

**Report of the Trustees and
Financial Statements for the Year Ended 31 March 2022
for
The Society for Horticultural Therapy**

The Society for Horticultural Therapy
Contents of the Financial Statements for the Year Ended 31 March 2022

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LETTER FROM THE CHAIR

Dear Supporter,

Like many organisations, this year has been one of recovery and re-adjustment for Thrive as we have come to learn to live with Covid-19. Although the worst effects of the pandemic may have passed, the impact on the charity, its clients, staff and volunteers, continues to be felt and now the cost of living crisis provides fresh challenges for us all.

As a Board, the Trustees, alongside the senior management team have continued to keep abreast of the ever-changing circumstances and have invested considerable time and energy, planning for the charity's future. The last two years have seen a significant rise in interest amongst policymakers and the public in how gardening and nature can be beneficial to health.

Thrive's vision is that gardening activities are actively encouraged as part of everyone's personal health and wellbeing management and that targeted Social & Therapeutic Horticulture (STH) services are available wherever you live – our new Strategic Plan is our blueprint for how we will work towards making that vision a reality.

Over the next 5 years, we will work collaboratively with other relevant local and national networks to ensure that the STH sector is recognised as part of the health & social care landscape. We will use the considerable and unparalleled experience of our Client Services team, who work with clients daily, to demonstrate that STH results in genuine positive impacts. We will be expanding and investing in our training, advice and information services to reach more people, raising standards and increasing accessibility.

We recognise that this will not be easy in the current economic environment as pressures on finances increase. Our forward plans look at how we can develop our staff and volunteers, providing them with the skills, competencies and importantly pay and rewards to meet our ambitions for Thrive; and how we use our financial and other assets to underpin service delivery.

I am proud of how Thrive's staff and volunteers responded to the considerable challenges of the last year and I thank them for their support. A higher number of staff than usual chose to move on to new ventures or new parts of the country in late 2021 and several long standing volunteers did not feel able to renew their commitment to Thrive post Covid. Saying farewell to valued colleagues is always hard and I wish those who have moved on all the best for the future. We have as a result welcomed many new faces to Thrive who bring fresh perspectives and a wealth of past experiences from which Thrive will benefit and I look forward to working alongside them as we implement our vision for the future.

As ever I would like to thank all our donors, funders and supporters, individuals, companies, organisations, trusts, grant-makers and in-memoriam givers. Every single donation has helped us to continue to deliver our services for the people who need us; your support has never been so important.

Yours sincerely



Faith Ramsay
Chair of the Board of Trustees

REPORT OF THE TRUSTEES

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

ABOUT THRIVE

What we do

Thrive leads the therapeutic use of gardening and horticulture in the UK. We are the specialists in social and therapeutic horticulture (STH), which is the process of working with plants to improve physical and psychological health and communication and thinking skills. STH uses the garden as a safe and secure environment in which to develop an individual's ability to socialise, make friends and gain practical skills that make them more independent and self-reliant.

Trained horticultural therapists use gardening tasks and the garden environment itself to build a set of activities for each client aimed at improving their health and wellbeing and achieving particular goals identified by the individual themselves or by their family, support workers or carers.

Gardens offer outdoor spaces with the peace and tranquillity needed for rehabilitation and recovery, and the opportunity to develop an interest in gardening will give benefits that can last a lifetime.

The benefits of a sustained and active interest in gardening are:

- better physical health from exercise and learning how to use or strengthen muscles to improve mobility
- improved mental health from gaining a sense of purpose and achievement
- reduce feelings of isolation or exclusion through the opportunity to connect with others:
- simply feeling better for being outdoors, in touch with nature and seeing things grow; all things that are known to be important to us all as human beings.

Whilst improving health and wellbeing are at the core of therapeutic horticulture, there are other benefits for people who take up gardening: developing new skills, learning about food growing and what is good to eat, boosting confidence with new-found knowledge and potentially using this knowledge to gain a qualification in horticulture and thereby gain employment.

How we do it

Our work is done in a variety of ways:

- we run [therapeutic programmes](#) at our garden sites for a very wide range of client gardeners, and our therapists also go out to care homes, public spaces, schools and community projects to deliver STH programmes.
- we deliver high-quality [training courses](#) and [advice](#) services for individuals, groups and organisations interested in using horticulture for therapeutic, social and developmental purposes.
- through our [web resources](#) and our [gardening club](#), we offer a wealth of information, inspiration and guidance on techniques and tools that can help people to get started or to continue gardening, making everyday gardening easily accessible and enjoyable for people with a wide range of disabilities and limitations.

Why we do it

In the UK, c18.9 million people live with a long-term health condition (ONS Mar 20) and 8.4 million people of working age live with a disability (ONS Feb 21). 70% of health and social care spending

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and 50% of all GP consultations in England are linked to long-term conditions.

This may worsen due to the impact of COVID-19. ONS (May 21):

- 1 in 7 people in Britain experienced ongoing symptoms 12 weeks after positive COVID-19 test.
- 20% of adults in UK experienced depressive symptoms, more than double that seen pre-pandemic.
- 74% of adults found lockdown measures difficult to follow because of their impact on well-being.
- 78% of disabled people said they were worried about the effect that the COVID-19 was having on their life (cf. 69% for non-disabled people).

2.6 million people in Britain reported they 'often' or 'always' felt lonely during lockdown (ONS May 20). Loneliness has significant mental and physical health implications. It increases the likelihood of mortality by 26%.

All people living with a long term health condition or disability, including those who are isolated, disadvantaged or vulnerable, can benefit significantly from Thrive's services and are represented amongst our client gardeners.

We have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity should undertake. We believe that a significant proportion of the UK population will benefit from Thrive's services and we therefore consider that we continue to act in the **public benefit**.

OBJECTIVES AND GOALS

As a result of our strategic review, we have refreshed our Strategy which is summarised below.

Our Purpose

To bring health and horticulture closer together so that many more people achieve positive outcomes through Social & Therapeutic Horticulture

Our Vision

Gardening is actively encouraged as part of personal health and wellbeing management and Social & Therapeutic Horticulture (STH) services are available wherever you live

Our Impact

We improve health and wellbeing, reduce isolation and loneliness, increase a sense of occupation and enjoyment, making people's lives more satisfying; in doing so we contribute positively to health and social care services.

The priority outcomes for the next 5 years are:



STH sector is recognised as part of the health & social care landscape



STH provides genuine positive impact



Thrive has a sustainable operating model

The priority activities to achieve those outcomes are:



Grow our Sector

Lead and shape the debate
Evidence through research
Promote good practice
Professionalise the Sector



Grow our Impact

Delivery of STH
Information Service
Services for Professionals
Partnered services



Grow our Organisation Sustainability

Workforce Development
Infrastructure Development
Income Generation

These activities are interlinked: to grow our impact (and the number of people we reach through our services), we need to grow our sector and the sustainability of our organisation.

