REACH VOLUNTEERING

England & Wales · Charity number 278837

Details

Other names	RETIRED EXECUTIVES ACTION CLEARING-HOUSE, REACH
Status	Registered
Legal form	Charitable company
Company number	01452482
Registered	1979-11-06
Register	View on the Charity Commission register

Contact

Address	7 Bell Yard London
Phone	02039439901
Email	info@reachvolunteering.org.uk
Website	www.reachvolunteering.org.uk

Activities

Objects: TO PROVIDE AND ASSIST IN THE PROVISION OF SUPPORT AND DEVELOPMENT FOR VOLUNTARY AND PUBLIC ORGANISATIONS THROUGH TRAINING AND OPPORTUNITIES FOR VOLUNTARY WORK WITH THE APPROPRIATE ORGANISATIONS, AND OTHERWISE ENCOURAGE AND ASSIST PEOPLE WITH PROFESSIONAL OR CAREER SKILLS TO GIVE TIME AND USE THEIR SKILLS IN CONNECTION WITH THE FURTHERANCE OF CHARITABLE PURPOSES

Activities: To provide no or low-cost access to skills for resource-poor charities and public organisations, enabling them to reach their potential. To help people with career skills to use their talents and experience to secure a fulfilling volunteering role, in turn allowing charities to thrive and prosper.To provide a trustee recruitment service to charities and to professionals looking for a board role.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£488,693	£508,448	-	-
2023-12-31	£479,482	£459,772	-	-
2022-12-31	£449,392	£449,057	-	-
2021-12-31	£346,004	£296,176	-	-
2020-12-31	£530,998	£448,375	£263,155	8

Trustees

Name	Role	Appointed
Deborah Morton-Dare		2022-07-18
Francois Landers		2024-02-15
Gus Leon Alston		2021-05-06
Jane Ide		2022-07-18
Keira Poland		2024-02-15
Rachell Fox		2017-06-19
Saskia Danielle Bewley		2021-05-06

Accounts

Company Number: 01452482
CC Charity Number: 278837

REACH VOLUNTEERING
(Limited by Guarantee)

Report and Financial Statements
31 December 2024

REACH VOLUNTEERING
(Limited by Guarantee)

Financial statements for the year ended 31 December 2024

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REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2024

LEGAL AND ADMINISTRATIVE INFORMATION

Status	Company limited by guarantee Registered in England and WalesRegistered charity
Company number	01452482
CC Charity Number	278837
OSCR Charity Number	SC041623 (deregistered 13/12/2021)

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purposes of charity law.The

following were members of the Council of Management during the year.

Jane Ide (Chair)
Deborah Morton-Dare (Treasurer)
Gus Alston
Priyanka Bedia (resigned June 2024 to take maternity leave, with intention of rejoining the board at a later point)
Saskia Bewley
Rachell Fox
Kar Wai Ng
Keira Poland (joined February 2024)
Francois Landers (joined February 2024)
Katherine Wollard (joined February 2024; resigned November 2024)

Key management personnel

Janet Thorne	Chief Executive Officer
Holly Meacham	Head of Service and Operations

Registered Office

7 Bell Yard London WC2A 2JR

Independent Examiners

John O'Brien MSc, FAIA, FCIE, Community Accounting Plus
Units 1 & 2 North West, 41 Talbot Street, Nottingham. NG1 5GL

Bankers

Lloyds TSB Bank plc, Victoria House, Southampton Row, London. WC1B 5HR

The trustees are pleased to present their Annual Report together with the financial statements of the charitable company for the year ended 31 December 2024 which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE & MANAGEMENT

Charity Governance Code

The trustees have adopted the Charity Governance Code and are working towards fulfilling its recommendations. The trustees regularly review their governance against the Code's recommended practices and use this review to prioritise areas for further development.

Governing Document

Reach (registered as Reach Volunteering) is a charitable company limited by guarantee.

Originally incorporated on 5 October 1979, the name was changed to Reach Volunteering by registration at Companies House on 10 September 2003. The company was registered as a charity on 6 November 1979. It was established under a Memorandum of Association, establishing the objects and powers of the charitable company, and is governed under its Articles of Association which were revised in June 2009.

In 2010 Reach completed its formal registration with the Office of the Scottish Regulator (OSCR) and was registered on 21 June 2010. Reach deregistered with the OSCR on 13 December 2021.

Appointment of Council Members (Trustees)

The directors of Reach are also charity trustees for the purposes of charity law and under the company's articles are also known as 'Members of the Council'.

Under the requirements of its Memorandum and its Articles of Association Members of the Council are elected to serve a period of three years, renewable after the first and second period of three years.

Trustees are recruited to ensure that the Council contains the correct mix and balance of skills and experiences. Reach is a strong advocate for open, inclusive recruitment and strives to follow good practice through the whole process, from initial reflections on board composition through to a supportive induction, as laid out in our guidance The Trustee Recruitment Cycle. The board undertakes skills audits and diversity audits, and explores barriers to diversity and inclusion to identify recruitment priorities. Trustee vacancies are promoted widely, and prospective candidates are supported to engage with the board and the CEO throughout the process, before and after the formal selection process. Succession planning for trustees stepping down from office is incorporated into the process.

New trustees are supported with a thorough induction pack including key information relating to trustee duties and responsibilities and the Code of Conduct, Reach's Memorandum and its Articles of Association, and the latest financial statements are provided, supplemented with information on the organisation's history and current strategy. New trustees are paired with another board member to help them find their feet.

All Members of the Council give their time voluntarily and receive no benefits from the charity.

In 2024, the Council met 5 times. The Council has two sub-committees: a Remuneration Committee and a Nominations Committee. Additionally, trustees were involved in other events or meetings on Reach's behalf in the year.

Organisational Structure

The Council is responsible for setting and overseeing the strategy for the organisation. Day to day management of the charity and its activities is delegated to the Chief Executive and a small staff and volunteer team.

Remuneration of the Chief Executive and other paid staff is reviewed annually by the Remuneration Committee in line with the Pay Policy. The committee's recommendations are then referred to the trustee board for approval.

Related Parties

The charity has a wholly owned subsidiary, Reach Consulting Limited, which is presently not trading.

None of the trustees receive remuneration or other benefit from their work with the charity.

Risk Management

The Council has a risk management strategy which comprises:

- a regular review of the principal risks and uncertainties that the charity faces;
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The Council, working with the Chief Executive and senior management team, manage risks for the charity through a regularly updated Risk Register, which is reviewed during the year and updated at least annually. Key dynamic risks are reported through the CEO's report at every board meeting.

The Council members have approved systems of internal controls that are designed to provide reasonable (although not absolute) assurance against material misstatement or loss.

Reserves Policy

A key element in the management of financial risk is the setting of a reserves policy which is reviewed regularly by the Council. In order to maintain Reach's operational capability, the Trustees aim to have at all times sufficient liquidity and unrestricted reserves equivalent to at least three months' expected expenditure. In 2024 this target was approximately £135,000.

In 2023, the Trustees designated £120,000 of reserves to be used for capital expenditure on an essential upgrade to the platform which supports our online service. This work was started in 2024 and £96,525 of the designated reserves were used for this. The balance, £23,475 is retained for the completion of the work in 2025.

There was a balance of £8,582 restricted funds at the end of the year pertaining to the Social Business Investment Grant.

Unrestricted reserves at the year-end were £186,731. Unrestricted reserves less the balance of Designated reserves stood at £163,256 at the end of the year.

MISSION AND PUBLIC BENEFIT

Vision

Reach's vision is "A world where people come together to create a thriving, fair and sustainable society"

Our mission is:

To inspire, support and connect civil society organisations and volunteers to work together, sharing skills and expertise to create a better society.

Our values are:

Bold and experimental
We think big and encourage others to take a leap too. We value learning and experimenting, underpinned by a rigorous test and learn approach.

People-centred
We care deeply about the needs of the people who use our service, our team and wider society. We continually improve our service by applying service design principles. We value diversity, and we work to be inclusive.

Collaborative
We achieve more, together. Our service connects people to make change. We partner with others who share our vision, and internally we work in a way that builds collaboration.

Honest
We behave with integrity. We do what we say we will do, and are open and transparent about our work.

We also articulated four core beliefs that underpin our work:

Volunteering
People are naturally co-operative and social – volunteering increases our sense of well-being, connection to others and wider purpose. When people volunteer their expertise to a cause they care about, they make a unique contribution to society that transforms them, builds the capacity and capability of the organisation they join and encourages further social action.

Power of connection
When we create new connections, we make society more cohesive and challenge the divisive 'us and them' stories that people turn to when they are scared. New connections can create shared understanding between people, grow collective capacity and build bridges.

Equity, diversity and inclusion
We all benefit when everyone has the same chance to participate in society, influence its development and enjoy its rewards. Inequality is a significant and growing problem, and civil society has a particular responsibility to tackle the systemic discrimination that fuels it. Social purpose organisations need the culture, practices and processes to ensure their teams are representative of the communities they serve, and that everyone within their organisations can flourish.

Climate action
The climate crisis is an existential threat to civil society. The scale of change needed to address this is huge but the solutions also include big opportunities to make society fairer, more connected and more co-operative. We need to harness the creative energy of as many people as possible in order to transition to a society that is equitable, fair and sustainable.

Public benefit:

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit and believe its activities qualify in that respect.

Reach helps charities to find people who want to volunteer their professional expertise, and professionals to find volunteering opportunities in the charity sector. We are the UK's leading skills-based volunteering charity and the single biggest source of trustees to charities.

Volunteers help charities to do *more* of what they do – increasing capacity – and to do it *better* –by bringing in new skills and experience. Reach believes volunteering is a meaningful, indispensable part of a functioning voluntary sector.

We are unique in that we work with the whole sector – from small community groups to large national charities – with a focus on skills-based volunteering: that means we find people who have the skills and experience that charities need to succeed. Rather than offering more pairs of hands to deliver a service, this sort of volunteering usually relates to strengthening the backbone of an organisation, such as financial stability, marketing and communications or governance (trustees). These are the areas where charities can often have skills gaps and where proficiency is essential if charities are to be sustainable.

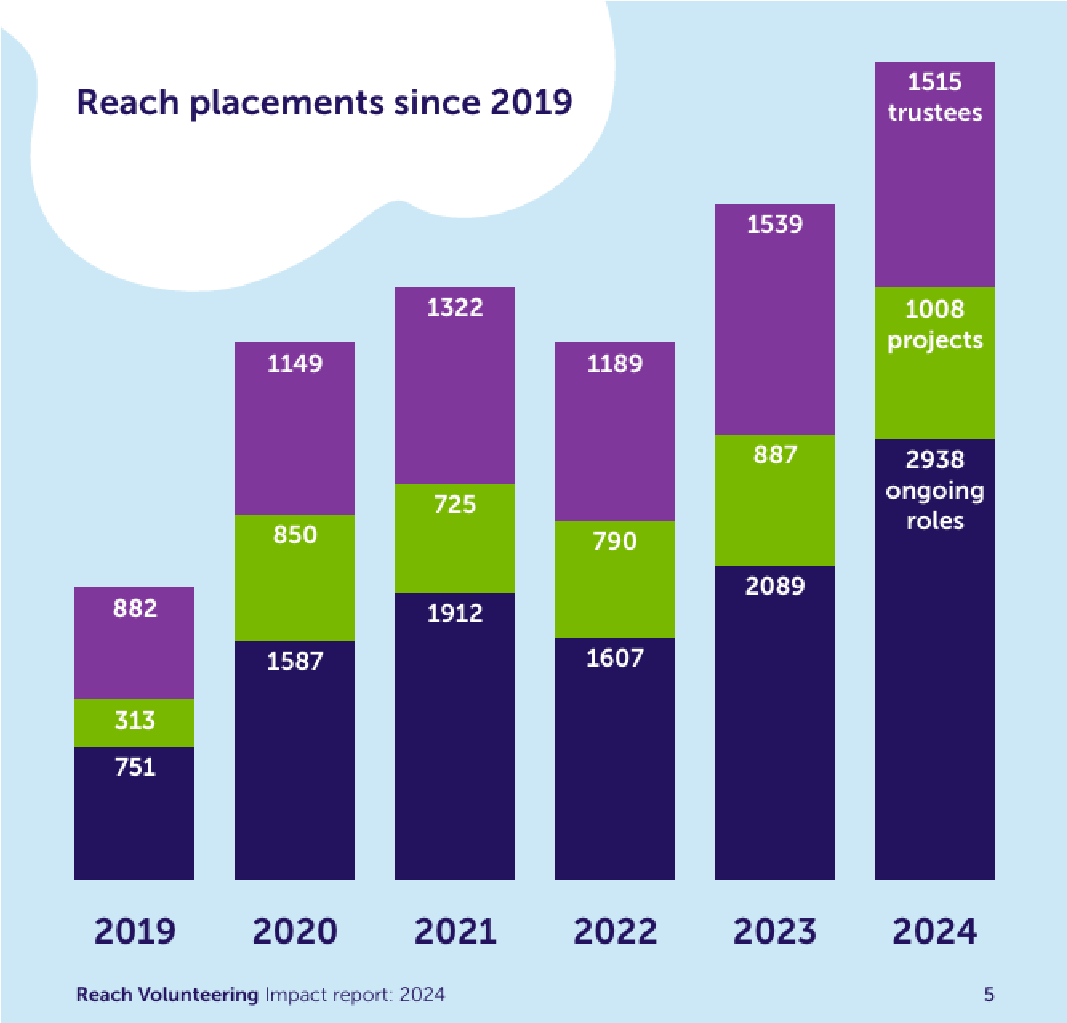
Reach is genuinely user-led in the development of our services: we carry out a continual process of service improvement, based on the feedback and input from the people and organisations we are here to help. Our service is co-produced by the organisations and volunteers that use our service to find the skills and opportunities that are most useful to them. We are nimble, flexible and responsive to the changing needs of the sector.

IMPACT IN 2024

Summary: another record-breaking year

- We placed a record number of 5,452 volunteers and trustees with charities and groups – up 21% from the previous year.
- A record-breaking 16,237 people signed up to volunteer – an increase of 16.5% on 2023.
- We continued to support a growing number of smaller organisations and grassroots groups - 62% of organisations posting roles had an annual turnover of less than £250k, and 30% of roles posted were for organisations with no paid staff.
- Our volunteers have diverse backgrounds and identities - 61% were under 40 and 52% identified as being from the global majority.
- 95% of organisations surveyed said volunteers and trustees recruited through Reach were helping them be more effective.

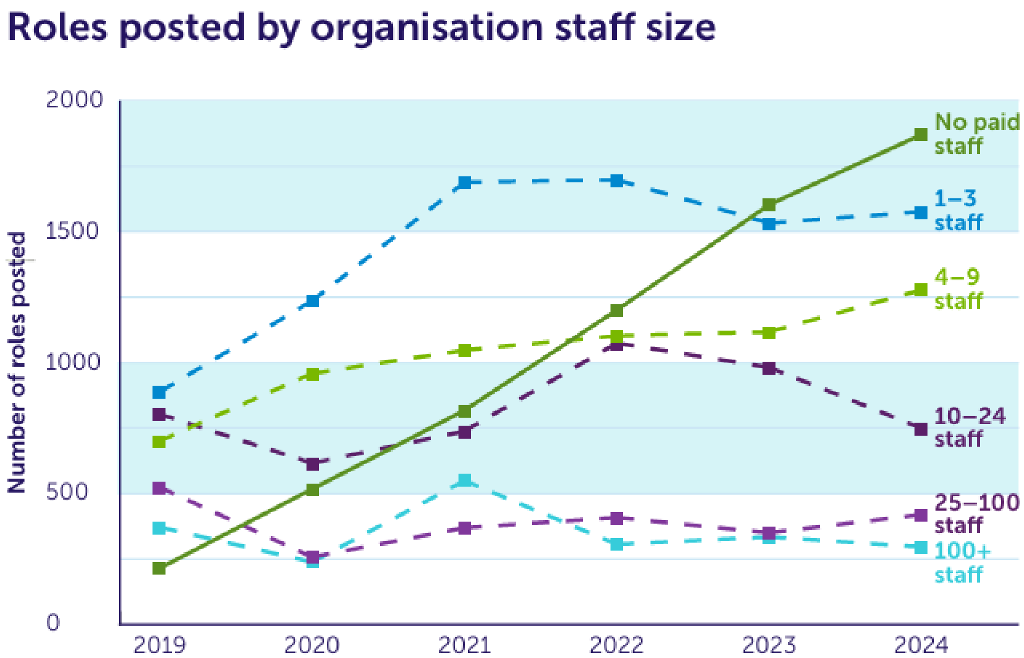
REACH VOLUNTEERING
(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2024



Who used Reach in 2024?

Our organisations

Reach is proud to support a vast range of organisations – from tiny grassroots groups making waves in their communities, to national charities including Young Lives Vs Cancer, the RSPB and Sported. In 2024, we saw numbers of entirely volunteer-led organisations using Reach continue to rise, sharing an incredible 1,871 roles: more than any other group of organisations and showing phenomenal growth since 2019



Volunteers

In 2024, we helped place volunteers with a vast array of skills, including 226 marketing specialists, 206 HR experts and 176 graphic designers.

Our volunteers are employees, freelancers, people transitioning careers and those who are retired. Some have never considered volunteering before, others are serial volunteers and trustees, and all have a diverse range of backgrounds and identities. This diversity is particularly important for trustee positions, given the lack of diversity often found on charity boards.

- 52% identify as being from the global majority
- 9% identify as LGBTQ+
- 61% of volunteers are under 40
- 8% identify as disabled
- 56% identify as women

Our achievements in 2024

- Helping charities and groups build their capacity and capability
- Building strong, diverse boards
- Helping people discover the power of civic action

Helping charities and groups build their capacity and capability

Skills-based volunteering can fix seemingly unsolvable problems, establish or expand new programmes of work, and bring in expertise that would otherwise be costly. Some organisations come to Reach to find specialist expertise to help them grow and adapt - like those who have navigated data protection and rebranding exercises with the help of Reach's community. Other organisations use Reach to build their core teams - like those whose social media and marketing functions are run by volunteers. Many fantastic volunteer-led organisations are now scaling their work thanks to this additional capacity.

In 2024, organisations recruited 3,946 volunteers to take on projects or join their teams in on-going roles – from accountants transforming financial strategy, to UX designers bringing new digital platforms to life. At a time when funding opportunities and other resources for nonprofits are shrinking, volunteers are able to keep services not just running, but thriving.

Our free platform allows organisations to network outside of their existing spheres of influence and connection. This is especially helpful for grassroots organisations or those run by marginalised groups, who may not have the same access to professional networks as their peers.

96% of organisations surveyed said that the volunteer had helped their organisation to be more effective

"It's not exaggerating to say that volunteers have really expanded our horizons. Having access to a vast pool of professionals who are specialists in their fields has opened so many doors for us and the real impact is on the young people we support who have been a bit forgotten by society." Blue Magpie Foundation, a volunteer-led organisation supporting 5- to 25-year olds in North West London to achieve their potential.

"Reach is just a brilliant service. Through the platform I have found several fantastic volunteers who have helped me get off to a great start – and the real winners have been the young people we've been able to support to transform their lives. I recruited two web designers who worked together to set the website up from scratch. Having a good website has made such a difference to securing grant funding and to getting the word out about the charity and increasing referrals." Devon Healing Horsemanship, a charity delivering The Horse Course Restart, using horses to engage with young people where talk-based therapy services have not been successful.

"We're delighted that we now have 18 pieces of art ready to amplify the voices of marginalised people who are rarely asked how they would like spaces to be designed. This is real tangible work done by volunteers from Reach that will do important things, not just for us, but for the wider sector." East London Waterworks Park, campaigning to create a community-owned, biodiverse park.

Building strong, diverse boards

Reach is the single largest source of trustees to the sector. In 2024, charities appointed 1,515 trustees through our service - including 107 Chairs, 154 treasurers, 63 trustees with experience in income generation, 56 with an HR background and 24 'digital' trustees.

Not only did these trustees bring essential expertise to the boards that they joined - they also brought much needed diversity. Reach applicants were more likely than the general UK population to identify as LGBTQ+ or as coming from a global majority community. They were also far more diverse in terms of age, gender, ethnicity, sexuality and disability than trustees as a whole.

Last year, users viewed The Trustee Recruitment Cycle - our guide to inclusive board recruitment – 99,429 times. The site combines written guidance and template resources to support boards through each stage of the recruitment process, from reflecting on board diversity to inducting their new trustee.

*95% of organisations who completed our impact survey said their trustee helped their organisation become more effective***.**

“Using Reach Volunteering to recruit our chair gave us access to a wider range of candidates and skillsets than we would otherwise have, and we were able to find the ideal person to provide the strategic direction we need. We would highly recommend using Reach for trustee recruitment.” Open Door St Albans, a local charity dedicated to supporting and advocating for homeless people.

“We were delighted to recruit a Treasurer, a trustee with marketing and comms experience, an HR trustee and two trustees with lived experience. Not only do we now have people in the roles, but their skills and talents are strong and a great match for the Violence Intervention Project. We now have a board with broad experience to face the inevitable ups and downs of a growing charity and are looking forward to new, far-reaching partnerships. We can demonstrate capacity and strength and have the governance resources to take us forward and offer much-needed support to young people to break the cycle of violence in our communities.” The Violence Intervention Project, a charity based in West London that works with young people up to the age of 25 who are at risk from or involved in serious youth violence.

Helping people discover the power of civic action

Ever since the onset of the pandemic, we have seen a surge of people wanting to offer their skills and expertise - to help charities and groups working hard to tackle societal challenges. In 2024, the numbers rose even further, breaking all previous records: 16,237 new volunteers joined our service, and we supported an astonishing 33,449 applications for trustee and volunteer roles – three and a half times higher than five years ago.

This growth is encouraging because volunteering has been at a record-low in the wider sector, with small charities, in particular, struggling to recruit. Reach has a unique advantage in encouraging volunteer engagement - since we reach a wide audience through our partnerships, and pool together a variety of flexible roles from across the sector.

“I have valued my volunteering experience tremendously. I have met new people, which I find very enriching, and built on my experience. The resources and support offered by Citizens Advice Hillingdon gives me a great sense of fulfilment and I have gained significant growth both personally and professionally.” Tina, Trustee at Citizens Advice, Hillingdon

“Volunteering offers an opportunity to support communities, use my skills and flex the intellectual and moral muscles that matter to me. Supporting an organisation which shares my values is satisfying and rewarding in many ways not least having the opportunity to contribute, and witness achievements as a result.” Bernie, Trustee for Catching Lives

“Finding a Trustee position has been such a rewarding experience. It’s given me the chance to build and lead a marketing team in the third sector while developing new skills and a deeper appreciation for collaboration, diversity of thought, and fostering innovation. Empowering individuals to take ownership of their work and aligning our marketing efforts with broader organisational goals has led to real, measurable impact.” Brian, Trustee at M2 SPED Awareness

INCOME GENERATION AND FINANCIAL SUSTAINABILITY

We remain committed to providing the bulk of our services free to use for volunteers and charities. This is partly to ensure that our service is affordable to all: many of the organisations which use our service to recruit volunteers and trustees have a turnover of less than £10,000 p/a and in 2024, volunteer-led groups posted the most roles. We also want to facilitate a strong stream of supply and demand: both enrich the choice for other service users and increase the chances of a successful match. As we scale, we also become more cost effective. Our cost per placement fell by an amazing 46% from the previous year.

We earned half of our income through charged-for services. Income streams include a modest fee for charities with a turnover of over £1m for using our self-service option for trustee recruitment, and a suite of services provided by our TrusteeWorks team:

- ‘Funder plus’ services to funders who provide capacity building support to their grantees
- Corporate programmes, supporting employees into trustee positions
- A ‘self-service plus wider advertising’ service
- An executive search service for trustee recruitment

However, despite the growth in earned income, we still do not generate sufficient surplus to cover much of the cost of our core service. For these reasons we will always remain partially reliant on grant funding. Given the competition for grant funding, and reduced options for infrastructure organisations such as Reach, this is a challenge.

Financial Review

Reach recorded a total operating deficit of £19,755 for the year (2023: surplus of £19,710) with net funds at year end, including restricted funds, decreasing to £301,523 (2023: £321,278).

Total income in 2024 remained largely steady at £488,693 (2023: £479,482). Earned income from TrusteeWorks and related activities was £238,140, a slight drop from 2023 due to the end of a ‘funder plus’ programme with GSK.

Total expenditure for the year was £508,488 (2023:£459,772).

Further details of income and expenditure for the year are shown in the notes to these financial statements.

Outlook and Future Plans

We are excited to build on the momentum of the past two years of record growth to ensure we continue to empower as many people as possible to volunteer their skills to help us achieve our vision of a fair and sustainable society.

Our plans include:

- Upgrading our platform: We will deliver an improved experience for our users based on their feedback, incorporating up-to-date technology to enable us to continue developing the service to meet future needs. This will allow us to grow at scale.
- Updating and developing resources: We will support both organisations and volunteers to succeed, including an update to our flagship resource, the Trustee Recruitment Cycle.
- Extended engagement journeys: We will deepen our connection with users, promote our valuable resources, build community, and grow participation.
- Continued service development: Through service design, we will ensure we adapt to meet the changing needs of our users.
- Targeted and collaborative campaigns: We will inspire people to participate in volunteering, creating a thriving and fairer society.
- Partnership and collaboration opportunities: We will identify opportunities for further partnership and collaboration for the wider benefit of the sector.
- Sustainability through new income generation activities: We will ensure the service remains free for those unable to pay.

Together, we will continue to inspire action based on care, compassion, and concern for our planet, creating a brighter future for all.

STATEMENT OF TRUSTEES' RESPONSIBI LITIES

The trustees (who are also the directors of Reach Volunteering for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Company Provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

By order of the Council of Management:

DocuSigned by:
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Jane Ide
Chair

8/27/2025
Date

Reach Volunteering

Independent Examiner's Report to the trustees of Reach Volunteering ('the Company')

Independent examiner's report to the trustees of Reach Volunteering ('the Company')
I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

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

Signed by:
845B2CFFC0A7481...........

John O'Brien MSc, FAIA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date: 8/28/2025

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	163,393	-	163,393	148,027
Charitable activities	3	238,140	87,160	325,300	331,455
Total income		401,533	87,160	488,693	479,482
Expenditure on:					
Raising funds	5	(22,187)	-	(22,187)	(21,355)
Charitable activities	6	(407,683)	(78,578)	(486,261)	(438,417)
Total expenditure		(429,870)	(78,578)	(508,448)	(459,772)
Net (expenditure)/income		(28,337)	8,582	(19,755)	19,710
Net movement in funds		(28,337)	8,582	(19,755)	19,710
Reconciliation of funds					
Total funds brought forward		321,278	-	321,278	301,568
Total funds carried forward	15	292,941	8,582	301,523	321,278

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 15.

The notes on pages 16 to 27 form an integral part of these financial statements.

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	2	148,027	-	148,027
Charitable activities	3	256,154	75,301	331,455
Total income		404,181	75,301	479,482
Expenditure on:				
Raising funds	5	(21,355)	-	(21,355)
Charitable activities	6	(363,116)	(75,301)	(438,417)
Total expenditure		(384,471)	(75,301)	(459,772)
Net income		19,710	-	19,710
Net movement in funds		19,710	-	19,710
Reconciliation of funds				
Total funds brought forward		301,568	-	301,568
Total funds carried forward	15	321,278	-	321,278

The notes on pages 16 to 27 form an integral part of these financial statements

Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	9	82,735	-
Tangible assets	10	-	1,957
		82,735	1,957
Current assets			
Debtors	11	16,201	43,629
Cash at bank and in hand	12	284,637	311,208
		300,838	354,837
Creditors: Amounts falling due within one year	13	(82,050)	(35,516)
Net current assets		218,788	319,321
Net assets		301,523	321,278
Funds of the charity:			
Restricted income funds			
Restricted funds	15	8,582	-
Unrestricted income funds			
Unrestricted funds		292,941	321,278
Total funds	15	301,523	321,278

For the financial year ending 31 December 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 13 to 27 were approved by the trustees, and authorised for issue on 8/26/2025 and signed on their behalf by:

DocuSigned by:
Deborah Morton-Dare
A6B821CC752C4A5
Deborah Morton-Dare
Trustee

Reach Volunteering

Notes to the Financial Statements for the Year Ended 31 December 2024

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Reach Volunteering meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Notes to the Financial Statements for the Year Ended 31 December 2024

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets represent the Drupal upgrade and are stated in the Balance Sheet at cost less accumulated depreciation. They are depreciated on a straight line basis over 7 years.

Notes to the Financial Statements for the Year Ended 31 December 2024

Tangible fixed assets

Individual fixed assets costing £1,000 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	33% Straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Notes to the Financial Statements for the Year Ended 31 December 2024

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Notes to the Financial Statements for the Year Ended 31 December 2024

2 Income from donations and legacies

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Donations and legacies;			
Donations from individuals	15,118	15,118	43,825
Gift aid reclaimed	2,592	2,592	-
Grants, including capital grants;			
Grants from other charities	114,800	114,800	104,000
Grants from companies	30,883	30,883	202
	163,393	163,393	148,027

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	-	87,160	87,160	75,301
Trustee works	160,955	-	160,955	196,551
Service fees	77,185	-	77,185	59,603
	238,140	87,160	325,300	331,455

4 Grants & donations

	Unrestricted funds £	Restricted funds £	Total £
City of London Trust	-	72,220	72,220
Social Business Investment Trust	-	14,940	14,940
Garfield Weston	44,000	-	44,000
Haramead Trust	5,000	-	5,000
The Broyst Foundation	2,000	-	2,000
PF Charitable Trust	3,000	-	3,000
The Peacock Charitable Trust	10,000	-	10,000
Clothworkers Company	30,000	-	30,000
Anonymous donation	10,000	-	10,000
The Paul Hamlyn Foundation	25,000	-	25,000
The Harold Hyam Wingate Foundation	3,500	-	3,500
The Charities Trust	10,000	-	10,000

Notes to the Financial Statements for the Year Ended 31 December 2024

	Unrestricted funds £	Restricted funds £	Total £
The Lady Hind trust	1,000	-	1,000
Marsh Charitable Trust	1,300	-	1,300
Corporate donations	883	-	883
Personal donations	15,117	-	15,117
Gift aid	2,593	-	2,593
	163,393	87,160	250,553

5 Expenditure on raising funds

a) Other costs of generating donations and legacies

	Note	Unrestricted funds General £	Total 2024 £	Total 2023 £
Allocated support costs		22,187	22,187	21,355

6 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Direct staff costs	298,000	31,990	329,990	356,197
Premises	3,409	-	3,409	5,188
IT & communications	36,418	28,470	64,888	20,827
Other overhead costs	50,234	18,118	68,352	48,807
Legal & professional fees	304	-	304	316
Independent examination	1,500	-	1,500	3,696
Increase in pension scheme liability	2,071	-	2,071	-
Depreciation	15,747	-	15,747	3,253
Finance costs	-	-	-	133
	407,683	78,578	486,261	438,417

Notes to the Financial Statements for the Year Ended 31 December 2024

7 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2024 £	2023 £
Depreciation of fixed assets	15,747	3,253

8 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	341,139	330,946
Social security costs	29,003	27,494
Pension costs	20,360	17,135
	390,502	375,575

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Average number of employees	11	10

11 (2023 - 10) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £20,360 (2023 - £17,135).

The number of employees whose emoluments fell within the following bands was:

	2024	2023
£60,001 - £70,000	1	-

The total employee benefits of the key management personnel of the charity were £115,323 (2023 - £144,108).

Notes to the Financial Statements for the Year Ended 31 December 2024

9 Intangible fixed assets

	Drupal upgrade £	Total £
Cost		
Additions	96,525	96,525
At 31 December 2024	96,525	96,525
Amortisation		
Charge for the year	13,790	13,790
At 31 December 2024	13,790	13,790
Net book value		
At 31 December 2024	82,735	82,735

10 Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 January 2024	9,759	9,759
At 31 December 2024	9,759	9,759
Depreciation		
At 1 January 2024	7,802	7,802
Charge for the year	1,957	1,957
At 31 December 2024	9,759	9,759
Net book value		
At 31 December 2024	-	-
At 31 December 2023	1,957	1,957

11 Debtors

Notes to the Financial Statements for the Year Ended 31 December 2024

	2024 £	2023 £
Trade debtors	5,604	34,332
Prepayments	10,004	9,297
Other debtors	593	-
	16,201	43,629

12 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	284,637	311,208

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	21,206	4,507
Other taxation and social security	9,814	19,878
Other creditors	2,692	2,414
Pension scheme creditor	4,039	1,968
Accruals	3,299	6,749
Deferred income	41,000	-
	82,050	35,516

14 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Notes to the Financial Statements for the Year Ended 31 December 2024

15 Funds

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
General					
General fund	201,278	401,533	(429,870)	96,525	269,466
Designated					
IT development	120,000	-	-	(96,525)	23,475
Total unrestricted funds	321,278	401,533	(429,870)	-	292,941
Restricted funds					
Social Business Investment Trust	-	14,940	(6,358)	-	8,582
City Bridge Foundation	-	72,220	(72,220)	-	-
Total restricted funds	-	87,160	(78,578)	-	8,582
Total funds	321,278	488,693	(508,448)	-	301,523

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Balance at 31 December 2023 £
Unrestricted funds				
General				
General fund	181,568	404,181	(384,471)	201,278
Designated				
IT development	120,000	-	-	120,000
Total unrestricted funds	301,568	404,181	(384,471)	321,278
Restricted				
London and North East support	-	75,301	(75,301)	-
Total funds	301,568	479,482	(459,772)	321,278

Notes to the Financial Statements for the Year Ended 31 December 2024

The specific purposes for which the funds are to be applied are as follows:

Social Investment Business Trust - consultancy to establish investment readiness
City Bridge Foundation and London and North East support - represents specific grants received to support charities in these locations.
The designated fund was created to provide funds for the Drupal upgrade to the website.

The transfer represents the part of the designated fund expended in 2024 on the Drupal upgrade.

16 Analysis of net assets between funds

	Unrestricted			2024
	General	Designated	Restricted	Total funds
	£	£	£	£
Intangible fixed assets	82,735	-	-	82,735
Current assets	268,781	23,475	8,582	300,838
Current liabilities	(82,050)	-	-	(82,050)
Total net assets	269,466	23,475	8,582	301,523

	Unrestricted	2023
	General	Total funds
	£	£
Tangible fixed assets	1,957	1,957
Current assets	354,837	354,837
Current liabilities	(35,516)	(35,516)
Total net assets	321,278	321,278

17 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity’s independent examiner Community Accounting Plus are analysed as follows:

	2024	2023
	£	£
Independent examination	1,250	1,200
	1,250	1,200

Reach Volunteering

Notes to the Financial Statements for the Year Ended 31 December 2024

18 Taxation

The charity is a registered charity and is therefore exempt from taxation.

19 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

20 Related party transactions

There were no related party transactions in the year.

21 Fixed asset investments

Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held 2024	2023	Principal activity
Subsidiary undertakings					
Reach Consulting Limited	England & Wales	100 Ordinary shares	100%	100%	Trading activity to support the charity

Subsidiaries

The profit for the financial period of Reach Consulting Limited was £Nil (2023 - £Nil) and the aggregate amount of capital and reserves at the end of the period was £Nil (2023 - £Nil).

Accounts

Company Number: 01452482
CC Charity Number: 278837

REACH VOLUNTEERING
(Limited by Guarantee)

Report and Financial Statements
31 December 2023

REACH VOLUNTEERING
(Limited by Guarantee)

Financial statements for the year ended 31 December 2023

Contents

LEGAL AND ADMINISTRATIVE INFORMATION

Status	Company limited by guarantee Registered in England and Wales Registered charity
Company number	01452482
CC Charity Number	278837
OSCR Charity Number	SC041623 (deregistered 13/12/2021)

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purposes of charity law.

The following were members of the Council of Management during the year.

Jane Ide (Chair)
Deborah Morton-Dare (Treasurer)
Gus Alston
Priyanka Bedia
Saskia Bewley
Rachell Fox
Karwai Ng
Christine Shaw (resigned September 2023)
Dominic Tinley (resigned September 2023)

Key management personnel

Janet Thorne	Chief Executive Officer
Holly Meacham	Head of Service and Operations

Registered Office

7 Bell Yard
London
WC2A 2JR

Independent Examiners

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Bankers

Lloyds TSB Bank plc
Victoria House
Southampton Row
LondonWC1B 5HR

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2023

The trustees are pleased to present their Annual Report together with the financial statementsof the charitable company for the year ended 31 December 2023 which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE & MANAGEMENT

Charity Governance Code

The trustees have adopted the Charity Governance Code and are working towards fulfilling its recommendations. The trustees regularly review their governance against the Code's recommended practices and use this review to prioritise areas for further development.

Governing Document

Reach (registered as Reach Volunteering) is a charitable company limited by guarantee.

Originally incorporated on 5 October 1979, the name was changed to Reach Volunteering by registration at Companies House on 10 September 2003. The company was registered as a charity on 6 November 1979. It was established under a Memorandum of Association, establishing the objects and powers of the charitable company, and is governed under its Articles of Association which were revised in June 2009.

In 2010 Reach completed its formal registration with the Office of the Scottish Regulator (OSCR) and was registered on 21 June 2010. Reach deregistered with the OSCR on 13 December 2021.

Appointment of Council Members (Trustees)

The directors of Reach are also charity trustees for the purposes of charity law and under the company's articles are also known as 'Members of the Council'.

Under the requirements of its Memorandum and its Articles of Association Members of the Council are elected to serve a period of three years, renewable after the first and second period of three years.

Trustees are recruited to ensure that the Council contains the correct mix and balance of skills and experiences. Reach is a strong advocate for open, inclusive recruitment and strives to follow good practice through the whole process, from initial reflections on board composition through to a supportive induction, as laid out in our guidance The Trustee Recruitment Cycle. The board undertakes skills audits and diversity audits, and explores barriers to diversity and inclusion to identify recruitment priorities. Trustee vacancies are promoted widely, and prospective candidates are supported to engage with the board and the CEO throughout the process, before and after the formal selection process. Succession planning for trustees stepping down from office is incorporated into the process.
New trustees are supported with a thorough induction pack including key information relating to trustee duties and responsibilities and the Code of Conduct, Reach's Memorandum and its Articles of Association, and the latest financial statements are provided, supplemented with information on the organisation's history and current strategy. New trustees are paired with another board member to help them find their feet.

All Members of the Council give their time voluntarily and receive no benefits from the charity.

In 2023, the Council met 5 times. The Council established two new sub-committees: a Remuneration Committee and a Nominations Committee. Additionally, trustees were involved in other events or meetings on Reach's behalf in the year.

Organisational Structure

The Council is responsible for setting and overseeing the strategy for the organisation. Day to day management of the charity and its activities is delegated to the Chief Executive and a small staff and volunteer team.
Remuneration of the Chief Executive and other paid staff is reviewed annually by the Remuneration Committee in line with the Pay Policy. The committee's recommendations are then referred to the trustee board for approval.

Related Parties

The charity has a wholly owned subsidiary, Reach Consulting Limited, which is presently not trading.

None of the trustees receive remuneration or other benefit from their work with the charity.

Risk Management

The Council has a risk management strategy which comprises:

- a regular review of the principal risks and uncertainties that the charity faces;
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The Council, working with the Chief Executive and senior management team, manage risks for the charity through a regularly updated Risk Register, which is reviewed during the year and updated at least annually. Key dynamic risks are reported through the CEO's report at every board meeting.

The Council members have approved systems of internal controls that are designed to provide reasonable (although not absolute) assurance against material misstatement or loss.

Reserves Policy

A key element in the management of financial risk is the setting of a reserves policy which is reviewed regularly by the Council. In order to maintain Reach's operational capability, the Trustees aim to have at all times sufficient liquidity and unrestricted reserves equivalent to at least three months' expected expenditure. In 2023 this target was approximately £120,000 and the unrestricted reserves at the year-end were £321,278. The Trustees have designated £120,000 of reserves to be used for capital expenditure on an essential IT infrastructure upgrade anticipated to be undertaken in 2024. This leaves just over £201,278 in free reserves.

The upgrade project is described under Outlook and Future Plans

There were no Restricted funds at the year-end.

MISSION AND PUBLIC BENEFIT

Vision

Reach's vision is "A world where people come together to create a thriving, fair and sustainable society"

Our mission is:

To inspire, support and connect civil society organisations and volunteers to work together, sharing skills and expertise to create a better society.

Our values are:

Bold and experimental
We think big and encourage others to take a leap too. We value learning and experimenting, underpinned by a rigorous test and learn approach.

People-centred
We care deeply about the needs of the people who use our service, our team and wider society. We continually improve our service by applying service design principles. We value diversity, and we work to be inclusive.

Collaborative
We achieve more, together. Our service connects people to make change. We partner with others who share our vision, and internally we work in a way that builds collaboration.

Honest
We behave with integrity. We do what we say we will do, and are open and transparent about our work.

We also articulated four core beliefs that underpin our work:

Volunteering
People are naturally co-operative and social – volunteering increases our sense of well-being, connection to others and wider purpose. When people volunteer their expertise to a cause they care about, they make a unique contribution to society that transforms them, builds the capacity and capability of the organisation they join and encourages further social action.

Power of connection
When we create new connections, we make society more cohesive and challenge the divisive 'us and them' stories that people turn to when they are scared. New connections can create shared understanding between people, grow collective capacity and build bridges.

Equity, diversity and inclusion
We all benefit when everyone has the same chance to participate in society, influence its development and enjoy its rewards. Inequality is a significant and growing problem, and civil society has a particular responsibility to tackle the systemic discrimination that fuels it. Social purpose organisations need the culture, practices and processes to ensure their teams are representative of the communities they serve, and that everyone within their organisations can flourish.

Climate action
The climate crisis is an existential threat to civil society. The scale of change needed to address this is huge but the solutions also include big opportunities to make society fairer, more connected and more co-operative. We need to harness the creative energy of as many people as possible in order to transition to a society that is equitable, fair and sustainable.

Public benefit:

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit and believe its activities qualify in that respect.

Reach helps charities to find people who want to volunteer their professional expertise, and professionals to find volunteering opportunities in the charity sector. We are the UK's leading skills-based volunteering charity and the single biggest source of trustees to charities.

Volunteers help charities to do *more* of what they do – increasing capacity – and to do it *better* –by bringing in new skills and experience. Reach believes volunteering is a meaningful, indispensable partof a functioning voluntary sector.

We are unique in that we work with the whole sector – from small community groups to large national charities – with a focus on skills-based volunteering: that means we find people who have the skills and experience that charities need to succeed. Rather than offering more pairs of hands to deliver a service, this sort of volunteering usually relates to strengthening the backbone of an organisation, such as financial stability, marketing and communications or governance (trustees). These are the areas where charities can often have skills gaps and where proficiency is essential if charities are to be sustainable.

Reach is genuinely user-led in the development of our services: we carry out a continual process ofservice improvement, based on the feedback and input from the people and organisations we are here to help. Our service is co-produced by the organisations and volunteers that use our service to find the skills and opportunities that are most useful to them We are nimble, flexible and responsive to the changing needs of the sector.

IMPACT IN 2023

Summary: a record-breaking year

- Against a backdrop of record-low volunteering rates across the sector, we are proud to have attracted more volunteers than ever. **13,930 people signed up to volunteer through Reach in 2023.**

- Volunteers made an amazing **27,529 applications** for trustee and volunteer roles through our service - more than three times pre-pandemic levels. These volunteers bring valuable skills, experience and diversity: **38% identify as being from a global majority** and **5% identify as LGBTQ+**.

- We supported 1,302 organisations to find one or more volunteers or trustees to help them grow. In total, those organisations **recruited 4,515 trustees and volunteers -** the most we have ever recorded in one year.

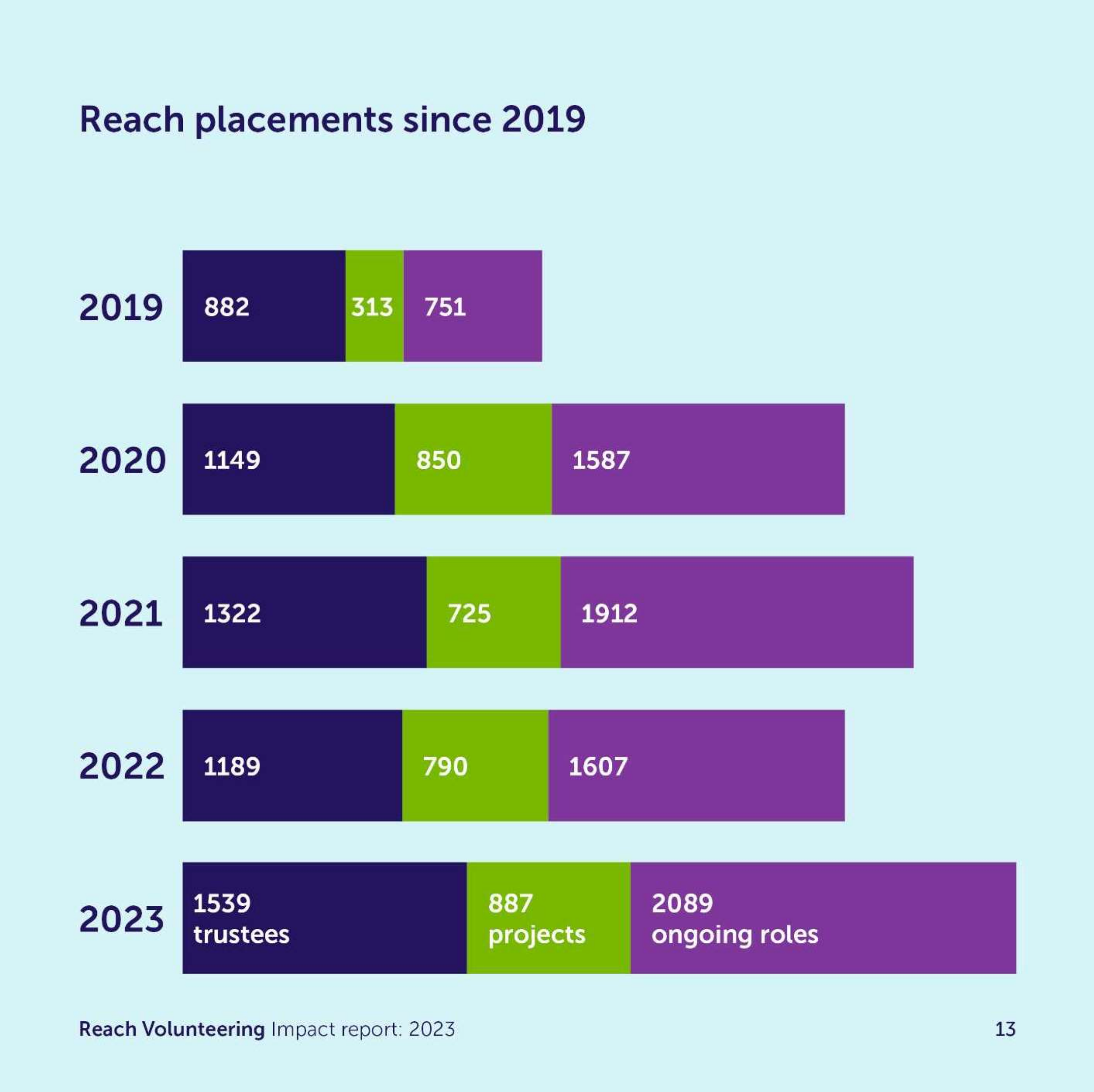
- This year also saw a continued **increase in sign-ups from micro-organisations** with less than £10,000 income, whose numbers have almost tripled since the pandemic.

- We ran two campaigns:

    - **Change The Story,** highlighted the care, generosity and community-mindedness that motivates people to volunteer.

    - **#VolunteerForClimate,** which brought 4,065 skills-based volunteers to the site keen to transform their climate anxiety into climate action.

REACH VOLUNTEERING
(Limited by guarantee)

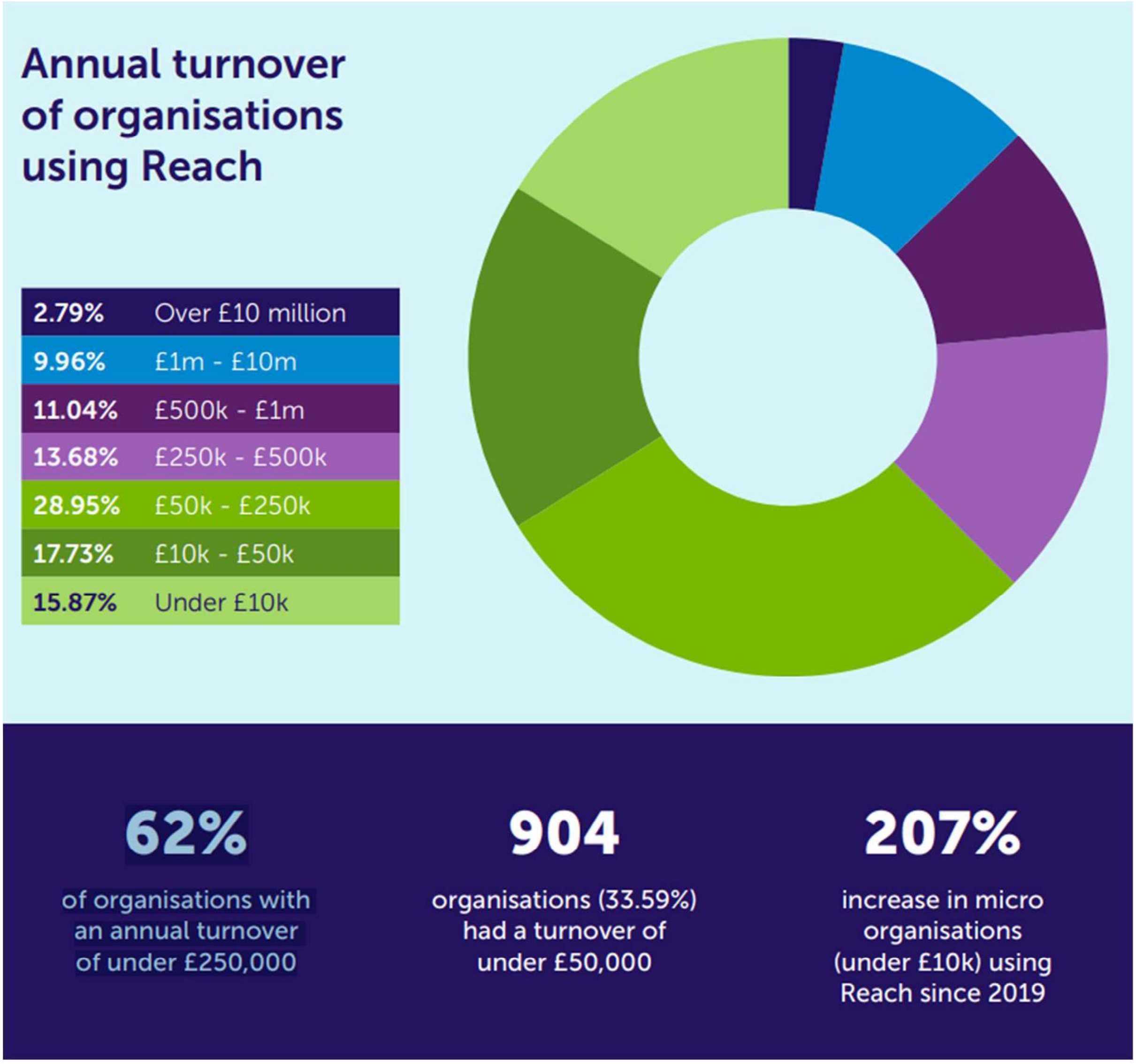


Who used Reach in 2023?

Our organisations

Reach is proud to support a vast range of organisations – from tiny grassroots groups making waves in their communities, to national charities including the NSPCC, Shaw Trust and Sported. In 2023, we saw numbers of organisations with an income of under £10,000 continue to rise, with an incredible 427 joining this year.

In June, we added the ability for organisations to report on if they serve, or are led by, people facing structural injustice, with the results showing just how many groups are tackling inequality head-on.



Volunteers

In 2023, we helped place volunteers with a vast array of skills, including 127 software developers, 103 HR experts and 66 fundraising bid writers.

Our volunteers are employees, freelancers, people transitioning careers and those who are retired. Some have never considered volunteering before, others are serial volunteers and trustees, and all have a diverse range of backgrounds and identities.. This diversity is particularly important for trustee positions, given the lack of diversity often found on charity boards.

- 44% identify as being from the global majority
- 9% identify as LGBTQ+
- 55% of volunteers are under 40
- 9% identify as disabled
- 52% identify as women

Our achievements in 2023

- Helping charities and groups build their capacity and capability
- Building strong, diverse boards
- Helping people discover the power of civic action
- Powering the climate action movement

Helping charities and groups build their capacity and capability

Skills-based volunteering can fix seemingly unsolvable problems, establish or expand new programmes of work, and bring in expertise that would otherwise be costly. Some organisations come to Reach to find specialist expertise to help them grow and adapt - like those who have navigated data protection and rebranding exercises with the help of Reach's community. Other organisations use Reach to build their core teams - like those whose social media and marketing functions are run by volunteers. Many fantastic volunteer-led organisations are now scaling their work thanks to this additional capacity.

In 2023, organisations recruited 2,976 volunteers to take on projects or join their teams in on-going roles – from accountants transforming financial strategy, to UX designers bringing new digital platforms to life. At a time when funding opportunities and other resources for nonprofits are shrinking, volunteers are able to keep services not just running, but thriving.

Our free platform allows organisations to network outside of their existing spheres of influence and connection. This is especially helpful for grassroots organisations or those run by marginalised groups, who may not have the same access to professional networks as their peers.

94% of organisations surveyed said that the volunteer had helped their organisation to be more effective

“The skills and experience of Reach's volunteers are excellent. We easily recruited two trustees, a graphic designer, a website designer, a copywriter, and a fundraising bid writer. Each one has brought much-needed expertise and helped us grow much faster than we anticipated.” Lunch Club, a newly established local charity tackling food insecurity and social isolation.

“For years now, Reach Volunteering has been an invaluable portal for providing us with an impressive range of younger and more racially diverse volunteers. We've onboarded individuals with IT and database management, social media, partnership development, HR and project management skills …Some have stayed with us for a few months, many over a year." Action for Trustee Racial Diversity, a volunteer-led independent campaign to increase the under-representation of people from Black and Asian backgrounds on trustee boards.

“Since October last year, three volunteers have assisted us with all our digital activities – keeping social media active, engaging with stakeholders, revamping our branding. They have improved the quality of our work as well as filling gaps in paid staffing.” Light Foundations, a social enterprise supporting young people through personal and career development.

Building strong, diverse boards

Reach is the single largest source of trustees to the sector. In 2023, charities appointed 1,539 trustees through our service - including 67 Chairs, 150 treasurers, 58 trustees with experience in income generation, 47 with an HR background and 25 ‘digital’ trustees.

