

# 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

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**

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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**



## 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.



## 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.



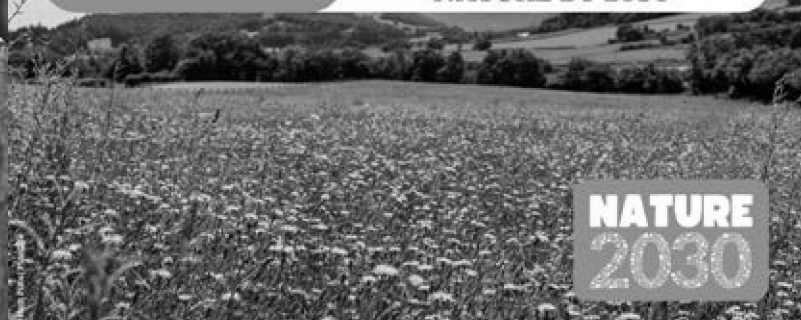
## AUGUST

### 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



## 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.



## 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.

## 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.



## 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.



## 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.



# 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.

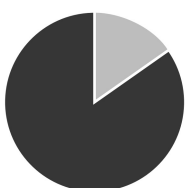
# Our impact: 2023-24



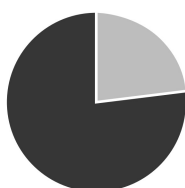
## We represent diversity



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...



# 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.

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## 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)

		Unrestricted funds	Restricted funds	Total	Total
		2024	2024	2024	2023
	Note	£'000	£'000	£'000	£'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
Total income		5,870	4,729	10,599	11,061
Expenditure on:					
Raising funds	5	(426)	-	(426)	(463)
Charitable activities	6	(6,785)	(3,705)	(10,490)	(10,971)
Total expenditure		(7,211)	(3,705)	(10,916)	(11,434)
Net (expenditure)/income		(1,341)	1,024	(317)	(373)
Transfers between funds	25	966	(966)	-	-
Net (expenditure)/income after movement in funds		(375)	58	(317)	(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

	2024 £'000	2023 £'000
Donations	97	142
Legacies	46	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

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

	2024 £'000	2023 £'000
Rental and venue hire	23	16
Insurance administration	7	16
Other Trading Income	71	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

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

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

#### 5 EXPENDITURE ON RAISING FUNDS

	2024	2023
	£'000	£'000
Marketing and public relations	426	463

Fundraising costs are classified as unrestricted expenditure.

#### 6 EXPENDITURE ON CHARITABLE ACTIVITIES

	Activities undertaken directly 2024	Grant funding of activities 2024	Support costs 2024	Total 2024
	£ '000	£ '000	£ '000	£ '000
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

	Activities undertaken directly 2023	Grant funding of activities 2023	Support costs 2023	Total 2023
	£'000	£'000	£'000	£'000
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:

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

	2024 £'000	2023 £'000
Travel and subsistence	8	11
Indemnity insurance	4	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

	2024 £'000	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:

	2024 number	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:

	2024 £'000	2023 £'000
Audit of the Charity's financial statements	27	20
Trustees Remuneration, expenses and insurance	12	14
Professional Fees	3	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:

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

## 10 FIXED ASSETS

	Freehold Land and Buildings £'000	Short Leasehold land and buildings £'000	Motor Vehicles £'000	Computer and other equipment £'000	Total £'000
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

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

## 12 DEBTORS

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

## 13 ASSETS HELD FOR RESALE

	2024 £'000	2023 £'000
Balallan House, Stirling	187	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

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

## 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:

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

## 16 PROVISIONS FOR LIABILITIES

	<b>2024 Dilapidations £'000</b>	<b>2023 Dilapidations £'000</b>
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 funds £'000</b>	<b>Restricted Income funds £'000</b>	<b>Total funds £'000</b>
Tangible fixed assets	770	774	1,544
Net current assets	1,123	1,184	2,307
Provisions	(153)	-	(153)
<b>Total net assets</b>	<b>1,740</b>	<b>1,958</b>	<b>3,698</b>

Fund balances at 31 March 2023 were represented by:

	<b>Unrestricted funds £'000</b>	<b>Restricted Income funds £'000</b>	<b>Total funds £'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>

## 18 RECONCILIATION OF NET CASH FLOW FROM OPERATING ACTIVITIES

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

## 19 OPERATING LEASE COMMITMENTS AND RECEIVABLES

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

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

	2024 £'000	2023 £'000
Operating leases that expire:		
Within one year	45	11
Within two to five years	125	77
	170	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	Closing Balance 31 March '23 £'000
<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>	-	76	-	(76)	-
Acorn Farms food resilience and climate action project through the "I can grow" project.					
<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>	455	1,167	(664)	(870)	<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://tcv.org.uk/support)**

The Conservation Volunteers  
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Doncaster DN4 5HX  
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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:

