3	2,975	3,297	6,272
Other trading activities	4	108	-	108
Coronavirus Job Retention	3	769	-	769
Investments	5	49	-	49
Other		7	-	7
<b>Total income</b>		<b>4,020</b>	<b>3,331</b>	<b>7,351</b>
<b>Expenditure on:</b>				
Raising funds	6	(120)	-	(120)
Charitable activities	7	(4,034)	(3,535)	(7,569)
<b>Total expenditure</b>		<b>(4,154)</b>	<b>(3,535)</b>	<b>(7,689)</b>
<b>Net expenditure before movement in funds</b>		<b>(134)</b>	<b>(204)</b>	<b>(338)</b>
Transfers between funds	25	236	(236)	-
Net income/(expenditure) after taxation and movement in funds		102	(440)	(338)
Reconciliation of funds				
<b>Total funds brought forward</b>		<b>1,706</b>	<b>2,352</b>	4,058
<b>Total funds carried forward</b>		<b>1,808</b>	<b>1,912</b>	3,720

## 2 INCOME FROM DONATIONS AND LEGACIES

	2022 £'000	2021 £'000
Donations	214	115
Legacies	76	31
	<b>290</b>	146

Income from donations and legacies is classified as unrestricted income unless restrictions on use are imposed by the donor. Restrictions were imposed on donations of £33,000 (2021: £34,000).

### 3 INCOME FROM CHARITABLE ACTIVITIES

	2022 £'000	2021 £'000
<b>Health, conservation and community</b>		
Restricted income	4,428	3,297
Unrestricted income	4,156	2,694
Total health, conservation and community	8,584	5,991
<b>Training and employment</b>		
Unrestricted income	284	281
Total training and employment	284	281
	8,868	6,272

Grant funding towards charitable activities is classified as restricted income; contracts for delivery of charitable activities are classified as unrestricted and income is only recognised as activity is completed.

The Charity recognised £2,009,000 income from Government grants during the year (2021: £2,087,000), including £31,893 (2021: £769,000) from the Coronavirus Job Retention Scheme, amounts from Central UK Government, Northern Ireland and Scotland Executives and statutory authorities. These include grants from across the UK that support the delivery and promoting of environmental volunteering opportunities and green gyms. Some of these grants are subject to information reporting and other routine beneficiary outcome requirements.

No government grants recognised as income are considered likely to require full or partial repayment.

Charitable activities also include delivery of various public sector service contracts.

### 4 INCOME FROM OTHER TRADING ACTIVITIES

	2022 £'000	2021 £'000
Rental and venue hire	116	96
Insurance administration	15	12
	131	108

Proceeds from trading activities are classified as unrestricted income in both years.

### 5 INCOME FROM INVESTMENTS

	2022 £'000	2021 £'000
Distributions from former subsidiary	-	40
Bank interest	-	9
	-	49

Investment income is classified as unrestricted income.

### 6 EXPENDITURE ON RAISING FUNDS

	2022 £'000	2021 £'000
Marketing and public relations	162	120
	162	120

Fundraising costs are classified as unrestricted expenditure.

## 7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Activities undertaken directly 2022 £ '000	Grant funding of activities 2022 £ '000	Support costs 2022 £ '000	Total 2022 £ '000
Health, conservation and community	7,402	-	1,204	8,606
Training and employment	84	-	14	98
	7,486		1,218	8,704

	Activities undertaken directly 2021 £'000	Grant funding of activities 2021 £'000	Support costs 2021 £'000	Total 2021 £'000
Health, conservation and community	6,197	43	1,208	7,448
Training and employment	101	-	20	121
	6,298	43	1,228	7,569

Support costs comprise:

	2022 £'000	2021 £'000
Finance, procurement and property	443	479
Information technology	275	290
Leadership	156	153
Governance	21	30
People services	201	154
Risk and safety	122	122
	1,218	1,228

Direct costs and grants awarded are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support costs are apportioned between restricted and unrestricted funds pro rata.

## 8 TRUSTEES' REMUNERATION, EXPENSES AND INDEMNITY INSURANCE

	2022 £'000	2021 £'000
Travel and subsistence	1	-
Indemnity insurance	3	3
	4	3

The directors of the charity are the trustees under charity law and received no remuneration from the charity. The number of trustees who received reimbursed subsistence and travel expenses or on whose behalf subsistence and travel costs were paid by the charity was six (2021: Nil).

The charity has taken out indemnity insurance that protects both the charity and its trustees from losses arising from neglect or default by the trustees, employees or other agents of the charity.

## 9 STAFF COSTS

	<b>2022</b> <b>£'000</b>	2021 £'000
Wages and salaries	<b>4,877</b>	4,630
Social security costs	<b>371</b>	331
Defined contribution pension	<b>223</b>	222
Contributions to multi-employer pension plans	<b>9</b>	9
Other benefits	<b>43</b>	48
	<b>5,523</b>	5,240
Average number of staff	<b>244</b>	234

Wages and salaries include £8,072 (2021: £72,993) of redundancy payments. These were contractual payments, and were fully paid before year end.

Direct staff costs are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support staff costs are apportioned between restricted and unrestricted funds pro rata.

The number of staff receiving total employee benefits greater than £60,000 (including redundancy payments but excluding employer pension contributions) was:

	<b>2022</b> <b>Number</b>	2021 Number
£60,000 – £70,000	<b>2</b>	2
£70,000 – £80,000	<b>2</b>	3
£80,000 – £90,000	<b>1</b>	-
£90,000 – £100,000	<b>1</b>	1
	<b>6</b>	6

The total employment cost, including employer's national insurance contributions in respect of the charity's executive leadership team, who are considered to be the key management personnel, amounted to £644,863 (2021: £660,000) including £nil (2021: £4,035) of redundancy costs.

## 10 OTHER COSTS

Amounts payable to the charity's auditor comprised:

	<b>2022</b> <b>£'000</b>	2021 £'000
Audit of the charity's financial statements	<b>30</b>	24
	<b>30</b>	24

Net expenditure before taxation is stated after charging:

	<b>2022</b> <b>£'000</b>	2021 £'000
Depreciation of tangible fixed assets	<b>75</b>	89
Operating lease costs – property	<b>154</b>	148
Operating lease costs – other	<b>218</b>	165

## 11 FIXED ASSETS

	Freehold land and buildings £'000	Short leasehold land and buildings £'000	Motor vehicles £'000	Computer and other equipment £'000	Total £'000
<b>Cost</b>					
Opening at 1 April 2021	1,200	933	651	65	2,849
Additions	-	-	70	-	70
Reclassification of investment property	(725)	-	-	-	(725)
Disposals	-	-	(60)	-	(60)
<b>Closing at 31 March 2022</b>	<b>475</b>	<b>933</b>	<b>661</b>	<b>65</b>	<b>2,134</b>
<b>Depreciation</b>					
Opening at 1 April 2021	136	490	651	60	1,337
Charge for the year	19	51	3	2	75
Reclassification of investment property	(76)	-	-	-	(76)
Disposals	-	-	(60)	-	(60)
<b>Closing at 31 March 2022</b>	<b>79</b>	<b>541</b>	<b>594</b>	<b>62</b>	<b>1,276</b>
<b>Carrying amount</b>					
Opening at 1 April 2021	1,064	443	-	5	1,512
<b>Closing at 31 March 2022</b>	<b>396</b>	<b>392</b>	<b>67</b>	<b>3</b>	<b>858</b>

The charity applied transitional arrangements of section 35 of FRS 102, using a valuation at 1 April 2014 as the deemed cost for all of its freehold properties. The properties are being depreciated from the valuation date.

The properties were last valued as at 1 April 2014 by an external professional valuer, Lambert Smith Hampton, a general practice firm providing surveying and valuation services, using market-based evidence for similar local properties. The cost of land and buildings at 31 March 2022 is made up of:

	<b>2022 £'000</b>
2014 valuation	<b>475</b>
<b>Cost</b>	<b>475</b>

If these assets had not been revalued freehold land and buildings would have been included on the historical cost basis at the following amounts:

	<b>2022 £'000</b>	2021 £'000
Cost	397	2,209
Depreciation	(162)	(1,012)
Net book amount	235	1,197

Included within freehold land and buildings is land held at deemed cost of £150,000 (2021: £467,000), which is not depreciated.

There were no contractual commitments to acquire tangible fixed assets at 31 March 2022 or 2021.

After the balance sheet date the trustees approved the disposal of a freehold property owned by the charity in Stirling, Scotland. The property is included in freehold land and buildings with a carrying amount at 31 March 2022 of £194,000.

## 12 INVESTMENT PROPERTY

	<b>Charity 2022 £'000</b>	Charity 2021 £'000
Reclassification from tangible fixed assets	649	-
Revaluation	201	-
Valuation at 31 March 2022	<b>850</b>	-

In July 2021, the charity leased the first floor of its freehold property at Mallard Way, Doncaster. This property has therefore been re-classified as an investment property at a valuation determined by the TCV Group Property Manager, who is a Fellow of the RICS, using the RICS Red Book Global Standards.

## 13 DEBTORS

	<b>2022 £'000</b>	2021 £'000
Trade debtors	<b>1,910</b>	1,166
Prepayments and accrued income	<b>1,395</b>	875
Other debtors	<b>24</b>	115
	<b>3,329</b>	2,156

## 14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<b>2022 £'000</b>	2021 £'000
Trade creditors	<b>463</b>	408
Accruals	<b>372</b>	189
Deferred income	<b>917</b>	781
Other taxation and social security	<b>261</b>	211
Pensions	<b>38</b>	24
Other creditors	<b>-</b>	11
	<b>2,051</b>	1,624

## 15 DEFERRED INCOME

Contractual income is deferred when income is invoiced or received in advance of delivery of the associated service. Movements in deferred unrestricted income during the year were as follows:

	<b>2022 £'000</b>	2021 £'000
Brought forward	781	706
Utilised during the year	(781)	(706)
Deferred during the year	917	781
Carried forward	917	781

## 16 PROVISIONS FOR LIABILITIES

	<b>Dilapidation £'000</b>	<b>Legal Costs £'000</b>	<b>Total £'000</b>
Balance at 1 April 2021	105	94	199
Utilised during the year	(7)	(94)	(101)
<b>Balance at 31 March 2022</b>	<b>98</b>	<b>-</b>	<b>98</b>

The dilapidations provisions carried forward represent dilapidations obligations for 20 leased properties.

## 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2022 were represented by:

	<b>Unrestricted funds £'000</b>	<b>Restricted income funds £'000</b>	<b>Total funds £'000</b>
Tangible fixed assets	711	997	1,708
Net current assets	1,876	902	2,778
Provisions	(98)	-	(98)
<b>Total net assets</b>	<b>2,489</b>	<b>1,899</b>	<b>4,388</b>

Fund balances at 31 March 2021 were represented by:

	<b>Unrestricted funds £'000</b>	<b>Restricted income funds £'000</b>	<b>Total funds £'000</b>
Tangible fixed assets	663	849	1,512
Net current assets	1,344	1,063	2,407
Provisions	(199)	-	(199)
<b>Total net assets</b>	<b>1,808</b>	<b>1,912</b>	<b>3,720</b>

## 18 RECONCILIATION OF NET CASH FLOW FROM OPERATING ACTIVITIES

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Net income / (expenditure)	<b>467</b>	(338)
Adjustments for:		
Depreciation charges	<b>75</b>	89
Dividends, interest and rents	<b>(116)</b>	(96)
Increase in debtors	<b>(1173)</b>	(271)
Increase) in creditors	<b>427</b>	138
Decrease in provisions	<b>(101)</b>	(340)
<b>Net cash provided by operating activities</b>	<b>(421)</b>	(818)

## 19 CASH AND CASH EQUIVALENTS

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Cash at bank and in hand	<b>1,500</b>	1,875
<b>Total cash and cash equivalents</b>	<b>1,500</b>	1,875

## 20 OPERATING LEASE COMMITMENTS AND RECEIVABLES

Total minimum commitments payable under non-cancellable operating leases are as follows:

	<b>Land &amp; buildings</b>		<b>Other</b>	
	<b>2022</b>	2021	<b>2022</b>	2021
	<b>£'000</b>	£'000	<b>£'000</b>	£'000
Commitments payable:				
Within one year	<b>110</b>	67	<b>190</b>	22
Within two to five years	<b>181</b>	31	<b>308</b>	30
After five years	<b>23</b>	-	<b>10</b>	-
	<b>314</b>	98	<b>508</b>	52

Total minimum receivables under non-cancellable operating leases for land and buildings temporarily surplus to the operational requirements of the charity are as follows:

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Operating leases that expire:		
Within one year	<b>-</b>	-
Within two to five years	<b>434</b>	31
	<b>434</b>	31
Value of operating leases included in income:		
Rent received	<b>116</b>	96
	<b>116</b>	96

The majority of rent received was in relation to the lease of Sedum House (£105,000). This rent is received under lease agreements expiring in December 2027.

## 21 PENSION SCHEMES

The charity operates a defined contribution scheme for all qualifying employees. The assets of the schemes are held in separate funds administered by independent pension providers.

The charity participates in the CSP Alpha 2015 scheme, a multi-employer scheme which provides benefits to some 300 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity 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 total cost of pensions for the year incurred by the charity was £232k (2021: £231k). Included in other creditors is £37k (2021: £36k) in respect of pension schemes.

## 22 RELATED PARTY TRANSACTIONS

Note 8 provides details of disclosable transactions with trustees. There are no other related party transactions requiring disclosure.

## 23 CONTINGENT LIABILITIES

If the charity were to dispose of its freehold property on Mallard Way, Doncaster, prior to November 2025, Doncaster Metropolitan Borough Council would be entitled to 50% of the sale proceeds for the land. This clawback entitlement has been taken into account in the updated valuation of the property in re-classification from tangible fixed assets. The property is currently leased until December 2027, beyond the date where clawback would crystallize.

Certain of the grants received in the current and previous years from EU and other funders include rights to clawback amounts paid to the charity. The charity takes all reasonable steps to ensure it complies with the terms attaching to receipt of EU and other income and considers any repayments to be unlikely. However, the Trustees recognise that this is a complex area and there is always a risk that some funding could become repayable following audits by the funders' verification teams.

## 24 CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

### **Accounting for grants and contracts**

The classification of income from charitable activities as either grant funding or contracts for provision of services requires judgement as to the nature of the terms agreed with the funder. This classification affects both the presentation and timing of income recognised in the Statement of Financial Activities.

Contracts are classified as unrestricted income, which is recognised in the periods in which the services are delivered. Grants are classified as restricted income and are recognised when receivable provided that conditions for receipt have been met, unless they specifically relate to a future period.

The recognition of grants related to the purchase or construction of tangible fixed assets involves a further judgement as to the useful economic life of the assets to which they relate.