STRATEGIC REPORT

Review of 2021/22 (achievement and performance)

Delivery of our services in 2021/22 continued to be impacted by the Covid pandemic and recovery was slower than anticipated.

We continued to take a cautious approach to our STH programmes delivery, ensuring that we maintained a safe environment for our client gardeners. Over the year we delivered over 7,600 sessions to 300 clients across the 3 centres. Our client gardener satisfaction survey had exceptional results: 95% of clients indicated they are 'a lot' satisfied with the service and staff at Thrive; 87% of carers feel the person they care for benefits 'a great deal' from being at Thrive, 13% indicated 'a lot'.

Many of our client gardeners are keen to share their personal stories with us and our supporters and this year we really enjoyed following Rebecca in [PlotWatch](#) and hearing from [Ann](#) and [Cynthia](#).

Our training courses continued to be provided mainly online using a blended format of self-directed, group and tutorial learning which proved very successful. In September, we launched the new Diploma in STH, accredited by the Open College Network, welcoming our first cohort of 15 students on the 2-year programme; we were very pleased to be able to offer 3 fully funded bursaries in memory of John Weightman thanks to a generous donation from his daughter. Alongside the Diploma we also launched a new accredited Award in STH, further strengthening our training offer.

Across our range of courses, we trained over 3,000 people and we delivered bespoke training for 17 organisations, ranging from local charities to NHS trusts. A huge 91% of course participants said the training had had a positive impact on their practice, and a survey of short course participants showed that each person we train works with, on average, 8 client gardeners, meaning that the positive impact of work is being felt far and wide.

Gardening Club remained popular and membership continued to grow; both the Spring Forward and Autumn Calendar campaigns were also well supported. At the end of March 22, over 3,800 people (like [Isobel](#)) were receiving Gardening Club and benefiting from our mix of information and inspiration to use gardening as part of their personal health & wellbeing strategies.

During the year we made excellent progress on the development of our new Gardening for Health Information Service with a substantial grant from the Peter Sowerby Foundation. This will formally launch in autumn 2022. We are grateful to the support and time from many people in developing and testing the content and especially the staff and members at [Arthritis Action](#); we will continue to develop content through 22/23, working with [Dementia Adventure](#) and a leading mental Health charity.

We have continued to engage, both locally and nationally, on the development of green social prescribing, helping to raise the profile and understanding of the benefits of social & therapeutic horticulture; we remain optimistic about the potential for the NHS to support the scaling up of STH services.

Internally, we have reviewed our data management and are in the process of replacing our out-dated CRM with new technology and improved processes and staff engagement.

Our Staff & Volunteers

We would like to thank Thrive's staff and volunteers for their continued commitment and professionalism throughout this period. Many of them go well beyond what is expected of them and always doing all they can to support disabled and disadvantaged people.

We repeated our staff engagement survey in July 2021 and had some excellent results as well as

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identified some areas for improvement. Our headline results were:

Overall I am happy working at Thrive	85%
I know what is expected of me at work	85%
I feel that my work is recognised & appreciated	69%
I can access the right L&D opportunities when needed	64%
I have the tools to do my job effectively	69%

We will build on these results with a Workforce Development plan being prepared in 2022 aligned to the new strategic plan.

We experienced some difficulty recruiting staff to both new and established roles in the first half of the year which impacted some work areas. In the second half of the year, along with many other organisations, we experienced exceptionally high staff turnover which had a significant impact on capacity, slowing work plans in several areas. However, recruitment has gone well and we have been very pleased with the new staff who have joined us and who are settling into their roles.

Our volunteers have played a vital role in enabling the delivery of all our services and we are extremely grateful to the 205 people who have volunteered with us across the year, most turning out week after week to work with the client gardeners, giving some 18,600 hours of their time to Thrive. In addition, we hosted 26 corporate days across the 3 centres, fewer than in pre-Covid years but providing a valuable 1,150 hrs of additional work in the gardens.

Priorities for 2022/23

This year will see the start of our work under the new Strategy as well as the continuation of existing delivery and projects. Our 5 year strategic plan sets out our vision and goals under 3 broad outcomes; priority activities for this year have been identified for each.

Grow our Sector

Vision:	STH sector is recognised as part of the health & social care landscape. Working collaboratively at the local, regional and national levels, the STH/Green Care sector plays a clear role in connecting communities to their local green spaces, improving health outcomes and reducing health inequalities, and in delivering measurable savings for the NHS and social care sectors.
Goals and Objectives:	• To lead and shape the debate about how a larger and more professional STH sector can support the care systems and provide improved outcomes for people with a defined health, social care or education need • To build a movement towards professionalising the sector, engaging providers/STH Practitioners and commissioners to actively progress an agenda for professionalisation
Priority activities:	We will continue to engage with national and regional networks to promote STH within health and social care systems, and aim to collate information about the use of/access to STH across the country to understand the current scale of the sector. We will also convene a roundtable discussion to clarify the gaps in the STH evidence-base and identify ways to address those gaps. Working in partnership with others, we plan to make progress towards agreeing professional standards and establishing a professional body for STH practitioners.

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Grow our Impact

Vision:	STH is recognised as providing genuine positive impact. Thrive is able to make a national-scale impact on health and wellbeing through delivery of STH programmes and a digital information service, and using our knowledge and expertise to enable others to deliver STH.
Goals and Objectives:	• To use our delivery of STH to achieve improved outcomes for people with a defined health, social care or educational need. • To use our knowledge and expertise to deliver gardening for health information that enables people to harness the health & wellbeing benefits of gardening in their own space and time. • To use our knowledge and expertise to enable delivery of STH beyond our 3 centres, by ○ training others to increase their horticultural therapy skills and supporting their ongoing professional development ○ working in partnership with national horticultural/land-based organisations
Priority activities:	For our Client Services, our priority is to get our client groups back to pre-Covid numbers and to make further progress with the development and reporting of impact through our new monitoring & evaluation framework. We hope to be able to launch new programmes in Birmingham with extensive grant support. Our new Gardening For Health digital service will be launched in the Autumn with an extensive library of over 150 guides covering a wide range of issues. We will continue to add to and develop the resources through the year and seek further funding to develop extended services for the future. We will deliver the 2nd year of the new Diploma STH for our first cohort and recruit a new intake in September, as well as support students through the new accredited Award in STH. Our National Short Course programme will continue with the addition a new blended 'Disability in Landscape design' course this summer.

Grow our Organisational Sustainability

Vision:	Thrive has a sustainable operating model. Achieved through an engaged and effective workforce, effective use of our assets (land & investments) and infrastructure (including facilities, data and digital tools), maximising revenue from our assets and ensuring that our spending is aligned with income.
Goals and Objectives:	• To ensure that our workforce has the required competencies and that the organisation is structured to support the effective deployment of the workforce to achieve our strategic aims • To develop our infrastructure to effectively support current and new service delivery • To deliver an annual surplus with which to maintain our reserves and invest in our continued development.
Priority activities:	We will build a workforce development plan that identifies organisation resource needs and includes career & pay progression plans to assist in staff reward and retention. We will use the staff conference and other activities to ensure that Staff & Volunteers feel connected to the new Strategy. We will develop a land/asset management plan to produce improved income and asset utilisation and complete the data project to embed improved data management processes supported by fit-for-purpose CRM capability.

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We will review the effective use of our resources and our pricing for services to move closer to full cost recovery. We will continue to expand our reach and engagement to drive a step change increase in supporter and donor numbers. We will also critically review the data that underpins our FR activities to develop our understanding of our audiences and effectiveness of our work.

Financial review

Total income for the year was £1,427,878, an increase of 9% compared to the previous year (£1,304,785). Excluding monies claimed under the Coronavirus Job Retention Scheme income was £1,409,509, an increase of 43% compared to the previous year (£982,616).

Our client services operated with reduced group sizes for much of the year, due to pandemic restrictions. Income for these services was £559,293, 90% of pre-Covid levels. Training income was £186,575, including £47,713 for our new, accredited Diploma. We were pleased to receive a £100,000 development grant for our new Information Service. Fundraised income was £418,457, a decrease of 7% on the previous year. The fundraising team was particularly affected by staff turnover, referred to above. This meant that planned activities and new initiatives were delayed.

The overall balance of our income was as follows

Income source	Amount (% of total income)	
	2021/22	2020/21
Charitable Activities	£845,868 (59%)	£424,967 (32%)
Donations & legacies	£418,457 (29%)	£450,570 (35%)
Investments	£98,922 (7%)	£74,175 (6%)
Trading activities	£46,262 (3%)	£32,903 (3%)
Coronavirus Job Retention Scheme	£18,369 (1%)	£322,169 (25%)

Expenditure for the year was £1,657,491, an increase of £146,891 (10%) compared to the previous year (£1,510,600). Costs related to delivering our charitable services increased by £44,394 (3%). These costs include those associated with the new Information Service. Staffing costs were £1,207,365, an increase of £45,020 (4%) which was primarily due to the very limited use made of the government's Job Retention Scheme. The apparent increase in Fundraising costs (Note 7) is due to an internal restructure which devoted greater resource to growing local partnerships and wider business development.

The valuation of our financial investments increased by £18,352, these had a total value of £270,185 at 31 March 2022.

Overall, we recorded a deficit of £211,260, a slight improvement on the previous year (£215,449). The cash balances and short-term deposits decreased during the year by £172,181 to £154,174. This placed significant pressure on cashflow, pressures that are likely to remain in 2022-23. During the year we will continue to closely monitor cash and seek to improve the return on non-strategic assets, including possible disposal.

Reserves and investment policies

Thrive holds long-term investment assets to generate a return, protecting the charity's capital base and supporting future delivery of charitable activities and aims. Shorter term assets are held to provide revenue to support the operational requirements of the charity. We review the level of reserves annually in line with the budget and business plan to ensure that sufficient and appropriate resources are available to deliver charitable aims, support the charity's strategy and to meet contingencies.

Reserves calculated using the Charity Commission guidance (CC19) total £1,845,555. Included in

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this total are investments (listed and unlisted) which we use to generate essential income to support ongoing operations. We therefore do not consider those investments themselves to be part of our available reserves in the short to medium term. Our reserves are calculated as total reserves less income-generation investments giving a figure of £777,564 which we refer to as 'free reserves'. Our Reserves Policy, which is reviewed annually by Trustees, is to hold the equivalent of 6 months of expenditure so that we can continue to meet commitments to deliver services in the event of a funding shortfall, or where critical services are only partially funded. For 2022/23 this is budgeted at £793,000 and our free reserves provide 98% cover.

Total reserves at 31 March 2022 were £3,459,028 (compared to £3,670,228 in 2021). This includes restricted reserves (retained to deliver specific projects) of £15,000 and fixed assets totalling £1,348,997 which can only be realised upon disposal of those assets. Our reserves also include amounts we have designated for specific, strategic projects to enhance our charitable activities and improve long-term financial sustainability. These will be undertaken over the next 3 years and include investments to maintain the value of our physical assets, supporting our strategy, developing our website and communications to improve accessibility and reach, and investment in research. The original amount set aside was £475,000 and the fund balance at 31 March 2022 was £249,476 and the allocation for each activity can be found at Note 25 in the accounts.

Risk management

As Trustees, we are responsible for overseeing the charity's risk-management activities. The Board manages Thrive's risks through a Strategic Risk Register, which is incorporated in the Annual Business Plan and is monitored by the Finance and Risk Committee.

Strategic risks are the high-level risks that could prevent Thrive from meeting its objectives and they are identified following the annual Board workshop to review forward objectives and external influences. We describe each risk, giving the scenario under which it may occur; we then assess each risk in terms of the impact it would have on the organisation and the likelihood of it occurring, given the current controls and mitigation plans in place. We have identified actions required to mitigate the risk further; with all risks and actions assigned to a named individual. Risks with an impact-likelihood score above our threshold are prioritised for immediate action and close monitoring. Risks with an impact-likelihood score below the threshold are of lower priority but must still be monitored and assessed throughout the year.

For 2022/23, the following were identified as the significant risks aligned to the new Strategic Plan:

- Failure to meet income generation targets (amounts and/or timing)
- Unable to meet expectations of staff for pay and conditions
- Unable to measure or evidence the impact of our services
- Resistance to changes from staff & volunteers; insufficient buy-in from managers

Operational risks are kept under regular review by the management team.

A 'Protecting People Risk Register' has been produced in accordance with Charity Commission guidance. A full suite of 'COVID-secure' risk assessments is in place in accordance with the Government guidance.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Thrive was established under the terms of its governing Memorandum and Articles of Association in 1978, which were updated in 2009 and 2015, and is constituted as a company limited by guarantee.

Charity Code of Governance

We adopted the Charity Code of Governance in 2017 and believe that we are fully compliant. During 2022 we will be undertaking a detailed review of our governance, with the aid of an independent assessment. This will look at both our governance practices in terms of the Code (hard drivers) and our behaviours, culture, values etc. (soft drivers) to identify data-based priorities and to plan and implement improvements.

Recruitment, appointment, induction and training of new trustees

The Board currently comprises 14 Trustees who delegate the running of the charity to the CEO and the Chief Finance & Operating Officer.

Trustees are recruited to the Board in response to the need for a recognised skill or capacity. Recruitment is done via advertising, with a description of the key skills, knowledge or experience being sought and an overview of the role and responsibilities of a Trustee. Thrive's own networks and communication channels are used along with recognised recruitment websites. Selection is through a two-stage interview process with the Chair, CEO and other Trustees as considered necessary.