## 25 SCHEDULE OF RESTRICTED GRANTS 2021-2022

The funds of the charity include the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Big Lottery - Awards for All</b>					
Growing communities (10306271): transforming health and happiness of disadvantaged coastal communities in Adur and Worthing.	26	47	-	(73)	-
<b>Big Lottery Fund</b>					
Community engagement programme to support the community to make better use of their surrounding natural environment.	-	2	-	(2)	-
<b>Building Roots Ayresire</b>					
Resettlement, integration, community learning and development in North, East and South Ayrshire.	-	36	-	(36)	-
<b>Chance to Study</b>					
Big Lottery Fund and ESF Building Better Opportunities grant.	5	-	(3)	-	<b>2</b>
<b>Co-op Foundation</b>					
Support the role of the Trafford Community Hub Project Officer increasing capacity to support local community groups.	28	-	-	(28)	-
<b>Daera</b>					
Creating environmental jobs on the North Coast.	-	57	-	(42)	<b>15</b>
<b>European Social Fund</b>					
Training for Employment.	26	195	(221)	-	-
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history.	77	84	-	(61)	<b>100</b>
<b>Glasgow Communities Fund</b>					
Scotland Counts Citizen Science 2021/2022 - Community Flooding Volunteer Project.	-	61	-	(61)	-
<b>Carried forward</b>	<b>162</b>	<b>482</b>	<b>(224)</b>	<b>(303)</b>	<b>117</b>

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Brought forward</b>	<b>162</b>	<b>482</b>	<b>(224)</b>	<b>(303)</b>	<b>117</b>
<b>Heritage Lottery Fund</b>					
Environmental Volunteering at Crawfordburn County Park.	32	4	-	(36)	-
Improve biodiversity and community engagement across three County Wildlife Sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	5	24	-	(20)	9
Restore the green corridor along the river Crane at Cranford.	-	105	-	(26)	79
Building Roots Programme will involve a series of heritage discovery workshops for up to 200 Syrian refugee families recently rehoused across Edinburgh, Livingston, Fife, North Lanarkshire, Falkirk, Stirling and Clackmannanshire.	18	7	-	(25)	-
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by the HS2 development to discover and care for green spaces in their neighbourhood through practical volunteering and Camden Green Gym.	-	31	-	(31)	-
<b>Leeds City Council</b>					
Additional award to support projects and activities in TCV.	12	-	-	(12)	-
<b>Natural England</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	45	-	(45)	-
<b>Natural England - Outside is fun</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	45	-	(45)	-
<b>National Heritage Lottery Fund</b>					
Linking communities with their local greenpaces in and around Cumbernauld.	-	42	-	(42)	-
<b>NatureScot &amp; Scottish Government funding to support TCV projects across Scotland</b>					
Supporting projects across Scotland.	-	341	-	(341)	-
<b>Northern Ireland Environment Agency</b>					
Habitat and landscape management at South Sperrins and north coast of Northern Ireland	-	30	-	(30)	-
<b>Peoples Health Trust</b>					
Local People Programme to establish and develop local community groups in areas of multiple deprivation.	25	(25)	-	-	-
<b>Postcode Green Trust</b>					
Support for a range of measures to support TCV in connecting more people and green spaces to deliver lasting outcomes for both.	497	-	(244)	(253)	-
Additional award to support projects and activities in TCV.	-	550	(30)	(270)	250
<b>Carried forward</b>	<b>751</b>	<b>1,681</b>	<b>(498)</b>	<b>(1,479)</b>	<b>455</b>

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Brought forward</b>	<b>751</b>	<b>1,681</b>	<b>(498)</b>	<b>(1,479)</b>	<b>455</b>
<b>Public Health Agency</b>					
Extention of Green Gym (Protect Life).	1	12	-	(13)	-
Green Gym Dig it and Eat it programme: To improve the environment whilst improving mental and physical health, skills and nutrition.	-	111	-	(111)	-
Western Green Gym: To establish, develop and deliver the Green Gym, and Fruit and Veg. Green Gyms, in Western Belfast.	7	119	-	(126)	-
Southern Green Gym: To develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	1	57	-	(58)	-
Mid Ulster Community growing programmes.	-	36	-	(36)	-
<b>Scotland Counts - Community Flood Monitoring</b>	-	20	-	(20)	-
Scotland Counts Citizen Science 2021/2022 - Community Flooding Volunteer Project					
<b>Scottish Forestry</b>					
Green space for Health, to promote green spaces in the grounds of Gartnavel hospitals in Glasgow.	-	15	-	(15)	-
Development of Clyde Climate Forest.	-	33	-	(21)	<b>12</b>
<b>Scottish Natural Heritage</b>					
Develop and deliver a new Green Health Partnership to bring together community green health projects and key health referral agencies.	-	25	-	(25)	-
<b>The Earley Charity</b>					
To deliver a trainee Volunteer Officer programme in Berkshire.	15	44	-	(32)	<b>27</b>
<b>The Woodland Trust Scotland</b>					
Development of the Clyde Climate Forest.	-	109	-	(109)	-
<b>West Lindsey District Council</b>					
Helping local communities engage in maintenance of nature areas in West Lindsey District.	-	31	-	(31)	-
<b>West Lothian Green Action</b>					
Youth Employability Project.	-	19	(19)	-	-
<b>Total disclosed grants</b>	<b>775</b>	<b>2,312</b>	<b>(517)</b>	<b>(2,076)</b>	<b>494</b>
<b>Other restricted revenue grants</b>	<b>288</b>	<b>1,845</b>	<b>(239)</b>	<b>(1,285)</b>	<b>609</b>
<b>Total of revenue grants</b>	<b>1,063</b>	<b>4,157</b>	<b>(756)</b>	<b>(3,361)</b>	<b>1,103</b>
<b>Restricted capital grants</b>	<b>849</b>	<b>53</b>	<b>(53)</b>	<b>(53)</b>	<b>796</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>-</b>	<b>263</b>	<b>244</b>	<b>(507)</b>	<b>-</b>
<b>Total</b>	<b>1,912</b>	<b>4,473</b>	<b>(565)</b>	<b>(3,921)</b>	<b>1,899</b>

Transfers between funds relate to restricted funds which provide support for central functions or activities which are unrestricted in their nature – for example match funding for specific projects. In addition, Government support, in the form of Coronavirus Job Retention Scheme income (which was unrestricted) has been used to pay salaries of staff who were furloughed and employed specifically on projects which are normally funded by restricted income. This has enabled greater transparency for these projects to clearly record the income from a funder and support from Government for furloughed staff.

The £244,000 Postcode Green Trust transfer relates to funding of TCV marketing and business development activities.

The £221,000 European Social Fund transfer relates to the funding of a variety of educational activities in Northern Ireland.

## Schedule of conditional grants 2021-2022

During the year, the following organisations supported TCV’s activities. It is a condition of the provision of these funds that they are separately disclosed in this Annual Report and Financial Statements.

Abellio	Garfield Western Foundation	Robertson Trust
Scotrail Ltd	Glasgow CC	RS Mc Donald
British Hedgehog Preservation Society	Groundwork UK	Scottish Forestry
Coalfields Community Landscape Partnership	Heathrow Community Fund	The Mayor and Burgesses of the London Borough of Hounslow
Colchester Borough Council	i Cap Charity Day 2021	Sustrans
NIEA	John Laing	The National Lottery
Department for Communities (ESF Match Fund)	Leeds City Council	TKMAXX Homesense Clean Up Grant
Department of Justice, Northern Ireland	Leeds Older People’s Forum	Trust for Oxfordshire’s Environment
EB Scotland	Leicestershire County Council	United Utilities
Forth Environment Link (Falkirk Food Futures)	Life Changes Trust	Wates Family Enterprise Trust
	London Borough of Richmond	Westminster Foundation
	National Citizen Service	Youth Work Education Recovery Fund
	Peacock Charitable Trust	

# Schedule of restricted grants 2020-2021

The funds of the charity include the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	Closing balance 31 March 2021 £'000
<b>Co-op Foundation</b>					
Support the role of Trafford Community Hub Project Officer increasing capacity to support local community groups.	21	22	3	(18)	<b>28</b>
<b>DAERA</b>					
Creating environmental jobs on the North coast.	-	10	8	(18)	-
<b>Esmée Fairburn Foundation</b>					
COVID 19 Fast Response Grant.	-	31	-	(31)	-
To set up and deliver two new Green Health programmes as part of Green Health Partnerships in Dundee and N Ayrshire.	42	84	-	(49)	<b>77</b>
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by HS2 development to discover and care for green spaces in their neighbourhood through regular, practical volunteering and Camden Green Gym.	5	21	-	(26)	-
<b>Landfill</b>					
(EB780196) The completion of various projects to help mitigate the impact of landfill on local communities in England.	142	68	(5)	(208)	<b>(3)</b>
<b>National Lottery Community Fund</b>					
Social Prescribing (10318737): developing key components required to expand and mainstream social prescribing.	40	20	20	(80)	-
Growing Communities (10306271): transforming health and happiness of disadvantaged coastal communities in Adur and Worthing.	175	-	17	(167)	<b>25</b>
2 years Community Engagement Programme.	11	22	-	(33)	-
<b>National Lottery Heritage Fund</b>					
Project to facilitate young people with learning and physical disabilities to engage in the heritage of Market Gardens within Trafford.	-	3	3	(6)	-
Environmental volunteering at Crawfordsburn Country Park (OH-17-01549).	23	21	-	(12)	<b>32</b>
Grass Roots. Natural heritage skills for young people at Skelton Grange in Leeds.	6	4	-	(10)	-
Ponds of Croydon (OH-17-03443): management of pond sites and training of volunteers in Croydon.	18	(15)	(3)	-	-
Lousehill Copse Woodland (OH-17-01649): volunteer activities and events in Reading.	-	12	-	(12)	-
<b>Carried forward</b>	<b>483</b>	<b>303</b>	<b>43</b>	<b>(670)</b>	<b>159</b>

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	Closing balance 31 March 2021 £'000
<b>Brought forward</b>	<b>483</b>	<b>303</b>	<b>43</b>	<b>(670)</b>	<b>159</b>
<b>National Lottery Heritage Fund (continued)</b>					
Developing a wildlife area and building awareness and skills to engage with nature at Auchengillan Outdoor Centre Scout Camp.	-	(4)	-	4	-
Improve biodiversity and community engagement across three County Wildlife Sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	21	-	2	(18)	<b>5</b>
Building Roots Programme will involve a series of heritage discovery workshops for up to 200 Syrian refugee families recently rehoused across Edinburgh, Livingston, Fife, North Lanarkshire, Falkirk, Stirling and Clackmannanshire.	10	39	4	(35)	<b>18</b>
COVID 19 Emergency Fund.	-	141	-	(141)	-
<b>Natural England</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	55	8	(63)	-
<b>Northern Ireland Environment Agency</b>					
(NEF21): habitat and landscape management at South Sperrins and north coast of Northern Ireland.	-	37	3	(40)	-
<b>Northern Ireland European Social Fund</b>					
Training for Employment Programme (2015 - 2020).	-	256	-	(230)	<b>26</b>
<b>People's Health Trust</b>					
Local People Programme; to establish and develop local community groups in areas of multiple deprivation across six locations.	98	71	5	(149)	<b>25</b>
<b>Postcode Green Trust</b>					
Support for a range of measures to support TCV in connecting more people and green spaces to deliver lasting outcomes for both.	550	550	(189)	(414)	<b>497</b>
<b>Public Health Agency</b>					
Green Gym Protect Life: projects delivered in South East Belfast.	-	17	-	(17)	-
Western Green Gym: To establish, develop and deliver the Green Gym, and Fruit and Veg Green Gyms, in Western Belfast.	7	116	-	(116)	<b>7</b>
Green Gym Dig it and Eat it Programme: To improve the environment whilst improving mental and physical health, skills and nutrition.	5	105	(4)	(106)	-
Southern Green Gym: To develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	-	51	2	(52)	<b>1</b>
Mid Ulster community growing.	-	46	-	(46)	-
<b>Scottish Government</b>					
Supporting the TCV Community Flood Monitoring Project in Strathard and Aberfoyle.	-	20	-	(20)	-
<b>Carried forward</b>	<b>1,174</b>	<b>1,803</b>	<b>(126)</b>	<b>(2,113)</b>	<b>738</b>

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	<b>Closing balance 31 March 2021 £'000</b>
<b>Brought forward</b>	<b>1,174</b>	<b>1,803</b>	<b>(126)</b>	<b>(2,113)</b>	<b>738</b>
<b>Scottish Natural Heritage</b>					
Concordat & Framework Agreement: supporting volunteer activity days across Scotland.	-	(1)	-	1	-
Engaging communities and mainstreaming Citizen Science.	-	(3)	1	1	<b>(1)</b>
Concordat & Framework Agreement: supporting volunteer activity days across Scotland (2020-21).	-	247	-	(247)	-
<b>The Earley Charity</b>					
To deliver a trainee Volunteer Officer programme in Berkshire.	10	41	-	(36)	<b>15</b>
<b>Total Disclosed Grants</b>	<b>1,184</b>	<b>2,087</b>	<b>(125)</b>	<b>(2,394)</b>	<b>752</b>
<b>Other restricted revenue grants and donations</b>	<b>342</b>	<b>1,173</b>	<b>(111)</b>	<b>(1,094)</b>	<b>310</b>
<b>Restricted capital grants</b>	<b>826</b>	<b>71</b>	<b>-</b>	<b>(47)</b>	<b>850</b>
<b>Total restricted funds</b>	<b>2,352</b>	<b>3,331</b>	<b>(236)</b>	<b>(3,535)</b>	<b>1,912</b>



As a Charity we rely on the support of individuals and organisations that share our determination to address the challenges facing people and green spaces today.

We are proud to be supported by donors, local and national government, lotteries, private organisations, charities, trusts and landowners – all of whom are committed to our vision of healthier, happier communities for everyone.

Please get in touch for opportunities to support our valuable work.

Visit [tcv.org.uk/support](https://www.tcv.org.uk/support)

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[www.tcv.org.uk](https://www.tcv.org.uk)



TCV is striving to support more diverse audiences year on year and is committed to the following initiatives to help us achieve this:



**THE CONSERVATION VOLUNTEERS**

England & Wales - Charity number 261009

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# Accounts

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# **TCV Annual Report**

## **and Financial Statements**

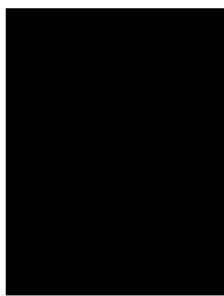
### **for the year ended 31 March 2021**

**Connecting people and green spaces**



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As for all of us throughout the world, the year under review in this annual report has been really challenging because of the Covid-19 pandemic. Like all UK charities we faced a number of difficult decisions in the light of diminished resources and constraints during lockdown conditions upon our ability to deliver our services to the communities we work with. Fortunately, with the help of the UK government's job retention scheme and the willingness of many of our partners to continue financing us we weathered the financial storm and indeed, as these audited accounts confirm, have emerged with our reserves intact and in a financially resilient state.

This is important, not just from the point of view of retaining our financial good health (as vital as that is) but of enabling us to confront the post pandemic world with confidence as we envisage and believe that green volunteering charities such as The Conservation Volunteers have a key role to play as we emerge from lockdowns and rebuild our lives. We see our role in a green recovery as critical in helping communities thrive through their continuing commitment to green spaces and assisting our volunteers to develop new skills and support their physical and mental health.

In that context, we undertook a thorough review of our work. Our new strategy retains our existing vision and mission and puts in place new strategic goals. These include giving more emphasis to involving all members of our local communities in our work. We will do our best to ensure that our volunteers come from all walks of life and that our approach to projects embraces the full diversity of the communities in which they are located. We also renewed our commitment to the many local community groups we support and have brought our funding for them 'in house' following the excellent work our fellow charity, the Chestnut Fund, has done over a great many years. I pay tribute to the work the Fund has done and the contribution that Chestnut Fund trustees have made during that time. We will build on this work with a new Chestnut Fund executive group distributing funds to community groups and on which two members of the former Chestnut Fund charity now sit. Our intention is to increase the numbers of community groups in our network and to increase our funding for them in the coming years.

Throughout the year we have focused on ensuring we use all our resources as effectively and as efficiently as possible. As examples, we have redesigned our central services which support our operational colleagues and taken the decision to relocate our main offices to smaller premises in Doncaster, enabling us to let out the whole of Sedum House, making a net positive financial contribution to our premises costs. And because the Board and its committees have met virtually throughout the year, we have saved on travelling and other Board expenses. We have learned the benefits of online meetings but missed the opportunities that face-to-face meetings give us of informal conversations outside of formal meeting schedules and the chances to meet more staff and visit projects. We intend in the future to blend online with face-to-face meetings.

That TCV has emerged so well from the pandemic is a tribute to the work of all our staff and the leadership of our CEO and his senior colleagues. We pay tribute to them all. I also pay tribute to the unstinting support of all my fellow Trustees but particularly to our Vice Chair, Simon Rennie, whose experience in conservation and in running charities has been immeasurably helpful in advising me and our CEO during this challenging year. Likewise, Neal Ransome, who chairs our Audit and Risk committee, and who brings a lifetime of professional experience in financing has been equally critical in ensuring that we have taken a sound approach to our funding and to managing the many risks before us. I thank them both for their help.

**Prof ADH Crook CBE**, Chair Board of Trustees



Welcome to The Conservation Volunteers' annual report for 2020-21 – a year like no other. My overriding memory from this most challenging of years will be the remarkable generosity, shown by so many people and organisations, in support of our cause.

Our volunteers came flooding back at the first, safe opportunity and, before that was possible, turned their hand to supporting their local communities by new means – some by collecting or distributing food, others by just keeping in touch with those who were becoming increasingly isolated. Our partners and funders demonstrated flexibility, understanding and patience as we adapted our operations to enable vital work to take place while keeping those involved safe. The experience of our Trustees and sub-committee members, who gave up more of their time than ever, was invaluable. Our President and Vice-Presidents continued to support us and promote our work to connect people and green spaces. Our employees went truly over and above – some by selflessly agreeing to go on temporary furlough, others by working harder than ever in the face of adversity, and most by doing both. And I must thank my Leadership Team colleagues – who stuck together, grappled with new challenges and faced up to tough decisions – for leading The Conservation Volunteers with such drive and determination.

Despite all the challenges that came our way, we were still able deliver a significant amount of activity on the ground: working with more than 51,000 people to transform over 900 green spaces; and growing the TCV Community Network to 1,586 independent local groups supporting 31,720 volunteers. As the Network grows, so will the number of applications to the Chestnut Fund and so, in March, we brought this previously independent fund in house. Building on the excellent work of its long-serving trustees (some of whom kindly continue to serve on our new grants panel) we are now providing the administrative support and resource it needs to meet this growing demand.

Thanks to the flexibility and support from our funders, the UK Government's Coronavirus Job Retention Scheme and the willingness of so many employees to go on temporary furlough, we were able to maintain our reserves around the upper limit of our reserves policy (a limit that was set before the pandemic and is now under review).

2020-21 was the final year of our strategy, Connecting People and Green Spaces, during the life of which we achieved much to be proud of across our strategic goals: Inspire more people to make a difference; Secure more support for our work; and Use our resources to deliver the greatest impact. Our new strategy for 2021-25 will build on this and see us:

- deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces;
- do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both; and
- support more diverse audiences to connect with green spaces.

Our vision remains one of healthier, happier communities for everyone. I hope that reading through the events of 2020-21 inspires you to support The Conservation Volunteers to achieve it.

**Darren York**, Chief Executive

## APRIL

### Connecting with nature at home

As the severity of the Covid-19 pandemic became clear, we took a step that was unprecedented in our history – ceasing our volunteering programmes in late March. Throughout April, all but essential site maintenance and safety activities – conducted by our employees – stopped. We carried out a rapid strategic review into the threats and opportunities presented by the pandemic. This led to a ‘reboot plan’ that, later in the year, supported the resumption of selected volunteering activities adhering to the law, to government guidance, and to our newly introduced Covid-secure guidance. In order to protect our future, we reluctantly asked a large proportion of our employees to go on temporary furlough and we were incredibly grateful that every single member of the team we asked agreed. In time, volunteers and employees would join the national effort to support local communities – collecting and distributing food, checking in with the most isolated of our volunteers, and sharing ideas and resources to help people stay connected with nature at home.

## JULY

### TCV joins iconic ICAP Charity Day

We received the fantastic news that TCV would be part of the iconic celebrity fundraising event, ICAP Charity Day, allowing us to engage and educate 15,000 schoolchildren in the great outdoors. Through the ICAP Fruit Tree Initiative – From the Ground Up! – children would later plant fruit trees, encouraging an understanding of nature and healthy eating. The virtual fundraising day took place in December and the interdealer broker raised and donated £3.6m from their revenues and commissions to charities around the world.

## AUGUST

### A hands-on approach to climate action

In Northern Ireland, we set up The Acorn Farm Project with support from The National Lottery Community Fund’s Climate Action Fund, which helps UK communities to reduce their carbon footprint. This project supports 100 families in Derry/Londonderry and Strabane to tackle climate change hands-on by growing their own food and learning about how their food choices affect the environment.

## MAY

### Support for our growing Community Network

Green spaces became a crucial part of daily life for many of us during lockdown. Thanks to funding raised by players of People’s Postcode Lottery, we extended our support to all our Community Network groups in Great Britain with free membership for the year. Thanks to players, this provided groups with support and guidance, funding information and discounts from trusted suppliers, allowing them to focus on protecting and caring for their local green spaces safely during challenging and uncertain times.

## JUNE

### Belfast volunteers recognised with Queen’s Award

Our Belfast team of volunteers discovered that they had received the Queen’s Award for Voluntary Service, known as the MBE for volunteer groups. The award gives recognition to volunteer groups and their outstanding work to benefit local communities. A few months later, TCV in Belfast held a ceremony to receive the award from the Lord Lieutenant of Belfast. It was a fantastic celebration of the team’s projects, which include creating wildlife gardens, outdoor classrooms and food growing through our Green Gyms, supported by Public Health Agency.

## SEPTEMBER

### Collaborating on The Massive Get Together

TCV was part of The (inaugural) Massive Get Together, which saw 10 charities collaborate on an online fundraising event. The goal of the event was to respond to the impact of Covid-19 as critical funding and crucial fundraising events ceased, as well as highlight the essential support charities provide in crisis and beyond, and how they shape our society for the better. The evening was streamed live and comprised celebrity entertainment, prize draws and lots of laughs, all while raising more than £40,000 for good causes.

## OCTOBER

### Conservation during lockdown

As volunteering gradually resumed over the summer, we received a vital £140,800 from The National Lottery Heritage Fund's Heritage Emergency Fund. This supported the return of conservation groups from Hastings to Stirling thanks to National Lottery players. With parks and other green spaces proving so essential for so many people during lockdown, this helped us to keep sites open and safe, and minimised the disruption to important habitat creation and management.

## JANUARY

### Another year of People's Postcode Lottery impact

2021 saw TCV pass a fantastic milestone – bringing the total funds awarded to us by the Postcode Green Trust to more than two million pounds since 2018, thanks to players of People's Postcode Lottery. We invested the £550,000 awarded for 2021 to inspire more people to make a difference, secure more support for our work, use our resources to deliver the greatest impact, and provide WildSkills traineeships for young people.

## NOVEMBER

### We say goodbye to a friend of 35 years

It was with great sadness that we learnt of the passing of friend and supporter, Lady Dufferin, who hosted and supported our tree nursery on the Clandeboye Estate for so many years. Together, we grew over 1.5 million native trees from seed. Lady Dufferin was a TCV Vice President for 30 years and strong advocate for biodiversity and environmental education.

## FEBRUARY

### Wates smashed virtual fundraising target

We've been Wates Group's Charity of the Year for two years running now and they never fail to impress with their incredible fundraising efforts. The pandemic might have halted their original plans this year, but that didn't stop them conjuring up a virtual pole-to-pole walk. More than 300 Wates Group employees covered a whopping 43,139 miles (almost twice around the globe!) and raised over £25k for people and green spaces.

## DECEMBER

### Largest mini urban forest in Europe planted

With 32,000 native trees, we planted the Forest of Thanks in Barking as a thank you to all the key front-line workers and NHS staff that have done so much for their communities during the pandemic. The forest was created using the Miyawaki method, which is designed to encourage tree growth that is up to 10 times faster than traditional methods, resulting in a plantation 30 times denser. The trees were donated by NatWest Group, who are a long-standing partner of ours with 30,000 of their employees volunteering with us since 2007, transforming over 200 community green spaces.

## MARCH

### Supporting the future of Social Prescribing

To highlight the positive and significant impact social prescribing can have on people's health and wellbeing, we were thrilled to sponsor an award at the Social Prescribing Awards, together with the National Lottery. The Award for Best Community-Based Organisation in Social Prescribing was presented to Let's Grow Preston, who are a network of community gardens. The judges were impressed by their incredible achievement of distributing packages of fresh vegetables to 2,400 people a week during the pandemic.

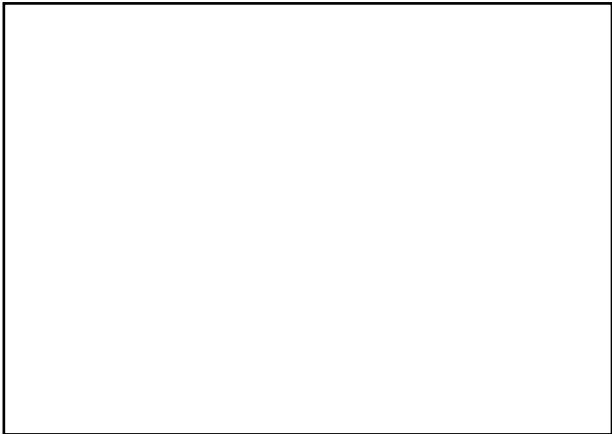
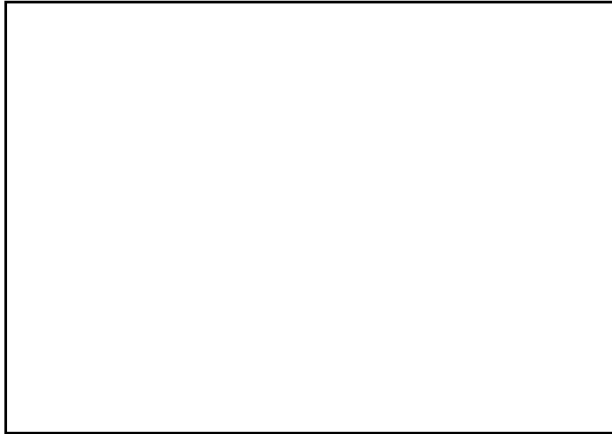
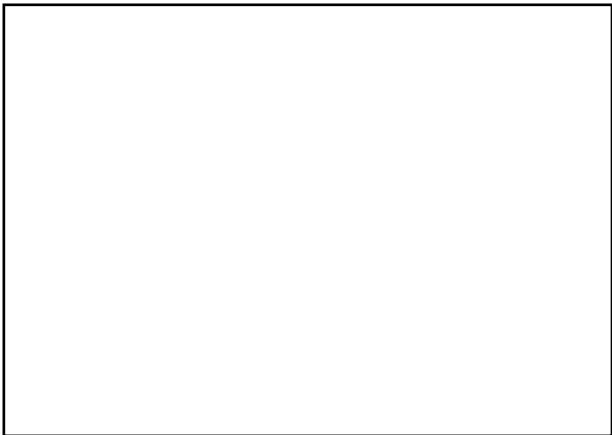

# Who we are

We are The Conservation Volunteers. We connect people and green spaces to deliver lasting outcomes for both.

We do this by bringing people together to create, improve and care for green spaces: from local parks and community gardens to Local Nature Reserves and Sites of Special Scientific Interest; from school grounds and hospital grounds to waterways, wetlands and woodlands. We connect people to the green spaces that form a vital part of any healthy, happy community.

Our team of dedicated, passionate staff and volunteers work with communities across England, Northern Ireland and Scotland and, through our Community Network, we support local community groups across the UK.

## OUR OUTCOMES AND HOW WE DELIVER THEM:

	
<p><b>COMMUNITIES</b></p> <p>Communities are stronger, working together to improve the places where people live and tackle the issues that matter to them.</p>	<p><b>HEALTH &amp; WELLBEING</b></p> <p>People improve their physical and mental health and wellbeing, by being outdoors, active and connected with others.</p>
	
<p><b>LEARNING &amp; SKILLS</b></p> <p>People improve their confidence, skills and prospects, through learning inspired by the outdoors.</p>	<p><b>ENVIRONMENT</b></p> <p>Green spaces are created, protected and improved, for nature and for people.</p>

Over the following pages, you can read about examples of TCV's activities, each of which deliver one or more of the above outcomes.

# Our impact

We transform over **1,400 green spaces** and deliver over **62,000 days of green space connections** through occasional volunteering, training courses, nature engagement and education sessions

We deliver over **65,000 workdays**

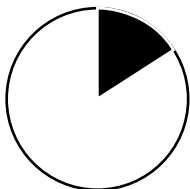
Each year TCV works with **83,000 people**

We have **12,580 regular volunteers**

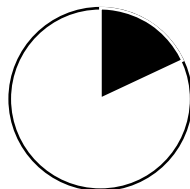


**97% of our volunteers rate their experience as good (24%) or excellent (72%)!**

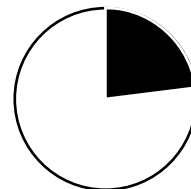
## We represent diversity



16% of our registered volunteers have a disability



18% of our registered volunteers are from a BAME community



23% of our registered volunteers are in the top 20% most deprived UK areas

## And our volunteers...



...are more connected to nature



...have learnt new skills



...feel more connected to their local community



...feel their wellbeing has improved

## Over 1.5m carbon-busting trees through I Dig Trees

This was our sixth year of planting and distributing trees with OVO Energy through our *I Dig Trees* programme. We've now surpassed the 1,500,000 trees mark, plus over 2,600 community groups and volunteers have benefitted.

Our partners, OVO Energy, are an energy supplier with an aim to reach zero carbon. Trees planted through our programme absorb carbon dioxide, add to green space coverage that creates homes for nature, and bring communities together.

*"We had a fantastic turnout of around 100 volunteers from our community. All 1000 trees were planted, forming a small copse, in just under 2 hours, a fantastic team effort. Thank you for the trees, I'm sure they will prosper and create a peaceful place where people can go to reflect."*

**WE ARE HALTON - COMMUNITY GROUP, LEEDS**

## Kickstarting an appreciation of nature and community

Outside is Fun is an exciting three-year project, supported by Natural England & Defra, working alongside 12 schools in South Yorkshire to make the local landscape a vital part of children's education.

The project is run by our South Yorkshire Community Woodlands team who manage former coalfield sites for people and for nature, in partnership with the Land Trust, and deliver a wide-ranging programme of community engagement.

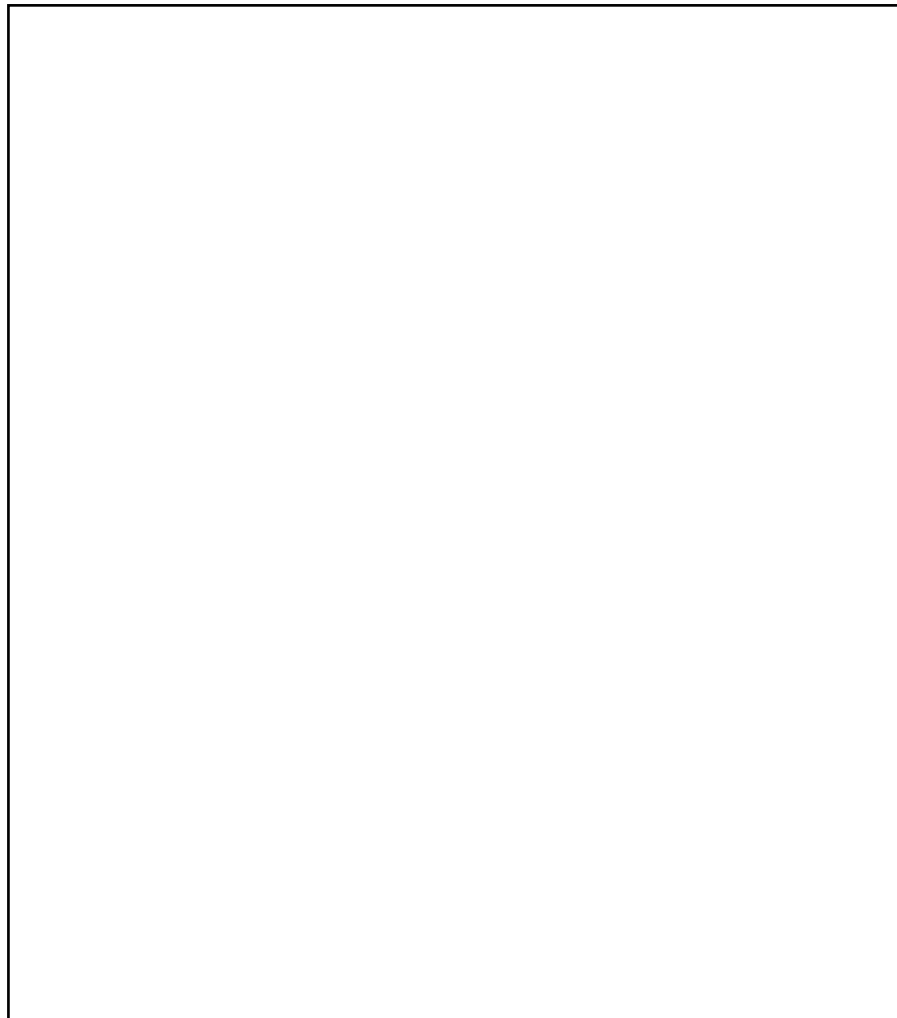
Through Outside is Fun, our team deliver bespoke programmes of outdoor activity where children connect with their local natural environment and learn about the history of the place they call home.

The project is part of the larger Children & Nature Programme that is funded by the Department for Education as part of the UK Government's 25 Year Environment Plan.

*"The quality of provision and resources is second to none and the preparation that goes into providing resources and communicating events and resources is exceptional. Overall I have been hugely impressed by the dedication of TCV staff and the enthusiasm and knowledge they bring to each session. Nothing is too much trouble and they go above and beyond to make things happen for the benefit of our young people and staff. Thank you. Our community is a better place thanks to your support!"*

**LAURA ATKINSON - HEAD OF SCHOOL, ST JOSEPH'S, ROTHERHAM**

# Healthy lifestyles in Birmingham communities



*Health for Life* is a community programme that has made a sustained difference to healthy lifestyles in local communities across Birmingham since 2012. It provides facilities and support to engage people in growing food, physical activity, healthy eating and cookery.

Funded by Mondelēz International, the programme supports *Change4Life*, the wellbeing campaign from Public Health England, and offers a range of opportunities to encourage families towards leading healthier lifestyles. We run community food growing spaces, supported by a healthy eating blog and the Facebook group 'Grow Well, Eat Well', which makes seasonal recipes and ideas accessible to more people digitally. TCV Green Gyms also feature in the programme, enhancing health and wellbeing through practical activities to create and care for green spaces.

The group participants benefit from the time spent outdoors, meeting other people, getting fresh air, and learning new skills. The produce grown at the community gardens can be taken home by the group to use or is distributed to food banks or community food cooking programs in the area. TCV also runs free cookery classes for the community to learn how to prepare a healthy meal.

*"I would usually hesitate to join a new group due to mobility and mental health issues but every session is so welcoming and accessible and it really benefits my wellbeing. I've loved it!"*

**HEALTH FOR LIFE VOLUNTEER**

## Developing skills and confidence through Citizen Science

TCV's *Scotland Counts* project has been running for over ten years, supported by NatureScot along with partners including the Scottish Government, Forest and Land Scotland and SEPA. It uses Citizen Science to get people outdoors and develop new skills.

*Scotland Counts* supports school learning, with teacher training and factsheets, and helps marginalised groups, including people with disabilities and refugee families, to connect with nature and with others in their community.

*"The Conservation Volunteers believe that our natural heritage is something for everyone to celebrate and enjoy. We aim to ensure that every individual and community in Scotland has the opportunity to develop skills and confidence to understand their local environment through Citizen Science."*

**AMANDA MALCOLM  
- TEAM LEADER, GLASGOW**



# Trustees' and Directors' report incorporating the Strategic Report

## OUR OBJECTIVES AND ACTIVITIES

The Charity's objectives continue to be:

- To conserve the environment for the benefit of the public including:
  - the conservation and maintenance of the character and amenity of rural, urban and inner-city areas
  - the maintenance and management of nature reserves and other sites of biological, scientific or environmental importance
- To educate the public in principles of conservation through volunteering and community support
- To advance the education of the public through the provision of training, in particular:
  - in practical conservation skills
  - basic skills
  - skills to improve employment prospects
- To develop the capacity and skills, primarily through volunteering opportunities, of the public at large and those who by reason of youth, age, infirmity or disability, poverty or economic and social circumstances, have need of such facilities with the object of improving their conditions of life.

Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

## STRATEGIC REPORT: OUR OUTCOMES AND HOW WE DELIVER THEM

### Communities

Communities are stronger, working together to improve the places where people live and tackle the issues that matter to them.

We bring residents and other stakeholders together and provide them with the practical expertise, resources and training they need to engage in sustained civic action that makes a positive difference. We draw upon our expertise as a national organisation and take a local approach, working with people and communities to design solutions that meet local needs. Through the TCV Community Network, we connect nearly 1,600 independent local groups with each other and provide access to a package of support including health and safety advice, a dedicated website, access to competitively priced insurance, discounts on training and merchandise, funding information, access to grants and much more.

### Environment

Green spaces are created, protected and improved, for nature and for people.

We deliver practical volunteering programmes, providing people with the transport, tools, equipment and project leadership they need to play an active role in creating, protecting and improving green spaces. We work on a wide range of wildlife habitats including woodlands, hedgerows, grassland, waterways and wetlands. We plant trees, from single specimens to new woodlands and hedgerows, providing homes for wildlife and improving climate and air quality. From boardwalks and dipping platforms to fences and footpaths, we provide access improvements and on-site interpretation that balances the needs of nature and people.

### Health & Wellbeing

People improve their physical and mental health and wellbeing, by being outdoors, active and connected with others.

A wide range of TCV activities provide opportunities to improve physical and mental health and wellbeing through physical activity and social interaction. Through our Green Gym programme, we provide an alternative to traditional gym or fitness activities. Green Gym is "group based physical activity with a purpose", improving green spaces while enhancing health and wellbeing. The emphasis is very much on sustainable improvements to the health and wellbeing of those involved, while giving new purpose to their life and supporting the shared community environment.

### Learning & Skills

People improve their confidence, skills and prospects, through learning inspired by the outdoors.

We deliver a wide range of learning and skills through programmes of non-accredited and accredited training courses. These include practical skills training, project leadership, health and safety, volunteer recruitment and evaluation, community engagement, species identification and first aid. We train volunteers, community groups and other organisations. Through our Community Network we support community groups with access to free conservation miniguides and practical safety resources, along with discounted conservation handbooks and training. We run a range of programmes that offer people a chance to learn more about their natural environment and take part in scientific research and surveying.

Examples of activities delivered this year, which each contributed to one or more of these outcomes, can be found throughout the preceding pages of this document.

## FINANCIAL REVIEW

TCV reported a deficit of £338k (2020: surplus of £253k), resulting from the coronavirus pandemic and related restrictions on our activities in the year.

The charity closed the year with reserves of £3,720k (2020: £4,058), including unrestricted reserves of £1,808k (2020: £1,706k), representing 15 weeks of operational expenditure, which is marginally above the upper end of the range for reserves under our current reserves policy which is due for review in quarter 4, 2021-22.

### Income

	2021 £'000	2020 £'000	Change £'000
Charitable activities	6,272	8,402	(2,130)
Coronavirus Job Retention Fund	769	-	769
Other trading activities	108	134	(26)
Donations and legacies	146	178	(32)
Investments	49	3	46
Other	7	42	(35)
<b>Total income</b>	<b>7,351</b>	<b>8,759</b>	<b>(1,408)</b>

Income decreased by £1,408k to £7,351k for the year as set out below.

In response to the pandemic and for the first time in its 60-year history, TCV suspended the majority of its activities with volunteers resulting in a £2,130k (25%) fall in core income from our health, conservation and community programmes.

Claims of £769k from the Coronavirus Job Retention Fund contributed significantly to the financial stability of TCV and retention of TCV employees during lockdown and through the subsequent easing of Government / Devolved Administration restrictions.

The reduction in income from other trading activities was driven by a reduction in tenant income from our Scotland office in Stirling due to tenants terminating their tenancies in response to the pandemic.

Overall donations and legacies income fell by £32k, driven in part by the reduction in charity of the year fundraising during the pandemic, after the highly successful Diamond Challenge in 2020. Overall donations from a range of different sources and campaigns increased from £48k to £89k in the year.

Investment income in 2021 related to the return on investment from our cash at bank holdings and a final disbursement of £40k received from the liquidation of TCV Employment & Training Services Limited, which was dissolved on 19 January 2021.

The fall in other income included a reduction in income from our Hollybush Café which was closed during the pandemic.

## STATEMENT OF FINANCIAL ACTIVITIES

	2021 £'000	2020 £'000	Change £'000
Income	7,351	8,759	(1,408)
Expenditure:			
Charitable expenditure:			
Health, conservation and community	(6,197)	(7,067)	(870)
Training and employment	(101)	(116)	(15)
Support costs	(1,228)	(1,194)	34
Fundraising costs	(120)	(86)	34
Grants awarded	(43)	(43)	-
<b>Total expenditure</b>	<b>(7,689)</b>	<b>(8,506)</b>	<b>(817)</b>
Net unrestricted income	102	169	(67)
Net restricted expenditure	(440)	84	(525)
<b>Total net (expenditure) / income</b>	<b>(338)</b>	<b>253</b>	<b>(591)</b>

Expenditure decreased by £817k to £7,689k in the year as set out below.

The £870k reduction in charitable expenditure in the year arose predominantly from the reduction in TCV activity due to coronavirus lockdowns and restrictions.

Increases in support costs included the cost of restructuring the Finance Team, additional audit costs arising from the pandemic and costs associated with the development and roll-out of an electronic expense payment system.

Fundraising cost increases in 2021 arose from the investment in a dedicated fundraising role.

## BALANCE SHEET

	2021 £'000	2020 £'000
Tangible fixed assets	1,512	1,478
Debtors	2,156	1,885
Cash and cash equivalents	1,875	2,720
Creditors	(1,624)	(1,486)
<b>Net current assets</b>	<b>2,407</b>	<b>3,119</b>
Provisions for liabilities	(199)	(539)
<b>Net assets</b>	<b>3,720</b>	<b>4,058</b>
<b>Funds and reserves</b>		
Restricted income funds	1,912	2,352
Unrestricted funds	1,808	1,706
<b>Total funds</b>	<b>3,720</b>	<b>4,058</b>

The net asset value decreased by £338k in the year (2020: £253k increase) with net assets of £3,720k at 31 March 2021 (2020: £4,058k).

A further provision was made in the year in relation to legal costs for an historic legal claim made against the Charity.

The Charity had a net cash outflow of £845k for the year (2020: £96k inflow) arising from the deficit for the year, and an overall fall in net current assets, as a result.

## STRATEGIC REPORT AND PLANS FOR FUTURE PERIODS

2020/21 was the final year of our strategy: Connecting People and Green Spaces 2018-21, which was inevitably affected by the pandemic, although continued progress was made against our three strategic goals below, and related action plans, for the year:

*Goal 1 - Inspire more people to make a difference:*

- Make the TCV volunteer experience the best it can be
- Grow the TCV Community Network
- Develop more volunteer leaders

*Goal 2 - Secure more support for our work:*

- Capture and share our stories
- Refresh our resources
- Expand our external network

*Goal 3 - Use our resources to deliver the greatest impact:*

- Connect our people and champion best practice
- Evidence our impact
- Continuously improve our processes
- Develop and invest in our people

Despite the pandemic, TCV achieved a significant amount during 2020 (calendar year), working with 51k people (2019: 83k) and 3k volunteers (2019: 13k) delivering 31k volunteer workdays (2019: 65k) and transforming 919 green spaces (2019: 1,433). We also created a further 13k days of green space connections (2019: 63k) through occasional volunteering, training courses, nature engagement and education sessions.

Our volunteers reported; being more connected to nature (93%); having learnt new skills (91%), feeling more connected to their local community (81%); and feeling that their well-being had improved (93%).

We planted 50k trees, and distributed 339k trees for planting by community groups. We also planted 50k wildflower plugs.

We created, maintained and improved; 305km of footpaths, 245 hectares of woodland, and 136 hectares of wildflower meadows.

At the start of the pandemic the Trustees identified three key objectives for the charity; to protect the safety of staff, volunteers and other stakeholders; to ensure the survival of the Charity; and to ensure that the Charity emerges from the crisis in the best condition possible.

The primary objective during the pandemic has been to ensure the safety of our staff, volunteers and other stakeholders, which has required significant and multiple changes to the approach taken by the charity to its work during the year, as set out in more detail in the principal risks and uncertainties section below.

The 2020 I Dig Trees programme, funded by OVO Energy and delivered by TCV, was the most successful programme to date with 370k trees allocated to 700 local community groups for planting and subsequent maintenance.

Working with our partners NatWest and Barking and Dagenham Council, TCV helped to deliver a 'Forest of

Thanks' to recognise the incredible work of all those that went above and beyond during the pandemic. The Forest is a mini-urban forest of 32,000 trees in Dagenham, which is the largest **Miyawaki** project in Europe, providing enhanced carbon absorption, increased biodiversity, improved air quality and noise reduction.

Our Community Network grew to 1,586 members over the course of the year, representing 31,720 community volunteers.

We reviewed our Central Services teams during the year, making changes to our Finance, IT and Marketing teams and identifying further priority development projects for delivery into 2021/22.

Our TCV values and behavioural framework had a delayed launch in March 2021 due to the pandemic, after their initial development in 2019-20.

Funding for a fourth year from Postcode Green Trust, thanks to the players of People's Postcode Lottery, was key to enabling TCV to make several strategic investments across four key work streams:

1. Inspire more people to make a difference
2. Secure more support for our work
3. Use our resources to deliver the greatest impact
4. Responding to COVID-19

These investments enabled the growth in the TCV Community Network and support to members, including health and safety webinars in relation to volunteering post-UK lockdown. Further investment was made in the TCV marketing team, and despite one of the most challenging years, the charity celebrated the charity's work by holding the annual TCV Heroes Awards online and through TCV involvement in two collaborative fundraising initiatives; The Massive Get Together, and ICAP Charity Day. Funding was also invested in Business Development Managers to secure additional funding for TCV's work, and in updating our online learning resource OLLIE, and specialist team development for our senior leadership team. Funding was also used to develop a model, with supporting data, to better understand and improve the impact of TCV's work, and to enable us to speak to our volunteers during the first UK-wide lockdown to understand how this had affected them, which informed how we supported their return to volunteering and improve our programmes.

Postcode Green Trust has continued to provide a flexible approach to their partnership with TCV during the pandemic, and their support to TCV could not have been improved during this period.

TCV continues to benefit from a broad pipeline of funding opportunities and strong partnerships with local and national organisations, providing financial resilience to the charity during the pandemic and into the future, notwithstanding the expected pressures to Government and Local Authority budgets in the coming years.

The charity is hopeful that both unrestricted and restricted funds will be maintained over the coming year, based on the latest 2021-22 forecast data.