Trustees may serve on the Board for up to nine years. One third of Trustees are required to stand down each year and may be re-appointed. The Chair and Vice Chair(s) are elected from amongst the Trustees each year; there are no restrictions on re-appointment.

All new Trustees undertake an induction process, which includes a full briefing on the business strategy, organisational structures, financial and risk matters, hands-on experience of working with our clients and volunteers, and attendance on a governance-training course. Further training is made available based on individual needs.

Recent Trustee recruitment and the adoption of video conferencing for Board and Committee meetings has helped to widen the diversity of the Board in terms of experience, age and geography.

Organisational structure and decision making

Last year we met as a Board four times for formal business meetings and held a further strategy planning workshop.

At our formal meetings, we considered long-term strategy, current direction and finance. The approval of the business plan and budget (usually done in March) was delayed in 2021 due to uncertainty around the easing of the third national Lockdown and expected recovery timeframes. However, we continued to review performance at each Board meeting. The senior management team monitors the budget each month and provided updates at each Board meeting.

The Chair and the CEO have regular monthly meetings for the purpose of keeping up to date with developments and providing support to the CEO.

We had three sub-committees, which report to the main Board. Normal quarterly meetings resumed in April 2021 and Trustee engagement has been high.

- Finance & Risk Committee met 5 times during the year and focused on the long-term

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- financing of the charity's activities as well as the more immediate cash flow management.
- Business Development Committee also met 5 times in the year, providing oversight of comms and fundraising activities and helped staff to progress audience work and the Income Generation strategy
- HR Committee met 4 times, providing oversight of our Covid Response policy, staffing matters, health & safety and safeguarding; they led on the updating of Safeguarding, Complaints and Whistleblowing policies, subsequently approved by the Board.

A Steering Group comprising the CEO and 3 Trustees was established to provide oversight of the Information Service project.

Remuneration statement

Thrive relies heavily on donated funds and the ongoing support of its volunteers and funders. It is important to us that these resources are used to maximum effect so that we can continue to deliver quality services to some of the most vulnerable people in our communities. Thrive employs 48 staff, more than half of whom work on a part-time basis (total 37 full time equivalents, FTEs), and a further 14 sessional workers, who provide essential cover as needed.

Staff costs (salaries and pension contributions) make up a large proportion of the annual cost of running Thrive. Managing staff costs whilst ensuring that the charity has the appropriate mix of skills and expertise to achieve its objectives is an important part of ensuring the ongoing success and viability of Thrive. The total staff cost for Thrive in 2021/22 was £1,207,365; Coronavirus Job Retention Scheme funding this year was just £18,369. The median salary point (FTE) for the organisation was £24,572.

The total staff costs (salary, employer's national insurance and employers pension contributions) for the Senior Management Team (listed on page 15) were £233,056. The CEO, Kathryn Rossiter, is the highest-paid member of staff. Her remuneration package consists of an annual salary plus a 5% pension contribution. The CEO's salary in 2021/22 remained at £65,900 pa. This sits well within sector benchmarks being less than three times the median salary and 4 times the lowest.

For 2022/23, the CEO received a salary uplift of 2% in common with all staff who had not had an uplift since 2019. She has also reduced her working hours from 35 to 21 hours per week following a restructure in the Senior Management Team.

Fundraising Standards Compliance

We continue to adhere to the Code of Fundraising Practice and maintain our compliance with the Fundraising Standards set by the Fundraising Regulator to whom we pay an annual levy.

We received no complaints in relation to our fundraising activities. Our website clearly sets out our Fundraising Promise, outlines our complaints policy for the public and sets out the systems, recording and reporting we have in place.

We do not use third-party or professional fundraisers, although several companies have signed commercial participation agreements with us and made donations in 2021/22 from the sale of specified products via their normal sales channels. We are satisfied, through our relations with the companies, that the sales processes used were compliant with fundraising regulations.

We adhere to the Charities (Protection and Social Investment) Act 2016, and regularly check the guidance, making sure that we protect those who may have a vulnerable status. If we believe that an individual (or group of individuals) is unable to make a certain decision or does not have the mental capacity to do so, we will not accept the donation from that person. If the donation has already been made, and at the time of donating the individual lacked capacity (and Thrive receives evidence of this) we will return the donation.

Going Concern

It is the view of the Trustees that Thrive remains a going concern. We have begun recovery from the financial effects of the pandemic and, while income has not yet returned to pre-pandemic levels, the second half of 2021/22 showed stronger growth. We have effective mechanisms in place to monitor or short and medium term cash requirements and a key part of our new strategy is to ensure long term financial sustainability. This includes reviewing our delivery models, developing new products and services, implementing new data systems to gain efficiencies and improve the quality of our data, creating plans to ensure that we retain a committed and skilled workforce and review our financial and physical assets to achieve a greater return.

We have recruited new trustees who add to the Board' skills and bring new perspectives and we will invest in an independent governance review to ensure that we continue to have a governance structure that provides critical oversight with a shared vision of what Thrive can achieve as we embark on our new strategy.

Our future plans are ambitious. Our ambition needs to be underpinned by a sustainable and confident organisation and we are confident that we are well placed to achieve our strategic goals.

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered company number

01415700 (England and Wales)

Registered charity number

277570

Registered office

The Geoffrey Udall Centre
Beech Hill
Reading
RG7 2AT

Our Royal Patron

HRH Princess Alexandra

Trustees

The Trustees are also the directors of the company. At the time of writing, the following Trustees are in post or were in post during part of the year:

Mr Shanewaz Akhtar (joined 15 November 2018)
Prof. Sam Brockington (joined 29 March 2021)
Mr David Dyer (joined 13 June 2019)
Ms Shelley Frost (joined 15 November 2018; resigned 25 August 2022)
Ms Victoria Hemmingway (joined 9 September 2021)
Dr John James (joined 29 March 2021)
Ms Debbie Jarrett (joined 15 November 2018)
Ms Bene Kariger (joined 13 June 2019)
Ms Sophy Kershaw (joined 15 November 2018)
Mr Ian Miller (joined 9 September 2021)
Mr Neil Leadbitter (joined 9 September 2021)
Ms Alina Lourie – Vice Chair (joined 18 February 2015)
Mrs Faith Ramsay – Chair (joined 12 Nov 2014)
Dr Madeleine Smith (joined 29 March 2021)

Senior management team

Mrs Kathryn Rossiter – Chief Executive Officer
Mr Andrew Storm – Head of Finance and Resources
Mr Ben Thomas - Head of Operations
Mrs Sally Wright – Head of Innovation and Marketing

Independent auditors

Monahans
Statutory Auditors
38-42 Newport Street
Swindon
Wiltshire
SN1 3DR

Solicitors

Field Seymour Parkes
The Old Coroner's Court
1 London Street
PO Box 174
Reading
RG1 4QW

Bankers

National Westminster Bank
5 High Street
Bracknell
Berkshire
RG12 1DH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity Statements of Recommended Practice (SORP)
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the Trustees are aware:

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

Auditors

The auditors, Monahans, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 12 September 2022 and signed on the Board's behalf by:



.....
Faith Ramsay - Chair of Board of Trustees

**Report of the Independent Auditors to the Members of
The Society for Horticultural Therapy**

REPORT OF THE INDEPENDENT AUDITORS

Opinion

We have audited the financial statements of The Society for Horticultural Therapy (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Report of the Independent Auditors to the Members of The Society for Horticultural Therapy

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Based on our understanding of the charity and the industry, we identified that the principal risks of non-compliance with laws and regulations related to health and safety, employment law, Companies Act 2006 and Charity Law, and we considered the extent to which non-compliance might have a material effect on the financial statements of the charity. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Statement of Recommended Practice and Companies Act 2006.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to revenue recognition, management override, and management bias in accounting estimates

**Report of the Independent Auditors to the Members of
The Society for Horticultural Therapy**

and judgemental areas of the financial statements such as the depreciation policy, valuation of debtors and valuation of fixed asset investments. Audit procedures performed by the audit engagement team included:

- discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- understanding and review of management's internal controls designed to prevent and detect irregularities, and fraud;
- review of the minutes of the Trustees meetings;
- review of tax compliance;
- designing audit procedures to incorporate unpredictability;
- performing analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud;
- review of the financial statements disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of the Trustees and third-party advisors about actual and potential litigation and claims;
- testing transactions entered into outside of the normal course of the charity's business; and
- identifying and testing journal entries, in particular any journal entries with fraud characteristics such as journals with round numbers.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and the transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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.



James Gare (Senior Statutory Auditor)
for and on behalf of Monahans
Statutory Auditors
38-42 Newport Street
Swindon
Wiltshire
SN1 3DR

Date: 27 October 2022

The Society for Horticultural Therapy
Statement of Financial Activities
for the Year Ended 31 March 2022

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	418,457	-	418,457	450,570
Charitable activities	6				
Training and Education		189,036	-	189,036	168,234
Client services		510,029	62,361	572,390	566,675
Information Service		-	100,000	100,000	-
Other trading activities	4	49,074	-	49,074	45,131
Investment income	5	98,921	-	98,921	74,175
Total		1,265,517	162,361	1,427,878	1,304,785
EXPENDITURE ON					
Raising funds	7	303,717	-	303,717	201,220
Charitable activities	8				
Training and Education		314,684	-	314,984	283,654
Client services		850,232	103,857	954,089	1,025,726
Information Service		-	85,000	85,000	-
Total		1,468,633	188,857	1,657,490	1,510,600
Net gains/(losses) on investments		18,352	-	18,352	(9,634)
NET INCOME/(EXPENDITURE)		(184,764)	(26,496)	(211,260)	(215,449)
RECONCILIATION OF FUNDS					
Total funds brought forward		3,628,792	41,496	3,670,288	3,885,737
TOTAL FUNDS CARRIED FORWARD		<u>3,444,028</u>	<u>15,000</u>	<u>3,459,028</u>	<u>3,670,288</u>

The notes form part of these financial statements

The Society for Horticultural Therapy
Balance Sheet 31 March 2022

BALANCE SHEET

	Notes	2022 £	2021 £
FIXED ASSETS			
Intangible assets	15	14,292	26,331
Tangible assets	16	1,334,702	1,402,536
Investments			
Investments	17	1,067,991	1,049,639
Investment property	18	<u>910,000</u>	<u>910,000</u>
		3,326,985	3,388,506
CURRENT ASSETS			
Debtors	19	128,261	108,864
Cash at bank		<u>154,174</u>	<u>326,355</u>
		282,435	435,219
CREDITORS			
Amounts falling due within one year	20	<u>(119,914)</u>	<u>(111,343)</u>
NET CURRENT ASSETS		<u>162,521</u>	<u>323,876</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		3,489,506	3,712,382
CREDITORS			
Amounts falling due after more than one year	21	<u>(30,478)</u>	<u>(42,094)</u>
NET ASSETS		<u><u>3,459,028</u></u>	<u><u>3,670,288</u></u>
FUNDS	25		
Unrestricted funds:			
General fund		2,284,552	2,372,277
Property and Estate		172,000	172,000
Investment Property		910,000	910,000
Strategic Development		32,816	117,816
Research and communication		44,660	44,660
ICT and Digital Strategy		<u>-</u>	<u>12,039</u>
		3,444,028	3,628,792
Restricted funds		<u>15,000</u>	<u>41,496</u>
TOTAL FUNDS		<u><u>3,459,028</u></u>	<u><u>3,670,288</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 12 September 2022 and were signed on its behalf by:



.....
F Ramsay – Trustee

The notes form part of these financial statements

The Society for Horticultural Therapy
Cash Flow Statement
For the Year Ended 31 March 2022

CASH FLOW STATEMENT

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	28	<u>(252,839)</u>	<u>(211,440)</u>
Net cash used in operating activities		<u>(252,839)</u>	<u>(211,440)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(9,389)	(17,968)
Dividends and rents from investments		98,761	73,448
Interest received		<u>160</u>	<u>727</u>
Net cash provided by investing activities		<u>89,532</u>	<u>56,207</u>
Cash flows from financing activities			
New loans in year		-	50,000
Loan repayments in year		<u>(8,874)</u>	<u>-</u>
Net cash (used in) / provided by financing activities		<u>(8,874)</u>	<u>50,000</u>
Change in cash and cash equivalents in the reporting period		(172,181)	(105,233)
Cash and cash equivalents at the beginning of the reporting period		<u>326,355</u>	<u>431,588</u>
Cash and cash equivalents at the end of the reporting period		<u>154,174</u>	<u>326,355</u>

The notes form part of these financial statements

The Society for Horticultural Therapy
Notes to the Financial Statements
for the Year Ended 31 March 2022

NOTES TO THE FINANCIAL STATEMENTS

1. STATUTORY INFORMATION

The Society for Horticultural Therapy is a company limited by guarantee, without share capital, registered in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The charity's registration number and registered office address can be found in the trustees' report.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements have been prepared under the historical cost convention modified to include certain items at fair value. The financial statements are prepared on a going concern basis

The Society for Horticultural Therapy meets the definition of a public benefit entity under FRS 102.

The accounts are presented in Sterling which is the functional currency of the Charity, and rounded to the nearest pound.

Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Interest

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Grants

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred. When entitlement occurs before income is received, the income is accrued.

The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet.

Donations

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

Training

Income from training courses is recognised in line with performance.

2. ACCOUNTING POLICIES - continued

Income

Legacies

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

The Society for Horticultural Therapy
Notes to the Financial Statements
for the Year Ended 31 March 2022

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs are apportioned by the basis of actual costs where possible. Where costs cannot be attributed directly to particular headings they have been allocated on a basis consistent with the use of head count.

Redundancy/ termination payments

Termination benefits are measured at the best estimate of the expenditure required to settle the obligation at the reporting date. If the expected settlement date of the termination payments is 12 months or more after making the provision and the effect would be material, the present value of the obligation is calculated using an appropriate discount rate.

Computer software

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at costs less any accumulated amortisation and any accumulated impairment losses. Computer software is being amortised evenly over the estimated useful life of 5 years.

Tangible fixed assets

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

Freehold property	- 2% on straight line basis
Long leasehold	- 4% on a straight line basis
Improvements to property	- 20% on straight line basis
Motor vehicles	- 25% on straight line basis
Computer equipment	- 10%-25% on straight line basis

All assets costing more than £750 are capitalised.

Investment property

Investment properties are included in the accounts at open market value. All movements arising from revaluation are shown in the Statement of Financial Activities. Realised gains and losses on investment properties are calculated as the difference between the disposal proceeds and the market value at the beginning of the year or cost of purchases during the year. Unrealised gains and losses are derived from the movement in the market values during the year.

Other investments

Investments are stated at market value at the balance sheet date. The Statement of Financial Activities (SOFA) includes the net gains and losses arising on revaluations and disposals throughout the year.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

The Society for Horticultural Therapy
Notes to the Financial Statements
for the Year Ended 31 March 2022

2. ACCOUNTING POLICIES - continued

Fund accounting

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

There are no critical areas of judgement nor key sources of estimation uncertainty.

3. DONATIONS AND LEGACIES

	2022 £	2021 £
Donations	394,4575	390,075
Legacies	<u>24,000</u>	<u>60,495</u>
	<u><u>418,457</u></u>	<u><u>450,570</u></u>

4. OTHER TRADING ACTIVITIES

	2021 £	2020 £
Grants - CJRS	2,812	12,227
Rental income	6,600	6,600
Other income	<u>39,662</u>	<u>26,304</u>
	<u><u>49,074</u></u>	<u><u>45,131</u></u>

The Society for Horticultural Therapy
Notes to the Financial Statements
for the Year Ended 31 March 2022

5. INVESTMENT INCOME

	2022 £	2021 £
Rents received	13,368	20,950
Investment income	85,393	52,498
Deposit account interest	160	727
	<u>98,921</u>	<u>74,175</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	<u>Activity</u>	2022 £	2021 £
Grants	Training and Education	2,460	37,913
Training for professionals	Training and Education	186,576	126,846
Membership fees	Training and Education	-	3,475
Grants	Client services	74,351	370,351
Income for rehabilitation and training in horticultural skills		451,197	164,161
Other income	Client services	46,842	32,163
Grants	Information Service	100,000	-
		<u>861,426</u>	<u>734,909</u>

Grants received, included in the above, are as follows:

	2022 £	2021 £
Grow & Learn - Various	19,955	42,732
Erasmus Project	-	4,061
Battersea	41,299	31,533
Online	-	19,996
Coronavirus Job Retention Scheme	15,557	309,942
Peter Sowerby Foundation	100,000	-
	<u>176,811</u>	<u>408,264</u>

7. RAISING FUNDS

Raising donations and legacies

	2022 £	2021 £
Staff costs	168,308	106,709
Sundries	21,572	21,005
Support costs	113,837	73,506
	<u>303,717</u>	<u>201,220</u>

8. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Support costs (see note 9) £	Totals £
Training and Education	180,977	133,707	314,684
Client services	556,516	397,573	954,089
Information Service	62,268	22,732	85,000
	<u>799,761</u>	<u>554,012</u>	<u>1,353,773</u>

The Society for Horticultural Therapy
Notes to the Financial Statements
for the Year Ended 31 March 2022

9. SUPPORT COSTS

	Management £	Communication and Development £	Governance costs £	Totals £
Raising donations and legacies	71,268	27,572	14,997	113,837
Training and Education	83,708	32,384	17,615	133,707
Client services	248,903	96,294	52,376	397,573
Information Services	22,732	-	-	22,732
	<u>426,611</u>	<u>156,250</u>	<u>84,988</u>	<u>667,849</u>

Support costs have been allocated on the basis of head count.

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022 £	2021 £
Auditors' remuneration	9,656	9,181
Depreciation - owned assets	77,223	77,047
Computer software amortisation	12,039	12,039
Operating leases - other	<u>3,496</u>	<u>6,427</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

1 (2021 - 0) trustees received reimbursement of travel expenses amounting to £134 (2021 - £nil).

12. STAFF COSTS

	2022 £	2021 £
Wages and salaries	1,074,043	1,039,564
Social security costs	91,096	81,056
Other pension costs	<u>42,226</u>	<u>41,725</u>
	<u>1,207,365</u>	<u>1,162,345</u>

The average monthly number of employees during the year was as follows:

	2022	2021
Raising donations and legacies	6	8
Governance	1	1
Charitable activities-Training/Education	6	6
Charitable activities-Client services	23	29
Support and Communication	<u>12</u>	<u>10</u>
	<u>48</u>	<u>54</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	<u>1</u>	<u>1</u>

The Key Management Personnel of the charity consists of the Senior Management Team as listed on page 15. The total amount of employee benefits (salary, employer's national insurance and employers pension contributions) paid to key management personnel in the year was £233,056 (2021: £214,254).

The average number of full time equivalents during the year was 37 (2021 - 40).

The Society for Horticultural Therapy
Notes to the Financial Statements
for the Year Ended 31 March 2022

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted Funds £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	442,950	7,620	450,570
Charitable activities			
Training and Education	164,173	4,061	168,234
Client services	472,414	94,261	566,675
Other trading activities	45,131	-	45,131
Investment income	74,175	-	74,175
Total	1,198,843	105,942	1,304,785
EXPENDITURE ON			
Raising funds	201,220	-	201,220
Charitable activities			
Training and Education	279,593	4,061	283,654
Client services	918,556	107,170	1,025,726
Total	1,399,369	111,231	1,510,600
Net gains/(losses) on investments	(9,634)	-	(9,634)
NET INCOME/(EXPENDITURE)	(210,160)	(5,289)	(215,449)
Transfer between funds	7,620	(7,620)	-
Net movement in funds	(202,540)	(12,909)	(215,449)
RECONCILIATION OF FUNDS			
Total funds brought forward	3,831,332	54,405	3,885,737
TOTAL FUNDS CARRIED FORWARD	3,628,792	41,496	3,670,288

14. GOVERNMENT GRANT INCOME

	2022 £	2021 £
Coronavirus Job Retention scheme	18,369	322,169
National Lottery	-	9,999

There were no unfulfilled conditions or other contingencies attached to these grants.

The charity also received a government backed Coronavirus Bounce Back Loan - see note 22.

The charity has not directly benefited from any other forms of government assistance.

The Society for Horticultural Therapy
Notes to the Financial Statements
for the Year Ended 31 March 2022

15. INTANGIBLE FIXED ASSETS

Computer
Software
£

COST

At 1 April 2021 and 31 March 2022

48,155

AMORTISATION

At 1 April 2021

21,824

Charge for year

12,039

At 31 March 2022

33,863

NET BOOK VALUE

At 31 March 2022

14,292

At 31 March 2021

26,331

16. TANGIBLE FIXED ASSETS

Freehold Property £	Long Leasehold £	Improvements to property £
---------------------------	------------------------	----------------------------------

COST

At 1 April 2021

1,215,166

599,704

272,427

Additions

-

-

-

At 31 March 2022

1,215,166

599,704

272,427

DEPRECIATION

At 1 April 2021

284,646

179,185

256,341

Charge for year

22,609

34,113

4,4286

At 31 March 2022

307,255

213,298

260,769

NET BOOK VALUE

At 31 March 2022

907,911

386,406

11,658

At 31 March 2021

930,520

420,519

16,086

Motor Vehicles £	Computer Equipment £	Totals £
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COST

At 1 April 2021

49,708

168,683

2,305,688

Additions

-

9,389

9,389

At 31 March 2022

49,708

178,072

2,315,077

DEPRECIATION

At 1 April 2021

40,802

142,178

903,152

Charge for year

5,939

10,134

77,223

At 31 March 2022

46,741

152,312

980,375

NET BOOK VALUE

At 31 March 2022

2,967

25,760

1,334,702

At 31 March 2021

8,906

26,505

1,402,536

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Notes to the Financial Statements
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17. FIXED ASSET INVESTMENTS

	Listed Investments £	Unlisted Investments £	Totals £
MARKET VALUE			
At 1 April 2021	251,833	797,806	1,049,639
Revaluations	<u>18,352</u>	<u>-</u>	<u>18,352</u>
At 31 March 2022	<u>270,185</u>	<u>797,806</u>	<u>1,067,991</u>
NET BOOK VALUE			
At 31 March 2022	<u>270,185</u>	<u>797,806</u>	<u>1,067,991</u>
At 31 March 2021	<u>251,833</u>	<u>797,806</u>	<u>1,049,639</u>

There were no investment assets outside the UK.

The listed securities comprise of units in the charity common investment fund, Charifund, managed by M&G investments.

The unlisted securities comprise of shares in Estate Incomes Limited. The charity owns 13.82% of the total number of shares in that company, all shares being ordinary shares.

The historic cost of fixed asset investments is £947,806 (2021: £947,806).

Unlisted investments are valued on the basis of a multiplication of the return obtained from the investment.

18. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 April 2021	
And at 31 March 2022	<u>910,000</u>
NET BOOK VALUE	
At 31 March 2022	<u>910,000</u>
At 31 March 2021	<u>910,000</u>

Properties gifted to the charity comprise land surrounding the charity's premises at Beech Hill and a cottage in Beech Hill village.

The properties were valued in March 2021, by Carter Jonas LLP, in accordance with the appropriate sections of the current RICS Professional Standards and RICS Valuation Practice Statements contained in the RICS Valuation - Professional Standards 2014 incorporating the IVSC Valuation Standards (the 'Red Book'). In the opinion of the trustees, there has been no significant movement in these values since this time.

19. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	99,251	24,662
Prepayments and accrued income	<u>29,010</u>	<u>84,202</u>
	<u>128,261</u>	<u>108,864</u>

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Notes to the Financial Statements
for the Year Ended 31 March 2022

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Bank loans and overdrafts (see note 22)	10,648	7,906
Trade creditors	20,554	19,287
Social security and other taxes	23,012	21,672
Other creditors	1,000	7,511
Accruals and deferred income	<u>64,700</u>	<u>54,967</u>
	<u>119,914</u>	<u>111,343</u>

Deferred income of £2,847 (2020: £26,783) relates to grants and course fee income received for the provision of post year end services

21. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022 £	2021 £
Bank loans (see note 22)	<u>30,478</u>	<u>42,904</u>

22. LOANS

An analysis of the maturity of loans is given below:

	2022 £	2021 £
Amounts falling due within one year on demand:		
Bank loans	<u>10,648</u>	<u>7,906</u>
Amounts falling due between one and two years:		
Bank loans – 1-2 years	<u>10,648</u>	<u>9,707</u>
Amounts falling due between two and five years:		
Bank loans – 2-5 years	<u>19,830</u>	<u>30,618</u>
Amounts falling due in more than five years:		
Repayable in instalments:		
Bank loans more than 5 yrs. by instalment	-	1,769

The loan is supported by the Bounce Back Loan Scheme (BBLs). The Bank have received a guarantee from the UK Government under BBLs. The charity is responsible for the repayment of the loan. The interest rate is 2.5% per year.

23. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	651	3,496
Between one and five years	<u>254</u>	<u>537</u>
	<u>905</u>	<u>4,033</u>

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Notes to the Financial Statements
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24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Fixed assets	1,348,994	-	1,348,994	1,428,867
Investments	1,977,991	-	1,977,991	1,959,639
Current assets	267,435	15,000	282,435	435,219
Current liabilities	(119,914)	-	(119,914)	(111,343)
Long term liabilities	(30,478)	-	(30,478)	(42,094)
	<u>3,444,028</u>	<u>15,000</u>	<u>3,459,028</u>	<u>3,670,288</u>

25. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfer between funds £	At 31.3.22 £
Unrestricted funds				
General fund	2,372,277	(184,764)	97,039	2,284,552
Property and Estate	172,000	-	-	172,000
Investment Property	910,000	-	-	910,000
Strategic Development	117,816	-	(85,000)	32,816
Research and communication	44,660	-	-	44,660
ICT and Digital Strategy	12,039	-	(12,039)	-
	3,628,792	(184,764)	-	3,444,028
Restricted funds				
Grow & Learn (Birmingham)	24,703	(24,703)	-	-
Pots & Petals (Trunkwell)	16,793	(16,793)	-	-
Information Service 'Gardening for Health'	-	15,000	-	15,000
	41,496	(26,496)	-	15,000
TOTAL FUNDS	<u>3,670,288</u>	<u>(211,260)</u>	<u>-</u>	<u>3,459,028</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement In Funds £
Unrestricted funds				
General fund	1,265,517	(1,468,633)	18,352	(184,764)
Restricted funds				
Sow & Grow – Reaching Communities	9,924	(9,924)	-	-
Grow & Learn (Birmingham)	10,031	(34,734)	-	(24,703)
Pots & Petals (Trunkwell)	-	(16,793)	-	(16,793)
Gardening for Good Health	11,869	(11,869)	-	-
Security (Birmingham)	1,107	(1,107)	-	-
Life Changers (Battersea)	15,000	(15,000)	-	-
Growing Out (Battersea)	14,430	(14,430)	-	-
Information Service 'Gardening for Health'	100,000	(85,000)	-	15,000
	162,361	(188,857)	-	(26,496)
TOTAL FUNDS	<u>1,427,878</u>	<u>(1,657,490)</u>	<u>18,352</u>	<u>(211,260)</u>