The Trustees have reviewed forecasts to 31 March 2023 and based on those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing facilities available. Mitigating actions available in the event of adverse circumstances or financial performance have also been considered.

Based on the information currently available in respect of the future, the Trustees consider that the Charity has the plans and resources to manage its business risks successfully. The Trustees have therefore prepared these financial statements on the going concern basis.

During the year the Trustees have refreshed the TCV strategy for the period 2021-25: 'For people and green spaces: a thriving network for everyone,' which will be implemented from 2021-22. The strategy responds to the challenging times in which we live including the climate and ecological emergency, the national mental health crisis, and increasing social isolation and inequalities. Our work is more relevant than ever in this context, and we have set three overarching goals that will drive our decision making to 2025, each with a specific pledge to demonstrate the scale of our ambition and make a clear commitment for change by 2025:

1. We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces, with a pledge to grow our tree planting to 5 million trees by 2025
2. We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both, with a pledge to support a thriving UK-wide network of over 5,000 community organisations
3. We will support more diverse audiences to connect with green spaces, with a pledge that by 2025 the work we do, and those we work with, will increasingly reflect the make up of the communities we work in.

The charity is emerging from the pandemic with a renewed sense of the need and demand for our work, a positive outlook and a clear sense of purpose for the future, and a strong financial position.

#### **Strategic report: principal risks and uncertainties**

The Trustees have overall responsibility for ensuring that the Charity has appropriate systems of control for managing risk within the organisation. TCV's risk management process is designed to ensure that appropriate steps are taken to identify and mitigate risk and to provide reasonable assurance against material misstatement or loss. TCV aims to identify the major risks to the organisation, ranking them based on both likelihood and impact. Major risks are considered when setting operational and strategic objectives and when approving significant grants and contracts.

The risk management process is managed throughout the business, with standards set and monitored by the Risk and Compliance Manager. The Leadership Team has Risk as a standing agenda item and The Audit and Risk

Committee (ARC) reviews the underlying management of risk within the organisation and the work of the Risk and Compliance Manager in monitoring performance and compliance. It then brings this to the attention of the Board on a quarterly basis. Risk management is embedded within the organisation to assess risk effectively and put appropriate controls and actions in place to mitigate risks to acceptable levels.

To avoid breaching the Board's risk appetite limits, strategic risks are given a quantified threshold and mitigating actions. Performance against these thresholds is monitored monthly by management. On an annual basis, the Audit and Risk Committee provides the Board of Trustees with a summary review of risk management issues for it to consider.

#### **Covid-19**

During the phased lifting of lockdowns and restrictions, and in response to the iterative guidance from The UK Government and the Northern Ireland and Scotland Devolved Administrations the Charity has gradually re-commenced its operational activities, when possible, with an emphasis placed on the safety of our employees and volunteers.

The broad approach taken by TCV from October 2020 has been to encourage working from home where possible, with a requirement for adherence to our latest Covid-19 Secure workplace health and safety guidance for work in a green space or in one of our offices, and travel to and from these locations. Self-isolation, medical care and testing have also been required in the event of any symptoms of Covid 19.

During the 3rd lockdown, the majority of activities involving volunteers were paused due to the pressures on the health service and other critical infrastructure, notwithstanding an exemption allowing charities working outdoors to continue to operate. Our employees were engaged in support for the vulnerable and isolated during this period, in addition to planning for a phased return to work after this lockdown, working closely with funders and landowners.

The Leadership Team continued to meet regularly during 2020-21 to consider the iterative guidance from Westminster, and the devolved Northern Ireland and Scotland Administrations, and worked closely with Trustees to ensure continuing effective oversight and to make timely decisions as required.

Key areas of risk arising in the year were as follows:

#### **Financial risk: including achievement of our financial plan, and being a resilient organisation**

The 2020-21 strategic risk register tracked financial risk in relation to targets for income, net contribution to reserves and the cash position. The pandemic impacted negatively on the scale of TCV activities in the year and related income budgets, set before the pandemic, although this was mitigated through lower expenditure in the year, and under-pinned by the Coronavirus Job Retention Scheme.

Enhanced cash management controls were maintained during the year to control expenditure and tightly manage our cash position which was maintained within budget setting targets during the year.

Core financial controls over income renewal and replacement of grants and contracts were further developed during the year with continued active engagement with budget holders to review financial performance and monitor income pipelines.

### **Operations and people: be a great place to work**

The risk objective for operations and people in 2020-21 was to ensure that the Charity was a great place to work, with people and volunteer measures used to track progress, including survey results, employee turnover and organisational competence.

Training targets were not met during the year due to a significant number of our employees being on furlough. This has been an area of focus as employees return to work, with a number of approaches taken to delivery of training including the development of virtual refresher training.

Regular engagement with employees was maintained in a variety of ways including a weekly Chief Executive update, specific engagement around the various changes to the Coronavirus Job Retention Scheme; employee surveys, all employee calls, and people cafes for informal employee engagement.

### **Reputation risk: including health and safety, safeguarding, information security and volunteer experiences**

Whilst TCV has a strong background and track record in health and safety management and compliance, this continued to be a key consideration during 2020-21 with multiple versions of the TCV COVID-19 Secure Guidance drafted and shared in a variety of media to ensure the safety, and health and wellbeing of our employees, volunteers and other stakeholders, in response to the changing landscape of guidance from the UK Government and the Devolved Administrations in Scotland and Northern Ireland.

Our approach to preventing regulatory breaches remained important during the year with training, procedures and potential incidents relating to health & safety and safeguarding at the heart of this. We secured the Cyber Essentials certification in the year and Cyber Essentials Plus accreditation in April 2021.

We continue to improve our approach to understand the experience of our volunteers in order to improve this over time, with an increase in digital approaches made during 2020-21.

Safeguarding remained a key priority for the organisation and we amended our arrangements to respond to different working arrangements. We adapted our face-to-face training arrangements by providing online training and evaluations indicated that this continued to meet the knowledge requirements of participants. Our regional safeguarding advisors met virtually over the year to ensure progress against our safeguarding priorities.

The Trustees have considered the major risks to which the Charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks appropriately, and that internal systems and procedures are developing in the light of new requirements and learning from the risk management process.

## **POLICIES**

### **Investment policy**

TCV has a high demand for working capital, which is brought about by the seasonal nature of our activities, the mix of restricted and unrestricted activities, the timing of income and expenditure matching, and the possibility of longer-term capital commitments.

Keeping funds accessible and liquid therefore remains a key aim of our investment policy when considering any deposits and investments together with the management of risk in relation to the institutional investment of funds.

It is the policy of the Trustees to hold investments that:

- are low risk and secure
- are realisable in the short term
- aim to produce a total return as near to or in excess of predicted inflation, whilst protecting underlying capital
- are ethical in terms of our environmental and social values
- are AAA rated.

### **Reserves policy**

TCV's reserves policy is to hold between 7 and 14 weeks of unrestricted expenditure as available unrestricted reserves. The trustees consider this amount sufficient to allow the Charity to continue its core activities during a period of unforeseen difficulties. This was equivalent to holding between £518k and £1,036k available reserves at 31 March 2021 (2020: between £539k and £1,078k).

Available unrestricted reserves are defined as total unrestricted funds less unrestricted fixed assets (which are not readily convertible to cash) and amounts designated for essential future spend. Unrestricted funds are expected to be broadly maintained over the coming year and the trustees believe there is no other future essential spend for which available reserves should be set aside.

At 31 March 2021 available unrestricted reserves were £1,145k (2020: £1,054k), marginally above the target range specified by our policy.

	2021 £'000	2020 £'000
Total funds	3,720	4,058
Less restricted funds	(1,912)	(2,352)
<b>Unrestricted funds</b>	<b>1,808</b>	<b>1,706</b>
Less unrestricted fixed assets	(663)	(652)
Less amounts designated for essential future spend	-	-
<b>Available unrestricted reserves</b>	<b>1,145</b>	<b>1,054</b>
Weekly unrestricted expenditure	74	77
Minimum available reserves (7 weeks spend)	518	539
Maximum available reserves (14 weeks spend)	1,036	1,078

The calculation of the required and anticipated level of available reserves is an integral part of TCV's financial planning and reporting cycle. The Trustees review the reserves policy on an annual basis and receive reports on compliance throughout the year.

Setting of the available reserves target includes consideration of the financial resources required to implement our strategy, and of the principal financial, operational, people and reputational risks facing the Charity, together with the seasonality of activities and diversity of funding inherent within our operating model.

#### Restricted reserves

Restricted grants and donations received are separately recorded and monitored to ensure that they are used in accordance with restrictions imposed by the funder and that expenditure on projects does not exceed funding available.

#### Consultation

The Charity fully supports the concept of information sharing by appropriate two-way communication. This includes use of colleague and volunteer engagement surveys as part of a comprehensive communication strategy comprising multiple channels, including a weekly email from the CEO and a communication forum, Great Places to Work, which meets regularly.

#### Anti-bribery and corruption

The Charity gives due care and consideration to the prevention of acts of bribery and corruption. It has set out and adopted a clear anti-bribery and corruption policy, appropriate to the size and nature of the Charity, which provides clear guidance to staff, volunteers and associated stakeholders. We have an appropriate whistle blowing policy as part of our way of working.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Legal structure

The Charity is a company limited by guarantee. The governing instrument of the Charity is the Articles of Association, originally dated March 1970 and last amended July 2019. The Charity's investment powers are unrestricted except by general charity law. The Conservation Volunteers is a Charity registered with the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

### Subsidiary

TCV Employment and Training Services Limited was a wholly owned subsidiary of TCV which was put into Members Voluntary Liquidation on 28 September 2018 after operational delivery ceased in March 2018. The company was dissolved on 19 January 2021.

### The Chestnut Fund

The Chestnut Fund was originally established by TCV as a separate charity. The purpose of the fund was to be a source of small start-up and support grants to local community groups that have aims and objectives that are in accordance with those of TCV. The Chestnut Fund received financial support from TCV in connection with these grants.

In April 2021, The Chestnut Fund transferred all its assets and liabilities to TCV and ceased to exist as a charity in July 2021. A new Executive Committee was constituted in May 2021 to continue the work of The Chestnut Fund, with grants made directly by TCV to community groups.

### Organisation structure

The Trustees are responsible for the overall management of the Charity and have delegated day-to-day running to the CEO, supported by the Leadership Team. The CEO and Leadership Team provide the Trustees with quarterly reports on financial and operational performance, health and safety, people and business development activities. More frequent reporting has been required during the pandemic.

### The Board of Trustees

Trustees serve for an initial three-year term, which may be renewed for a further three years. It may be renewed for up to an additional three years (i.e. up to nine years in total) if the Trustees resolve that it is in the best interests of the Charity.

There were no changes in Trustees during the year, however a third term of office has been agreed by the Board for three Trustees to enable the charity to retain their knowledge, skills and experience in response to the pandemic:

- Simon Rennie
- Anthony Burton
- Richard Stiff

The Trustees bring a wealth of experience and expertise from a wide range of sectors. Further details of the expertise brought by each Trustee are given on page 19.

The Board governs the organisation through compliance with the Charity Commission for England and Wales' Governance Code, plus TCV's vision, aims and charitable objectives.

The Board held four formal meetings during the year, together with additional meetings as required to respond efficiently to the impact of coronavirus, and make other decisions as required by the charity delegated authority policy.

All new Trustees are required to undertake a programme of induction, which aims to give a wide understanding of TCV, the external environment in which the organisation works and the challenges it faces. Members of the Board of Trustees, who are also Directors of the Company and Trustees of the Charity (for statutory purposes), are listed on page 18 together with the President and Vice Presidents.

### **Qualifying third party indemnity provisions**

The Charity has made qualifying third-party indemnity provisions for the benefit of its Trustees during the year. These provisions remain in force at the reporting date.

### **Audit and Risk Committee (ARC)**

The ARC assists the Board in discharging its responsibilities by considering and reviewing matters relating to the control environment, external audit and risk management and making appropriate recommendations to the Board for action. The CEO, Finance Director and Risk and Compliance Manager are invited to attend each meeting, joined for specific agenda items by the Health and Safety Manager and Safeguarding and Volunteering Manager. The Committee maintains oversight of the resources required to fully measure and actively manage risk for the Charity making use of internal resources and third-party expertise as required.

The Committee considers and reviews matters relating to the preparation of the Annual Report and Financial Statements including the audit process and presents its findings to the Board, which formally approves the Annual Report and Financial Statements. In addition, it recommends to the Board measures to ensure that the key areas of risk are being identified by the Board and that appropriate management controls are in place and their effectiveness reviewed on a regular basis. The Committee reviews the performance of the Charity's external auditors annually and reports all audit findings to the Board of Trustees.

In addition to delivery of the core responsibilities above; the ARC recommended 10 policies to the Board for approval during the year; and reviewed legal and regulatory updates, including a response to the 25 June 2020 Charity Commission Regulatory Alert on transparent and accountable governance.

The ARC carried out a self-assessment review of its performance during 2020-21, with an overall average score of 4.42/5, and with two actions to be taken forward during 2021-22 to improve performance in relation to efficient collaborative working with the Board and GRC, and consideration as to the role that internal audit might play at TCV.

### **Governance and Remuneration Committee (GRC)**

GRC, at the request of the Board of Trustees, is required to identify and propose candidates for trusteeship; and to advise the Board concerning the Charity's remuneration approach, remuneration of the Leadership Team, benchmarking against roles in comparable organisations, and major matters of governance. The Committee also assesses the appropriateness of Trustees for re-appointment. The Committee is independent with a mix of external members and serving Trustees.

In addition to delivery to the core responsibilities above, the GRC; recommended three policies to the Board for approval during the year; carried out a Board Effectiveness review, with the findings recommended to the Board.

The GRC carried out a self-assessment review of its performance during 2020-21, with an overall average score of 4.6/5, and with two actions to be taken forward during 2021-22 to improve performance in relation to efficient collaborative working with the Board and ARC, ongoing consideration as to necessary focus of the GRC in relation to TCV governance; improving efficiency of the GRC, and consideration as to the role GRC might play in relation to internal and external stakeholder awareness and understanding.

## **TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS**

The Trustees (who are also Directors of TCV for the purposes of company law) are responsible for preparing the Trustees' and Directors' report, including the strategic report, and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs and 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
- make judgements and estimates that are reasonable and prudent

- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

The Trustees are responsible for keeping proper and adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy, at any time, the financial position of the Charitable Company and enable it to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment (Scotland) Act 2005, and Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the Charitable Company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

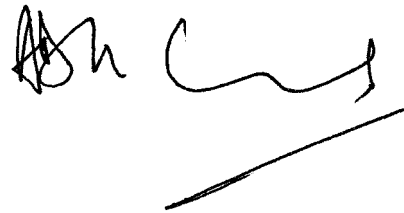
**The Trustees confirm that:**

- so far as each Trustee is 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 as Trustees to make themselves aware of any relevant audit information and to establish that the Charitable Company's auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included in the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In approving the report of the Trustees, the Trustees are also approving the Strategic Report in their capacity as company directors.



**Anthony Crook**  
 Chair of the Board of Trustees  
 13 September 2021

# Trustees and advisors

## PATRON

HRH The Duke of Edinburgh KG, KT Prince Philip was our Patron for many years and we much valued the occasions when he visited our projects and when he was able to join us for our annual staff awards ceremonies. We valued too the opportunities he gave us to brief him personally on our progress, including during meetings at the Palace.

We shall always be grateful for his personal commitment to conservation both here in the UK and worldwide, something where he was ahead of his time. That he supported our work gave us a real sense of the importance he attached to charities such as ours where we enable people from all walks of life to get 'stuck in' to undertake practical conservation work in their local communities.

He gave great service to our country and his practical commitment to so many important causes, including ours, will be his enduring legacy.

## PRESIDENT

Sir Jonathon Porritt CBE

## VICE PRESIDENTS

Sir David Attenborough OM, CH, CVO, CBE, FRS

Dr William Bird MBE

## BOARD OF TRUSTEES

Professor Anthony Crook CBE (Chair of the Board of Trustees)

Anthony Burton CBE

John Mallalieu

Neal Ransome

Simon Rennie MBE

Julie Royce

Richard Stiff

Vanessa Quigg

Rosslyn Stuart

Andrew Walker QC

## GOVERNANCE AND REMUNERATION COMMITTEE

Simon Rennie MBE (Chair)

David Coleman

Professor Anthony Crook CBE

Sue Hilder

John Mallalieu

Richard Stiff

Andrew Walker QC

## AUDIT AND RISK COMMITTEE

Neal Ransome (Chair)

Anthony Burton

Vanessa Quigg

Julie Royce

Rosslyn Stuart

Tilden Watson - Head of Education

Market - Zurich UK

## CHIEF EXECUTIVE OFFICER

Darren York

## COMPANY SECRETARY

Justin Parfitt

## LEADERSHIP TEAM

Darren York - Chief Executive Officer

Debbie Adams

*Operations Director - Scotland and Northern Ireland*

Alan Marchant

*Operations Director - England South*

Fiona Richards

*Operations Director - England North*

Douglas Palarm

*Head of Partnerships, Fundraising and Marketing*

Justin Parfitt

*Finance Director*

Mark Slater

*Head of IT*

Anna Steed

*Head of People Services*

(to 12 March 2021 - maternity leave)

Mark Thompson

*Interim Head of People Services*

(from 15 March 2021 - maternity cover)

## PRINCIPAL BANKER

NatWest Plc

12 High Street, Doncaster, DN1 1ED

## STATUTORY AUDITOR

RSM UK Audit LLP

5th Floor, Central Square, 29

Wellington Street, Leeds, LS1 4DL

Company number: 00976410

Charity numbers:

261009 (England and Wales)

SC039302 (Scotland)

Registered office

Sedum House, Mallard Way,

Doncaster, DN4 8DB

# Our Trustees

## TONY CROOK, CBE

Tony Crook was Pro-Vice Chancellor of The University of Sheffield and is now Emeritus Professor of Town & Regional Planning. As well as chairing The Conservation Volunteers and the Construction Industry Council's Housing Panel; he is a lay Privy Council appointee to the Architects Registration Board, is a director of the Kensington & Chelsea TMO Residuary Board; and an Academy of Social Sciences council member. Former roles include: member of the board of the Royal Town Planning Institute (and former chair of Education Committee); Deputy Chair of Orbit Housing and of the Construction Industry Council; chair of Rotherham MBC governance review, chair of Shelter Trustee Board and of Sheffield Homes Ltd; and member of the Coalfields Regeneration Trust, the Lloyds Banking Group Housing Commission and the Housing Commission for Northern England.

His research covers private rented housing and planning obligations. His latest book 'Planning Gain': (Wiley Blackwell) won the RTPI Research Excellence Award in 2016 and, jointly with Professor Christine Whitehead he won the Sir Peter Hall award in 2020 for research on land value capture. In 2004 he was elected, a Fellow of the Academy of Social Sciences and was appointed CBE in the 2014 New Year Honours for services to housing.

## TONY BURTON, CBE

Tony is Chair of the National Lottery Community Fund and chairs CPRE London and Wandle Valley Forum. He is a trustee of mySociety and a Director of London's environmental record centre, Greenspace Information for Greater London. Tony is Secretary of his local civic society in south London and convenes his local green spaces forum. Tony founded Civic Voice and has over 25 years' experience on the Executive Boards of charities including National Trust and CPRE. Tony also works on a wide range of community and environmental projects, including neighbourhood planning.

## JOHN MALLALIEU

John is CEO of The Leeds United Foundation, which aims to use the power of sport to educate, motivate, inspire and support people throughout the local Leeds community. From a career in retail banking, John has held a range of senior leadership roles across Health and Social care delivery for public sector, private sector and third sector organisations. John holds a lay role with NHS Calderdale Clinical Commissioning Group and across West Yorkshire and is also the Lay Chair of the Primary Medical Services Committee. John additionally chaired the Department of Work & Pensions Mental Health & Work Group for the Welfare Minister and is a member of the Psychological Wellbeing & Work Expert Advisory Group.

## NEAL RANSOME

Neal qualified as a chartered accountant and corporate financier with PwC and as a partner led their Pharmaceutical & Healthcare Corporate Finance business. He was also Chief Operating Officer of PwC's Advisory Services division, and a member of the firm's Corporate Sustainability Governance Board. He left PwC in 2013 and is now a non-executive chairman and director of three investment trusts focused on healthcare and early stage companies.

With a keen interest in environmental conservation, Neal is a former Trustee and Council Member of the RSPB. Neal has worked as a volunteer for the RSPB, the London Wildlife Trust and, more recently, TCV. He lives in London and is a fellow of the RSA.

## SIMON RENNIE, MBE

Simon is the recently retired Chief Executive of the Central Scotland Green Network Trust and is a director of the Falkirk Community Trust. With a degree in forestry, Simon worked in private sector forestry abroad before returning to the UK in 1990. He has since worked in the charitable sector focusing on social inclusion and environmental justice.

## JULIE ROYCE

Julie's career started in the private sector working for Unilever and a small award-winning marketing agency, before moving to the National Health Service in 1990. During this time Julie has held a range of senior management, training and marketing positions, most recently working for the National Institute for Health and Care Excellence (NICE), where she led a team working with national organisations in health and social care to help promote uptake of NICE guidelines and quality standards. Throughout her career Julie has been a keen volunteer in her local community in her spare time, and will continue to do so now that she has retired from NICE.

## RICHARD STIFF

Richard's career has taken him from teacher in Bognor Regis to Chief Executive of Angus Council via Deputy Chief of Education Leeds, Executive Director of Childrens' Services and other posts in local government. Richard has extensive experience of working in rural and urban environments in England and Scotland, and of public and private sector partnerships. Since retiring from Angus Council in May 2017, Richard works as an independent public sector consultant. He is a non-executive director of an NHS Foundation Trust and Chairman of a local authority owned CIC and of the board of governors at a tertiary college in North Yorkshire.

## VANESSA QUIGG

Vanessa has worked in marketing and communications roles in publishing, the arts, and government, including positions at London's Southbank Centre and the Edinburgh Festival Fringe, and the UK Government's Scotland Office. She is currently Head of the Scottish Government's Social Content Hub, leading on social media strategy and content.

Having first volunteered for environmental causes as a teenager at home in Northern Ireland, Vanessa was inspired to work with TCV by its mission to connect communities across the UK with their physical environment for the improvement and wellbeing of both.

## ANDREW WALKER QC

Andrew is a practising barrister and arbitrator. He was appointed as Queen's Counsel in 2011. He was an elected member of the Bar Council of England and Wales for many years, eventually serving as its Vice-Chair (2017) and Chair (2018), following several years as Chair of its Ethics Committee. His areas of legal expertise include property and company law, and he continues to advise and act for a very wide range of clients across the country.

In 2009, he was awarded the Bar Pro Bono Award for some of his free professional work with the homelessness charity, Shelter. He has been involved in the governance of a number of organisations, both charitable and non-charitable, and has a lifelong interest in conservation and the environment.

## ROSSLYN STUART

Rosslyn is a Chartered Town Planner whose career in statutory planning and regeneration has spanned local government, NDPBs, charitable organisations, private consultancies and an award-winning social enterprise. She has extensive experience of building effective and sustainable partnerships across professional, sectoral and operational boundaries. Rosslyn has been an Academician of the Academy of Urbanism since 2011 and was Head of Profession and Director of Development and Professional Standards at the Royal Town Planning Institute.

She currently serves as Independent Chair of a consortium of environmental organisations, as a non-executive director and volunteers with various local organisations.

# Independent auditor's report to the Trustees of The Conservation Volunteers

## OPINION

We have audited the financial statements of The Conservation Volunteers (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2021 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

## BASIS FOR OPINION

We have been appointed auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

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's 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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent 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 directors' report and the strategic report prepared for the purposes of company law and included within the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report and the strategic report, included within the trustees' annual report, have 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 or the strategic report, included within the trustees' annual report.

We have nothing to report in respect of the following

matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper 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.

## RESPONSIBILITIES OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities set out on page 16, 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.

## AUDITOR'S 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.

## THE EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the charitable company's governing document and tax legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to safeguarding. We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these law and regulations.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

## USE OF OUR REPORT

This report is made exclusively to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charity's trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the members and the charity's trustees 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 charity, its members as a body, and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Senior Statutory Auditor  
For and on behalf of RSM UK AUDIT LLP,  
Statutory Auditor  
Chartered Accountants  
5th Floor  
Central Square  
29 Wellington Street  
Leeds  
West Yorkshire  
LS1 4DL

Date: 20 September 2021

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

# Statement of financial activity for the year ended 31 March 2021

(incorporating the income and expenditure account)

	Note	Unrestricted funds 2021 £'000	Restricted funds 2021 £'000	Total 2021 £'000	Total 2020 £'000
<b>Income from:</b>					
Donations and legacies	2	112	34	146	178
Charitable activities	3	2,975	3,297	6,272	8,402
Other trading activities	4	108	-	108	134
Coronavirus Job Retention Fund	3	769	-	769	-
Investments	5	49	-	49	3
Other		7	-	7	42
<b>Total income</b>		<b>4,020</b>	<b>3,331</b>	<b>7,351</b>	<b>8,759</b>
<b>Expenditure on:</b>					
Raising funds	6	(120)	-	(120)	(86)
Charitable activities	7	(4,034)	(3,535)	(7,569)	(8,420)
<b>Total expenditure</b>		<b>(4,154)</b>	<b>(3,535)</b>	<b>(7,689)</b>	<b>(8,506)</b>
<b>Net (expenditure)/income</b>		<b>(134)</b>	<b>(204)</b>	<b>(338)</b>	<b>253</b>
<b>Transfers between funds</b>		<b>236</b>	<b>(236)</b>	<b>-</b>	<b>-</b>
<b>Net (expenditure)/income after movement in funds</b>		<b>102</b>	<b>(440)</b>	<b>(338)</b>	<b>253</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		1,706	2,352	4,058	3,805
<b>Total funds carried forward</b>		<b>1,808</b>	<b>1,912</b>	<b>3,720</b>	<b>4,058</b>

All activities are classed as continuing operations.

The accounting policies and notes on pages 27-45 form part of these financial statements.

# Balance sheet as at 31 March 2021

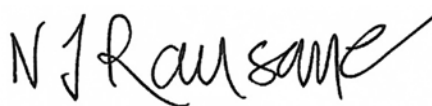
	Note	2021 £'000	2020 £'000
<b>Fixed assets</b>			
Tangible fixed assets	11	1,512	1,478
		<b>1,512</b>	1,478
<b>Current assets:</b>			
Debtors	12	2,156	1,885
Cash at bank and in hand	19	1,875	2,720
		<b>4,031</b>	4,605
Creditors: amounts falling due within one year	13	(1,624)	(1,486)
<b>Net current assets</b>		<b>2,407</b>	3,119
<b>Total assets less current liabilities</b>		<b>3,919</b>	4,597
Provisions for liabilities	15	(199)	(539)
<b>Net assets</b>		<b>3,720</b>	4,058
<b>Funds and reserves:</b>			
Restricted income funds	25	1,912	2,352
Unrestricted funds		1,808	1,706
<b>Total funds</b>		<b>3,720</b>	4,058

The financial statements were approved and authorised for issue by the Board of Trustees on 13 September 2021.

The accounting policies and notes on pages 27-45 form part of these financial statements.



Anthony Crook  
Chair of the Board



Neal Ransome  
Director

Company number: 00976410

# Statement of cash flows

	Note	2021 £'000	2020 £'000
Net cash (used by) / generated from operating activities	18	<b>(818)</b>	83
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents		<b>96</b>	114
Proceeds from sale of property, plant and equipment		-	4
Purchase of property, plant and equipment		<b>(123)</b>	(105)
<b>Net cash (outflow)/inflow from investing activities</b>		<b>(27)</b>	13
<b>(Decrease)/increase in cash and cash equivalents</b>		<b>(845)</b>	96
Opening cash and cash equivalents		<b>2,720</b>	2,624
<b>Closing cash and cash equivalents</b>	19	<b>1,875</b>	2,720

The accounting policies and notes on pages 27-45 form part of these financial statements.

# Principal accounting policies

## CHARITABLE COMPANY INFORMATION

The Conservation Volunteers (TCV) is a charitable company limited by guarantee (company number 0976410). The registered office is Sedum House, Mallard Way, Doncaster DN4 8DB. It is registered as a company and charity in England and Wales and in Scotland.

## BASIS OF PREPARATION

The Charity is a public benefit entity.

These financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (FRS 102)' effective 1 January 2015 ("2015 SORP"), Financial Reporting Standard 102 ("FRS 102"), the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. They have been prepared under the historical cost convention.

These financial statements are presented in Pounds sterling (£'000).

The principal accounting policies of the Charity are set out below.

## GOING CONCERN

The Trustees have prepared these financial statements on the going concern basis. The Trustees have reviewed forecasts to 31 March 2023 and on the basis of those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing arrangements including overdraft facilities available to the Charity. Mitigating actions available to the Charity in the event of adverse circumstances or financial performance have also been considered in light of the Covid 19 pandemic. Based on the information currently available in respect of the future, the Trustees consider that the Charity has the plans and resources to manage its business risks successfully and that accordingly the Charity will be able to continue as a going concern for twelve months after the date of signing the financial statements.

## INCOME

Income is recognised when receipt is probable and the amount can be reliably measured. Income is deferred only when the Charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period. Where relevant, income is presented net of VAT.

Income from donations and legacies to the Charity is included in full in the Statement of Financial Activities when receipt is probable, the amount can be estimated

reliably and all conditions have been met. Restricted grants are recognised when they are receivable provided condition for receipt has been met, unless they relate to a specified future period, in which case they are deferred. Grants for the purchase of fixed assets are recognised when receivable.

Contractual health, conservation and community income is recognised in the periods in which the associated work is delivered.

Grants are recognised at the fair value of the asset received or receivable when there is a reasonable assurance that the grant conditions will be met and the grants will be received.

A grant which specifies performance conditions is recognised as income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are probable and can be reliably measured. A grant received before the recognition criteria are satisfied is recognised as a liability.

Whilst time given by our many volunteers in delivering health, conservation and community activities and provision of administration, advisory and other support functions is essential to the work of TCV, this donation of time is not recognised in these financial statements since its value cannot be measured reliably for accounting purposes.

## EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT that cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of direct costs.

## FIXED ASSETS

Individual fixed assets costing £2,000 or more are capitalised at cost.

Tangible fixed assets are initially stated at cost, then cost net of depreciation. On adoption of the 2015 SORP, deemed cost of freehold land and buildings was based on independently prepared valuations as at 1 April 2014. Existing book values were retained on adoption of the 2015 SORP for all other fixed assets.

Depreciation is calculated to write down the cost or valuation less estimated realisable value, of all tangible fixed assets over their expected useful lives. Depreciation is recognised on a straight line basis over the following periods:

- Freehold buildings: 25-50 years
- Short leasehold land and buildings: length of the lease
- Motor vehicles: 3 to 8 years
- Computer and other equipment: 3 to 5 years
- Freehold land is not depreciated.

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss.

### RETIREMENT BENEFITS – DEFINED CONTRIBUTION PENSION SCHEME

The pension costs included in the Statement of Financial Activities represent the total contributions paid in the year.

### RETIREMENT BENEFITS – MULTI-EMPLOYER PLANS

Contributions are recognised in the Statement of Financial Activities in the period to which they relate as there is insufficient information available to use defined benefit accounting. A liability is recognised for contributions arising from an agreement with the multi-employer plan that determines how the Charity will fund a deficit. Contributions are discounted when they are not expected to be settled wholly within 12 months of the year end.

### PROVISIONS FOR LIABILITIES

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably.

### HOLIDAY PAY ACCRUAL

The Charity recognises an accrual for annual leave accrued by employees as a result of services rendered in the current year and which employees are entitled to carry forward and use in future years. The accrual is measured at the salary cost payable for the period of absence.

### TERMINATION PAYMENTS

Provision is made for redundancy and other termination payments when a constructive obligation has been created through communication with affected pools of employees and the cost can be estimated reliably.

### LEASED ASSETS

Assets that are the subject of finance leases are capitalised at their fair value and depreciated over the length of the lease. The finance charge under the lease is also written off over the length of the lease.

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the term of the lease.

### FINANCIAL INSTRUMENTS

The Charity holds only basic financial instruments, being trade debtors, amounts owed by group undertakings, accrued income, other debtors, trade creditors, cash, overdrafts, accruals and other creditors, which are recognised at cost less provision for estimated irrecoverable assets.

### RESTRICTED FUNDS

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure that meets these criteria is allocated to the fund.

When grants and donations are received for a specific purpose involving capital investment, the cash will be recorded against a restricted fund. When the investment has been made, the relevant capital asset will be recorded against the relevant fund, and depreciation of the asset charged against the fund.

Once any restrictions on the use of the asset have expired, the asset will be transferred from the restricted fund to unrestricted funds.

### UNRESTRICTED FUNDS

Unrestricted funds are incoming resources received or generated for charitable purposes and are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

# Notes to the financial statements

## 1 PRIOR YEAR STATEMENT OF FINANCIAL INCOME AND ACTIVITIES

Financial activities for the prior year comprise the following restricted and unrestricted income and expenditure:

Charity	Note	Unrestricted funds 2020 £'000	Restricted funds 2020 £'000	Total 2020 £'000
<b>Income from:</b>				
Donations and legacies	2	57	121	178
Charitable activities	3	4,386	4,016	8,402
Other trading activities	4	134	-	134
Investments	5	3	-	3
Other		42	-	42
<b>Total income</b>		<b>4,622</b>	<b>4,137</b>	<b>8,759</b>
<b>Expenditure on:</b>				
Raising funds	6	(86)	-	(86)
Charitable activities	7	(4,366)	(4,054)	(8,420)
<b>Total expenditure</b>		<b>(4,452)</b>	<b>(4,054)</b>	<b>(8,506)</b>
<b>Net income after movement in funds</b>		<b>170</b>	<b>83</b>	<b>253</b>
Reconciliation of funds				
<b>Total funds brought forward</b>		<b>1,536</b>	<b>2,269</b>	<b>3,805</b>
<b>Total funds carried forward</b>		<b>1,706</b>	<b>2,352</b>	<b>4,058</b>

## 2 INCOME FROM DONATIONS AND LEGACIES

	2021 £'000	2020 £'000
Donations	115	170
Legacies	31	6
Membership fees	-	2
	<b>146</b>	<b>178</b>

Income from donations and legacies is classified as unrestricted income unless restrictions on use are imposed by the donor. Restrictions were imposed on donations of £34,000 (2020: £121,000).

### 3 INCOME FROM CHARITABLE ACTIVITIES

	<b>2021</b>	2020
	<b>£'000</b>	£'000
<b>Health, conservation and community</b>		
Restricted income	<b>3,297</b>	4,016
Unrestricted income	<b>2,694</b>	4,065
Total health, conservation and community	<b>5,991</b>	8,081
<b>Training and employment</b>		
Unrestricted income	<b>281</b>	321
Total training and employment	<b>281</b>	321
	<b>6,272</b>	8,402

Grant funding towards charitable activities is classified as restricted income; contracts for delivery of charitable activities are classified as unrestricted and income is only recognised as activity is completed.

The Charity recognised £2,077,000 income from government grants during the year (2020: £1,398,000), including £769,000 from the Coronavirus Job Retention Scheme, amounts from central UK government, Northern Ireland and Scotland Executives and statutory authorities. Some of these grants are subject to information reporting and other routine beneficiary outcome requirements. No government grants recognised as income are considered likely to require full or partial repayment.

Charitable activities also include delivery of various public sector service contracts.

### 4 INCOME FROM OTHER TRADING ACTIVITIES

	<b>2021</b>	2020
	<b>£'000</b>	£'000
Rental and venue hire	<b>96</b>	113
Insurance administration	<b>12</b>	21
	<b>108</b>	134

Proceeds from trading activities are classified as unrestricted income in both years.

### 5 INCOME FROM INVESTMENTS

	<b>2021</b>	2020
	<b>£'000</b>	£'000
Distributions from former subsidiary	<b>40</b>	-
Bank interest	<b>9</b>	3
	<b>49</b>	3

Investment income is classified as unrestricted in both years.

A final disbursement of £40k was received in the year from the liquidation of TCV Employment and Training Services Limited ("E&TS") which was dissolved on 19 January 2021.

### 6 EXPENDITURE ON RAISING FUNDS

	<b>2021</b>	2020
	<b>£'000</b>	£'000
Marketing and public relations	<b>120</b>	86
	<b>120</b>	86

Fundraising costs are classified as unrestricted expenditure.

## 7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Activities undertaken directly 2021 £ '000	Grant funding of activities 2021 £ '000	Support costs 2021 £ '000	Total 2021 £ '000
Health, conservation and community	6,197	43	1,208	7,448
Training and employment	101	-	20	121
	6,298	43	1,228	7,569

	Activities undertaken directly 2020 £ '000	Grant funding of activities 2020 £ '000	Support costs 2020 £ '000	Total 2020 £ '000
Health, conservation and community	7,067	43	1,171	8,281
Training and employment	116	-	23	139
	7,183	43	1,194	8,420

Support costs comprise:

	2021 £'000	2020 £'000
Finance, procurement and property	479	418
Information technology	290	290
Leadership	153	157
Governance	30	51
People services	154	144
Risk and safety	122	134
	<b>1,228</b>	1,194

Direct costs and grants awarded are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support costs are apportioned between restricted and unrestricted funds pro rata.

## 8 TRUSTEES' REMUNERATION, EXPENSES AND INDEMNITY INSURANCE

	2021 £'000	2020 £'000
Travel and subsistence	-	4
Indemnity insurance	3	2
	<b>3</b>	6

The directors of the Charity are the Trustees under charity law and received no remuneration from the Charity. The number of Trustees who received reimbursed subsistence and travel expenses or on whose behalf subsistence and travel costs were paid by the Charity was nil (2020: eleven).

The Charity has taken out indemnity insurance that protects both the Charity and its Trustees from losses arising from neglect or default by the Trustees, employees or other agents of the Charity.

## 9 STAFF COSTS

	<b>2021</b> <b>£'000</b>	2020 £'000
Wages and salaries	<b>4,630</b>	4,946
Social security costs	<b>331</b>	351
Defined contribution pension	<b>222</b>	236
Contributions to multi-employer pension plans	<b>9</b>	9
Other benefits	<b>48</b>	44
	<b>5,240</b>	5,586
Average number of staff	<b>234</b>	244

Wages and salaries include £72,993 (2020: £23,849) of redundancy payments.

Direct staff costs are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support staff costs are apportioned between restricted and unrestricted funds pro rata.

Total employee benefits greater than £60,000 (including redundancy payments but excluding employer pension contributions) was:

	<b>2021</b> <b>Number</b>	2020 Number
£60,000 – £70,000	<b>2</b>	3
£70,000 – £80,000	<b>3</b>	3
£90,000 – £100,000	<b>1</b>	1
	<b>6</b>	7

The total employment cost, including employer's national insurance contributions in respect of the Charity's executive leadership team, who are considered to be the key management personnel, amounted to £660,000 (2020: £719,000) including £4,035 (2020: £nil) of redundancy costs.

## 10 OTHER COSTS

Amounts payable to the Charity's auditor comprised:

	<b>2021</b> <b>£'000</b>	2020 £'000
Audit of the Charity's financial statements	<b>24</b>	20
	<b>24</b>	20

Net expenditure before taxation is stated after charging:

	<b>2021</b> <b>£'000</b>	2020 £'000
Depreciation of tangible fixed assets	<b>89</b>	76
Profit on disposal of fixed assets	<b>-</b>	(4)
Operating lease costs – property	<b>148</b>	161
Operating lease costs – other	<b>165</b>	180

## 11 FIXED ASSETS

	Freehold land and buildings £'000	Short leasehold land and buildings £'000	Motor vehicles £'000	Computer and other equipment £'000	Total £'000
<b>Cost</b>					
Opening	1,200	810	1,154	65	3,229
Additions	-	123	-		123
Disposals	-	-	(503)	-	(503)
<b>Closing</b>	<b>1,200</b>	<b>933</b>	<b>651</b>	<b>65</b>	<b>2,849</b>
<b>Depreciation</b>					
Opening	117	450	1,154	30	1,751
Charge for the year	19	40	-	30	89
Disposals	-	-	(503)	-	(503)
<b>Closing</b>	<b>136</b>	<b>490</b>	<b>651</b>	<b>60</b>	<b>1,337</b>
Carrying amount					
Opening	1,083	360	-	35	1,478
<b>Closing</b>	<b>1,064</b>	<b>443</b>	<b>-</b>	<b>5</b>	<b>1,512</b>

The Charity applied transitional arrangements of section 35 of FRS 102, using a valuation at 1 April 2014 as the deemed cost for all of its freehold properties. The properties are being depreciated from the valuation date.

The properties were last valued as at 1 April 2014 by an external professional valuer, Lambert Smith Hampton, a general practice firm providing surveying and valuation services, using market-based evidence for similar local properties. The cost of land and buildings at 31 March 2021 is made up of:

	2021 £'000
2014 valuation	1,200
<b>Cost</b>	<b>1,200</b>

If these assets had not been revalued freehold land and buildings would have been included on the historical cost basis at the following amounts:

	2021 £'000	2020 £'000
Cost	2,209	2,209
Depreciation	(1,012)	(967)
Net book amount	1,197	1,242

Included within freehold land and buildings is land held at deemed cost of £467,000 (2020: £467,000), which is not depreciated.

There were contractual commitments to acquire tangible fixed assets at 31 March 2021 of £nil (2020: 61,000).

## 12 DEBTORS

	<b>2021</b>	2020
	<b>£'000</b>	£'000
Trade debtors	<b>1,166</b>	839
Prepayments and accrued income	<b>875</b>	580
Other debtors	<b>115</b>	466
	<b>2,156</b>	1,885

## 13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<b>2021</b>	2020
	<b>£'000</b>	£'000
Trade creditors	<b>408</b>	261
Accruals and deferred income	<b>970</b>	846
Other taxation and social security	<b>211</b>	298
Pensions	<b>24</b>	36
Other creditors	<b>11</b>	45
	<b>1,624</b>	1,486

## 14 DEFERRED INCOME

Contractual income is deferred when income is invoiced or received in advance of delivery of the associated service. Movements in deferred unrestricted income during the year were as follows:

	<b>2021</b>	2020
	<b>£'000</b>	£'000
Brought forward	706	808
Utilised during the year	(706)	(808)
Deferred during the year	781	706
Carried forward	781	706

## 15 PROVISIONS FOR LIABILITIES

	Dilapidation £'000	Legal Costs £'000	Total £'000
Balance at 1 April 2020	95	444	539
Utilised during the year	-	(444)	(444)
Increased provision	10	94	104
<b>Balance at 31 March 2021</b>	<b>105</b>	<b>94</b>	<b>199</b>

The dilapidations provisions carried forward represent dilapidations obligations for 24 leased properties.

The legal cost provision relates to a legal claim made against the Charity. This claim arose after a safeguarding incident in 2014 involving two volunteers for which the Charity held vicarious liability. The conditions for recognition of this amount crystallised during 2019-20 after agreement of a settlement value for the claim. The costs are fully insured, and the related insurance recovery is included in other debtors (note 12).

The incident was reported to the Charity Commission under their significant incident reporting requirements, and in order to ensure that all lessons were learned from this incident the Charity appointed an independent external advisor to review the Charity's safeguarding procedures; recruited an interim Head of Safeguarding to complete a whole systems review; subsequently recruited a Safeguarding and Volunteering Manager with specialist expertise for the co-ordination, oversight and continuous improvement of our approach to safeguarding, in accordance with contemporary best practice.

The Charity Commission reviewed the approach taken by the Charity in response to the case, noted that the Trustees had taken steps to improve safeguarding and had given a commitment to make further improvements, and concluded that no further action was required.

## 16 FINANCIAL INSTRUMENTS

The following financial instruments are measured at amortised cost:

	2021 £'000	2020 £'000
Trade debtors	1,166	839
Accrued Income	25	490
Other debtors	115	466
Financial assets	1,306	1,795
Trade creditors	(408)	(261)
Accrued Expenditure	(189)	(140)
Other creditors	(35)	(81)
Financial liabilities	(632)	(482)
Net financial assets at amortised cost	674	1,313

Interest income and expenditure recognised on financial assets is as follows:

	2021 £'000	2020 £'000
Interest earned on cash at bank	9	3

## 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2021 were represented by:

	<b>Unrestricted funds £'000</b>	<b>Restricted income funds £'000</b>	<b>Total funds £'000</b>
Tangible fixed assets	663	849	1,512
Net current assets	1,344	1,063	2,407
Provisions	(199)	-	(199)
<b>Total net assets</b>	<b>1,808</b>	<b>1,912</b>	<b>3,720</b>

Fund balances at 31 March 2020 were represented by:

	<b>Unrestricted funds £'000</b>	<b>Restricted income funds £'000</b>	<b>Total funds £'000</b>
Tangible fixed assets	652	826	1,478
Net current assets	1,593	1,526	3,119
Provisions	(539)	-	(539)
<b>Total net assets</b>	<b>1,706</b>	<b>2,352</b>	<b>4,058</b>

## 18 RECONCILIATION OF NET CASH FLOW FROM OPERATING ACTIVITIES

	<b>2021 £'000</b>	2020 £'000
Net (expenditure)/income	<b>(338)</b>	253
Adjustments for:		
Depreciation charges	<b>89</b>	76
Dividends, interest and rents	<b>(96)</b>	(114)
Profit on sale of fixed assets	-	(4)
(Increase) in debtors	<b>(271)</b>	(249)
Decrease/(increase) in creditors	<b>138</b>	(289)
(Decrease)/increase in provisions	<b>(340)</b>	410
<b>Net cash provided by operating activities</b>	<b>(818)</b>	83

## 19 CASH AND CASH EQUIVALENTS

	<b>2021 £'000</b>	2020 £'000
Cash at bank and in hand	<b>1,875</b>	2,720
<b>Total cash and cash equivalents</b>	<b>1,875</b>	2,720

## 20 OPERATING LEASE COMMITMENTS AND RECEIVABLES

Total minimum commitments payable under non-cancellable operating leases are as follows:

	Land & buildings		Other	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Commitments payable:				
Within one year	67	83	22	22
Within two to five years	31	77	30	21
	98	160	52	43

Total minimum receivables under non-cancellable operating leases for land and buildings temporarily surplus to the operational requirements of the Charity are as follows:

	2021 £'000	2020 £'000
Operating leases that expire:		
Within one year	-	11
Within two to five years	31	77
	31	88

## 21 PENSION SCHEMES

The Charity operates a defined contribution scheme for all qualifying employees. The assets of the schemes are held in separate funds administered by independent pension providers.