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Notes to the Financial Statements
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25. MOVEMENT IN FUNDS - Continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfer between funds £	At 31.3.21 £
Unrestricted funds				
General fund	2,464,356	(109,696)	17,617	2,372,277
Property and Estate	172,000	-	-	172,000
Investment Property	967,000	(57,000)	-	910,000
Strategic Development	164,292	(36,479)	(9,997)	117,816
Research and communication	44,660	-	-	44,660
ICT and Digital Strategy	19,024	(6,985)	-	12,039
	3,831,332	(210,160)	7,620	3,628,792
Restricted funds				
Grow & Learn (Birmingham)	33,200	(8,497)	-	24,703
Pots & Petals (Trunkwell)	21,205	(4,412)	-	16,793
Donation for Battersea Heating System	-	7,620	(7,620)	-
	54,405	(5,289)	(7,620)	41,496
TOTAL FUNDS	3,885,737	(215,449)	-	3,670,288

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement In Funds £
Unrestricted funds				
General fund	1,198,843	(1,355,905)	47,366	(109,696)
Investment Property	-	-	(57,000)	(57,000)
Strategic Development	-	(36,479)	-	(36,479)
ICT and Digital Strategy	-	(6,985)	-	(6,985)
	1,198,843	(1,399,369)	(9,634)	(210,160)
Restricted funds				
Grow & Learn (Birmingham)	42,732	(51,229)	-	(8,497)
Erasmus Project (Training)	4,061	(4,061)	-	-
Pots & Petals (Trunkwell)	-	(4,412)	-	(4,412)
Pathways (Battersea)	15,000	(15,000)	-	-
Gardening for Good Health	11,533	(11,533)	-	-
Wimbledon Foundation Restart Project	5,000	(5,000)	-	-
National Lottery Recovery Fund	9,999	(9,999)	-	-
Peter Sowerby Foundation - Digital				
Breakthrough	9,997	(9,997)	-	-
Donation for Battersea Heating System	7,620	-	-	7,620
	105,942	(111,231)	-	(5,289)
TOTAL FUNDS	1,304,785	(1,510,600)	(9,634)	(215,449)

Designated Funds

Property & Estate: Funds for the maintenance, upgrade and development of buildings and surroundings Thrive.

Investment Property: Investment property fund - for longer term security of the charity.

Strategic Development: Funds for the development of Thrive's strategic aims.

Research and communication: Funds for the development, commissioning and dissemination of research related to STH/Green Care

ICT and Digital Strategy: Funds to develop our Information and Communications capabilities

The Society for Horticultural Therapy
Notes to the Financial Statements
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25. MOVEMENT IN FUNDS - Continued

Restricted funds

Grow & Learn (Birmingham): The aim of this project is to enable 14 - 19 year olds with special educational needs to learn new skills, gain vocational qualifications and build self-confidence through a supported horticultural training programme

Pots & Petals (Trunkwell): The project provides a 2-hour interactive programme for young people with Profound and multiple learning difficulties, on a weekly basis throughout the year. The programme runs at the Trunkwell Garden Project, where the young people use the Just for Fun garden, which has been specifically designed for them.

Pathways (Battersea): For adults with mental ill-health, providing the focus of gardening as an avenue to start working with others, gaining trust, confidence and learning new skills.

Growing Out / Gardening for Good Health (Battersea): A programme to enable those with life-changing health conditions to enjoy gardening; build new friendships and increase social networks and build confidence to regain or maintain an active, healthy and independent life

Erasmus (Training): This project is an international partnership between organisations committed to improving the quality of lives of those with Learning Disabilities.

Wimbledon Foundation Restart Project - funding to prepare the site for clients to return

National Lottery Recovery Fund - A programme (October 2020-March 2021) to develop an online outreach programme for clients while our on-site services were suspended due to Covid

Peter Sowerby Foundation - Digital Breakthrough - Funding to maintain and further develop our online Gardening for Health information' project

Donation for Battersea heating system - Funding received to install a new heating system at Battersea.

Security (Birmingham) - This was a specific initiative to raise funds to purchase security equipment at our Birmingham site which had suffered numerous break-ins and vandalism

Sow & Grow (Birmingham) This programme is for small groups of socially isolated older people. Sessions will support individuals with:

- learning new gardening skills, helping them continue gardening and improve their health and wellbeing,
- form friendships and gain confidence to help them build local support networks, and
- re-engage with their local community, motivating them to become more active citizens

Life Changers (Battersea) - for those living with life-changing health conditions

Information Service - This is funding for the development of a new, comprehensive on-line service aimed at individuals and their specific circumstances. The service will include an intuitive self-service and personalised information search, evidence-based information, Gardening Tips using new formats and videos. Launch is expected in 2022/23

26. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme. The costs for the period was £42,226 (2021: £41,725). Contributions amounting to £6,263 were payable to the scheme at 31 March 2022 (2021: £6,000) and are included within other creditors.

27. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

The Society for Horticultural Therapy
Notes to the Financial Statements
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28. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(211,260)	(215,846)
Adjustments for:		
Depreciation charges	89,262	89,086
Losses on investments	(18,352)	9,634
Interest received	(160)	(727)
Dividends and rents from investments	(98,761)	(73,448)
Decrease in debtors	(19,397)	4,985
Decrease in creditors	5,829	(25,521)
Net cash used in operations	<u>(252,839)</u>	<u>(211,440)</u>

29. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	<u>326,655</u>	<u>(172,181)</u>	<u>154,174</u>
	<u>326,655</u>	<u>(172,181)</u>	<u>154,174</u>
Debt			
Debts falling due within 1 year	(7,906)	(2,741)	(10,648)
Debts falling due after 1 year	<u>(42,094)</u>	<u>11,616</u>	<u>(30,478)</u>
	<u>(50,000)</u>	<u>8,874</u>	<u>(41,126)</u>
Total	<u>276,655</u>	<u>(163,307)</u>	<u>113,048</u>

30. POST BALANCE SHEET EVENTS

In April 2022 we reduced our holding in M&G Charifund, this provided £100,000 to enable us to continue to develop our charitable services and begin the implementation of our new strategy.