The Charity participates in the CSP Alpha 2015 scheme, a multi-employer scheme which provides benefits to some 300 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity 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 total cost of pensions for the year incurred by the Charity was £231k (2020: £245k). Included in other creditors is £36k (2020: £36k) in respect of pension schemes.

## 22 RELATED PARTY TRANSACTIONS

Antony Burton, a Trustee of TCV, is also Chair of The National Lottery Community Fund. During the year ended 31 March 2021 TCV received income from The National Lottery Community Fund of £219,923 (2020: £441,304).

Note 8 provides details of other disclosable transactions with Trustees.

There are no other related party transactions requiring disclosure.

## 23 CONTINGENT LIABILITIES

If the Charity were to dispose of its freehold property on Mallard Way, Doncaster, prior to November 2025, Doncaster Metropolitan Borough Council would be entitled to 50% of the sale proceeds for the land. No provision has been included in these accounts in respect of this clawback entitlement. The land is accounted for as a tangible fixed asset of the Charity and is not considered an investment property.

Certain of the grants received in the current and previous years from EU and other funders include rights to clawback amounts paid to the Charity. The Charity takes all reasonable steps to ensure it complies with the terms attaching to receipt of EU and other income and considers any repayments to be unlikely. However, the Trustees recognise that this is a complex area and there is always a risk that some funding could become repayable following audits by the funders' verification teams.

## 24 CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

### **Accounting for grants and contracts**

The classification of income from charitable activities as either grant funding or contracts for provision of services requires judgement as to the nature of the terms agreed with the funder. This classification affects both the presentation and timing of income recognised in the Statement of Financial Activities.

Contracts are classified as unrestricted income, which is recognised in the periods in which the services are delivered. Grants are classified as restricted income and are recognised when receivable provided that conditions for receipt have been met, unless they specifically relate to a future period.

The recognition of grants related to the purchase or construction of tangible fixed assets involves a further judgement as to the useful economic life of the assets to which they relate.

## 25 SCHEDULE OF RESTRICTED GRANTS 2020-2021

The funds of the Group and the Charity include the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	Closing balance 31 March 2021 £'000
<b>Co-op Foundation</b>					
Support the role of Trafford Community Hub Project Officer increasing capacity to support local community groups.	21	22	3	(18)	<b>28</b>
<b>DAERA</b>					
Creating environmental jobs on the North coast.	-	10	8	(18)	-
<b>Esmée Fairburn Foundation</b>					
COVID 19 Fast Response Grant.	-	31	-	(31)	-
To set up and deliver two new Green Health programmes as part of Green Health Partnerships in Dundee and N Ayrshire.	42	84	-	(49)	<b>77</b>
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by HS2 development to discover and care for green spaces in their neighbourhood through regular, practical volunteering and Camden Green Gym.	5	21	-	(26)	-
<b>Landfill</b>					
(EB780196) The completion of various projects to help mitigate the impact of landfill on local communities in England.	142	68	(5)	(208)	<b>(3)</b>
<b>National Lottery Community Fund</b>					
Social Prescribing (10318737): developing key components required to expand and mainstream social prescribing.	40	20	20	(80)	-
Growing Communities (10306271): transforming health and happiness of disadvantaged coastal communities in Adur and Worthing.	175	-	17	(167)	<b>25</b>
2 years Community Engagement Programme.	11	22	-	(33)	-
<b>National Lottery Heritage Fund</b>					
Project to facilitate young people with learning and physical disabilities to engage in the heritage of Market Gardens within Trafford.	-	3	3	(6)	-
Environmental volunteering at Crawfordsburn Country Park (OH-17-01549).	23	21	-	(12)	<b>32</b>
Grass Roots. Natural heritage skills for young people at Skelton Grange in Leeds.	6	4	-	(10)	-
Ponds of Croydon (OH-17-03443): management of pond sites and training of volunteers in Croydon.	18	(15)	(3)	-	-
Lousehill Copse Woodland (OH-17-01649): volunteer activities and events in Reading.	-	12	-	(12)	-
<b>Carried forward</b>	<b>483</b>	<b>303</b>	<b>43</b>	<b>(670)</b>	<b>159</b>

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	<b>Closing balance 31 March 2021 £'000</b>
<b>Brought forward</b>	<b>483</b>	<b>303</b>	<b>43</b>	<b>(670)</b>	<b>159</b>
<b>National Lottery Heritage Fund (continued)</b>					
Developing a wildlife area and building awareness and skills to engage with nature at Auchengillan Outdoor Centre Scout Camp.	-	(4)	-	4	-
Improve biodiversity and community engagement across three County Wildlife Sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	21	-	2	(18)	<b>5</b>
Building Roots Programme will involve a series of heritage discovery workshops for up to 200 Syrian refugee families recently rehoused across Edinburgh, Livingston, Fife, North Lanarkshire, Falkirk, Stirling and Clackmannanshire.	10	39	4	(35)	<b>18</b>
COVID 19 Emergency Fund.	-	141	-	(141)	-
<b>Natural England</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	55	8	(63)	-
<b>Northern Ireland Environment Agency</b>					
(NEF21): habitat and landscape management at South Sperrins and north coast of Northern Ireland.	-	37	3	(40)	-
<b>Northern Ireland European Social Fund</b>					
Training for Employment Programme (2015 - 2020).	-	256	-	(230)	26
<b>People's Health Trust</b>					
Local People Programme; to establish and develop local community groups in areas of multiple deprivation across six locations.	98	71	5	(149)	25
<b>Postcode Green Trust</b>					
Support for a range of measures to support TCV in connecting more people and green spaces to deliver lasting outcomes for both.	550	550	(189)	(414)	497
<b>Public Health Agency</b>					
Green Gym Protect Life: projects delivered in South East Belfast.	-	17	-	(17)	-
Western Green Gym: To establish, develop and deliver the Green Gym, and Fruit and Veg Green Gyms, in Western Belfast.	7	116	-	(116)	7
Green Gym Dig it and Eat it Programme: To improve the environment whilst improving mental and physical health, skills and nutrition.	5	105	(4)	(106)	-
Southern Green Gym: To develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	-	51	2	(52)	1
Mid Ulster community growing.	-	46	-	(46)	-
<b>Scottish Government</b>					
Supporting the TCV Community Flood Monitoring Project in Strathard and Aberfoyle.	-	20	-	(20)	-
<b>Carried forward</b>	<b>1,174</b>	<b>1,803</b>	<b>(126)</b>	<b>(2,113)</b>	<b>738</b>

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	<b>Closing balance 31 March 2021 £'000</b>
<b>Brought forward</b>	<b>1,174</b>	<b>1,803</b>	<b>(126)</b>	<b>(2,113)</b>	<b>738</b>
<b>Scottish Natural Heritage</b>					
Concordat & Framework Agreement: supporting volunteer activity days across Scotland.	-	(1)	-	1	-
Engaging communities and mainstreaming Citizen Science.	-	(3)	1	1	(1)
Concordat & Framework Agreement: supporting volunteer activity days across Scotland (2020-21).	-	247	-	(247)	-
<b>The Earley Charity</b>					
To deliver a trainee Volunteer Officer programme in Berkshire.	10	41	-	(36)	15
<b>Total Disclosed Grants</b>	<b>1,184</b>	<b>2,087</b>	<b>(125)</b>	<b>(2,394)</b>	<b>752</b>
<b>Other restricted revenue grants and donations</b>	<b>342</b>	<b>1,173</b>	<b>(111)</b>	<b>(1,094)</b>	<b>310</b>
<b>Restricted capital grants</b>	<b>826</b>	<b>71</b>	<b>-</b>	<b>(47)</b>	<b>850</b>
<b>Total restricted funds</b>	<b>2,352</b>	<b>3,331</b>	<b>(236)</b>	<b>(3,535)</b>	<b>1,912</b>

Transfers between funds relate to restricted funds which provide support for central functions or activities which are unrestricted in their nature – for example match funding for specific projects. In addition, Government support, in the form of Coronavirus Job Retention Scheme income (which was unrestricted) has been used to pay salaries of staff who were furloughed and employed specifically on projects which are normally funded by restricted income. This has enabled greater transparency for these projects to clearly record the income from a funder and support from Government for furloughed staff.

# Schedule of restricted grants 2019-2020

The funds of the Group and the Charity include the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Opening balance 1 April 2019 £'000	2020 Income £'000	2020 Expenditure £'000	Closing balance 31 March 2020 £'000
<b>Co-op Foundation</b>				
Support the role of Trafford Community Hub Project Officer increasing the capacity to support local community groups.	-	29	(8)	<b>21</b>
<b>DAERA</b>				
Creating environmental jobs on the north coast.	-	20	(20)	-
<b>Esmée Fairbairn Foundation</b>				
Natural Talent (13-1109 and 16-1066): Supporting apprentices undertaking outreach and citizen science in local communities.	27	-	(27)	-
To set up and deliver two new Green Health programmes as part of Green Health Partnerships in Dundee and N Ayrshire.	-	62	(20)	<b>42</b>
<b>Glasgow &amp; Clyde Valley Green Network</b>				
To support the appointment of a Community Engagement Officer at Seven Lochs Wetland park.	6	-	(6)	-
<b>HS2 Camden Fund – Camden Giving</b>				
To support Camden residents effected by HS2 development to discover and care for green spaces in their neighbourhood through regular, practical volunteering and Camden Green Gym.	7	27	(29)	<b>5</b>
<b>Landfill</b>				
(EB780196): The completion of various projects to help mitigate the impact of landfill on local communities in England.	14	212	(83)	<b>143</b>
<b>Leeds Mind</b>				
Big Lottery Fund Reaching Communities (10267124) Outdoors Active and Well: environmental and peer support project for adults with experience of mental ill health.	12	-	(12)	-
<b>London Borough of Croydon</b>				
Croydon community fund - natural health service - consortium led by TCV.	2	10	(12)	-
<b>National Lottery Community Fund</b>				
Social Prescribing (10318737): developing key components required to expand and mainstream social prescribing.	138	70	(168)	<b>40</b>
To deliver a Green Gym at Skelton Grange.	5	-	(5)	-
Growing Communities (10306271): transforming health and happiness of disadvantaged coastal communities in Adur and Worthing.	157	230	(212)	<b>175</b>
Coastal Communities Fund (10297092): training and work experience programme in Kinneil, Falkirk.	15	82	(97)	-
2 years Community Engagement Programme.	9	46	(44)	<b>11</b>
Blue/Green Gym projects on canals.	-	13	(13)	-
<b>Carried forward</b>	<b>392</b>	<b>801</b>	<b>(756)</b>	<b>437</b>

	Opening balance 1 April 2019 £'000	2020 Income £'000	2020 Expenditure £'000	Closing balance 31 March 2020 £'000
<b>Brought forward</b>	<b>392</b>	<b>801</b>	<b>(756)</b>	<b>437</b>
<b>National Lottery Heritage Fund</b>				
Our project will facilitate young people with learning and physical disabilities to engage in the heritage of Market Gardens within Trafford.	24	19	(43)	-
Environmental volunteering at Crawfordsburn Country Park (OH-17-01549).	23	-	-	<b>23</b>
Grass Roots. Natural heritage skills for young people at Skelton Grange in Leeds.	-	36	(30)	<b>6</b>
Ponds of Croydon (OH-17-03443): management of pond sites and training of volunteers in Croydon.	9	32	(23)	<b>18</b>
Lousehill Copse Woodland (OH-17-01649): volunteer activities and events in Reading.	2	27	(29)	-
Improve biodiversity and community engagement across three County Wildlife Sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	-	29	(8)	<b>21</b>
Jupiter Naturability (OH-16-08986): learning and training activities, with specific focus on disabled volunteers, at Jupiter urban wildlife centre, Grangemouth.	-	40	(40)	-
Building Roots Programme will involve a series of heritage discovery workshops for up to 200 Syrian refugee families recently rehoused across Edinburgh, Livingston, Fife, North Lanarkshire, Falkirk, Stirling and Clackmannanshire.	49	-	(39)	<b>10</b>
<b>Natural England</b>				
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	31	(31)	-
<b>Northern Ireland European Agency</b>				
Outdoor learning activities for school children on community woodlands across Northern Ireland.	-	31	(31)	-
<b>Northern Ireland European Social Fund</b>				
Training for Employment Programme (2015 - 2020).	-	262	(262)	-
<b>Peoples' Health Trust</b>				
Local People Programme: to establish and develop local community groups in areas of multiple deprivation across six locations.	110	240	(252)	<b>98</b>
<b>Postcode Green Trust</b>				
Support for a range of measures to support TCV in connecting more people and green spaces to deliver lasting outcomes for both.	499	550	(499)	<b>550</b>
<b>Public Health Agency</b>				
Green Gym Protect Life: projects delivered in South East Belfast.	-	15	(15)	-
Western Green Gym: To establish, develop and deliver the Green Gym, and Fruit and Veg Green Gyms, in Western Belfast.	-	118	(111)	<b>7</b>
Green Gym Dig it and Eat it Programme: To improve the environment whilst improving mental and physical health, skills and nutrition.	3	109	(107)	<b>5</b>
Southern Green Gym: To develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	-	51	(51)	-
Mid Ulster community growing.	-	25	(25)	-
<b>Carried forward</b>	<b>1,111</b>	<b>2,416</b>	<b>(2,352)</b>	<b>1,175</b>

	Opening balance 1 April 2019 £'000	2020 Income £'000	2020 Expenditure £'000	Closing balance 31 March 2020 £'000
<b>Brought forward</b>	<b>1,111</b>	<b>2,416</b>	<b>(2,352)</b>	<b>1,175</b>
<b>Scottish Government</b> Supporting the TCV Community Flood Monitoring Project in Strathard and Aberfoyle.	-	20	(20)	-
<b>Scottish Natural Heritage</b> Scotland Counts.	-	15	(15)	-
Concordat & Framework Agreement: supporting volunteer activity days across Scotland.	-	340	(340)	-
<b>The Earley Charity</b> To deliver a trainee Volunteer Officer programme in Berkshire.	-	55	(45)	<b>10</b>
<b>West Lindsey District Council</b> CVS17-20 06: helping local communities engage in maintenance of nature areas in West Lindsey District.	-	30	(30)	-
<b>Total Disclosed Grants</b>	<b>1,111</b>	<b>2,876</b>	<b>(2,802)</b>	<b>1,185</b>
<b>Other restricted revenue grants and donations</b>	351	1,198	(1,207)	<b>342</b>
<b>Restricted capital grants</b>	807	64	(45)	<b>826</b>
<b>Total Group restricted funds</b>	<b>2,269</b>	<b>4,138</b>	<b>(4,054)</b>	<b>2,353</b>

# Schedule of conditional grants 2020-2021

During the year, the following organisations supported TCV's activities. It is a condition of the provision of these funds that they are separately disclosed in this Annual Report and Financial Statements.

Abelio Scotrail Ltd	Groundwork UK	RS MacDonald
British Hedgehog Preservation Trust	Heathrow Community Fun	Scottish Government
Colchester Borough Council	Leeds City Council Parks and Countryside	Sustrans
Department for Communities	Leeds Older People's Forum	The Robertson Trust
Forestry Commission Scotland	Life Changes Trust	The Peacock Charitable Trust
Garfield Weston Foundation	National Forest Company	TKMaxx Homesense
Glasgow City Council	National Grid	Trust for Oxfordshire's Environment
Greater London Authority	Paths for All	Wates Family

As a charity we rely on the support of individuals and organisations that share our determination to address the challenges facing people and green spaces today.

We are proud to be supported by donors, local and national government, lotteries, private organisations, charities, trusts and landowners – all of whom are committed to our vision of healthier, happier communities for everyone.

Please get in touch for opportunities to support our valuable work.

Visit **[tcv.org.uk/support](https://www.tcv.org.uk/support)**

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