Not only did these trustees bring essential expertise to the boards that they joined - they also brought much needed diversity. Reach applicants were more likely than the general UK population to identify as LGBTQ+ or as coming from a global majority community. They were also far more diverse in terms of age, gender, ethnicity, sexuality and disability than trustees as a whole.

Last year, 36,601 users also logged on to view The Trustee Recruitment Cycle - our guide to inclusive board recruitment. The site combines written guidance and template resources to support boards through each stage of the recruitment process, from reflecting on board diversity to inducting their new trustee. 76% of users reported finding the cycle useful, with 63% saying it was “extremely useful.”

*92% of organisations who completed our impact survey said their trustee helped their organisation become more effective***.**

“I heartily recommend Reach to other charities. We found people local to us [who weren’t in our existing networks], which is helpful as we’re in a small area of the South West.” Vision North Somerset, a local charity supporting people with sight loss or hearing loss.

“Many board members come from similar backgrounds and have often trained with one of just a handful of training providers. Consequently, there is a real risk of groupthink and so it is essential that we have independent board members like Niru, who are able to diversify the board’s experience and skill set.” The Civil Mediation Council, a charity promoting and providing greater access to meditation.

Helping people discover the power of civic action

Ever since the onset of the pandemic, we have seen a surge of people wanting to offer their skills and expertise - to help charities and groups working hard to tackle societal challenges. In 2023, the numbers rose even further, breaking all previous records: 13,930 new volunteers joined our service, and we supported an astonishing 27,524 applications for trustee and volunteer roles - more than three times pre-pandemic levels.

This growth is encouraging because volunteering has been at a record-low in the wider sector, with small charities, in particular, struggling to recruit. Reach has a unique advantage in encouraging volunteer engagement - since we reach a wide audience through our partnerships, and pool together a variety of flexible roles from across the sector.

In January 2023, our #ChangeTheStory campaign highlighted the care and concern that inspires people to volunteer. 14 organisations - including Global Action Plan, Volunteering Matters and Inspiring Scotland - joined our campaign, celebrating values like solidarity, compassion and care for nature that bring volunteers together. In collaboration with Common Cause Foundation, we ran a community of practice with other volunteer-involving organisations, exploring how to draw on the power of these intrinsic motivations to create a ‘ripple effect’ that benefits wider civil society.

“Volunteering gives me the opportunity to learn flexibility and give back to my community. It is both empowering and rewarding.” Tracy, a researcher with Health Action Group.

“I’ve volunteered with some truly inspiring social entrepreneurs, to provide specialist knowledge, bring new perspectives and even deliver large-scale events. It’s developed my sense of accountability, given me a support network and the opportunity to develop and implement my ideas.” Rosemary, a volunteer for multiple climate organisations.

“Being a Trustee has been great, as well as steep learning curve! It gives me the opportunity to meet new people, apply myself in new ways, whilst also making use of my existing expertise - all for a cause that I am passionate about.” Kelly, a trustee with the Humane Research Trust CIO.

Powering the climate action movement

Reach is committed to tackling the climate crisis, and believes it is a significant threat to the mission of all social purpose groups. Likewise, we believe volunteering is one of the easiest and most tangible ways for individuals to take climate action – with the added benefit of reducing their eco-anxiety.

In 2023, we launched a new campaign, #VolunteerForClimate, encouraging professionals to volunteer their skills with climate action groups recruiting through Reach. We brought together over 100 volunteering opportunities at a wide array of organisations, from established charities to new, innovative volunteer-led groups. In response, over 2,000 volunteers passionate about climate action joined Reach to get involved.

This year, we also worked closely with others to support more charities to take action on climate. We are a Learning Partner for NPC's Everyone's Environment programme which brings together over 50 social and environmental charities to accelerate action on the social impacts of the environmental crises. Our CEO is a member of ACEVO's Climate Action Working Group, and, in July, was featured on the Third Sector podcast about Reach’s own journey to weave environmental considerations into our mission.

“Although I was already extremely conscious of my impact, I am far from perfect. I try to take action on climate change where I can, but volunteering definitely reiterated the importance that small changes can make and I feel even more conscious of my choices now.” Hannah, volunteer for Climate Ed.

“Making our film was a really valuable experience. The work was interesting, the people were good to work with and I feel that I played a small yet important part in achieving something good which benefits all of us. I've since become more involved in a local sustainable community gardening project.” Peter, professional photographer on volunteering with The Centre for Big Synergy.

“Very happy to be starting a new Trustee Treasurer role with a brilliant, small environmental charity/social enterprise local to me. Thank you Reach Volunteering for highlighting this and so many other fantastic volunteer opportunities in your climate crisis campaign,” Liz, Treasurer for the Forest Recycling Project FRP.

Changing the narrative about people and volunteering

Our #ChangeTheStory campaign highlighted the care, generosity and community-mindedness that motivates people to volunteer. We wrote thought pieces, created a video and ran a social media campaign. Fourteen organisations partnered with us, sharing their own volunteers' values-led stories. With support from Common Cause Foundation, we ran workshops for volunteer involving organisations, and from this grew a ‘community of practice' exploring ways to embed a values frame in volunteer recruitment and management. The positive, hopeful messaging was well received by peers. We will build on this framing next year, as well look at bringing the ideas of active Citizenship into our work.

INCOME GENERATION AND FINANCIAL SUSTAINABILITY

We remain committed to providing the bulk of our services free to use for volunteers and charities. This is partly to ensure that our service is affordable to all: many of the organisations which use our service to recruit volunteers and trustees have a turnover of less than £10,000 p/a and for the first time last year, volunteer-led groups posted the most roles. We also want to facilitate a strong stream of supply and demand: both enrich the choice for other service users and increase the chances of a successful match. As we scale, we also become more cost effective. Our cost per placement in 2023 was less than one third of that in 2018.

We earned half of our income through charged-for services. Income streams include a modest fee for charities with a turnover of over £1m for using our self-service option for trustee recruitment, and a suite of services provided by our TrusteeWorks team:

- ‘Funder plus services to funders who provide capacity building support to their grantees
- Corporate programmes, supporting employees into trustee positions
- A ‘self-service plus wider advertising' service
- An executive search service for trustee recruitment

However, despite the growth in earned income, we still do not generate sufficient surplus to cover much of the cost of our core service. For these reasons we will always remain partially reliant on grant funding. Given the competition for grant funding, and reduced options for infrastructure organisations such as Reach, this is a challenge.

Financial Review

Reach recorded a total operating surplus of £19,710 for the year (2022: surplus of £8,335) with net funds, including restricted funds, increasing to £321,278 (2022: £301,568).
Total income in 2023 remained largely steady at £404,181 (2022: £389,842). Earned income from TrusteeWorks and related activities increased by 13% to £256,154 from £226,484 in 2022.

Total expenditure for the year was £459,772 and was little changed from the level of the previous year.

Further details of income and expenditure for the year are shown in the notes to these financial statements.

Outlook and Future Plans

We will continue to sustain the record levels of activity that our service supports – recruiting more volunteers, supporting more charities and groups, and generating more connections.

We will continue to experiment with campaigns, inspiring more civic action.

We will invest in our own organisation, to ensure that we are fit for the future:

1) We will invest in rebuilding the platform on which our service is built, from Drupal 7 to Drupal 9+. This is a substantial but essential programme of work. Drupal is an open-source CMS and web application. Whilst most upgrades are minor, the leap from Drupal 7 to Drupal 8+ is significant. The Drupal community will stop supporting Drupal 7 at the end of 2024, so we need to complete the project by that time.
2) We will seek to grow the proportion of our income generated by our suite of charged-for services. This involves a review of these services, and planning for significant growth in the most promising.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- select suitable accounting policies and 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on 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.

Small Company Provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

By order of the Council of Management:
Jane Ide
Chair **Date**

DocuSigned by:
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9/11/2024

REACH VOLUNTEERING
(Limited by Guarantee)

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 December 2023

	Notes	Unrestricted Funds 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2023 £	Restricted Funds 2022 £	Total Funds 2023 £	Total Funds 2022 £
Income from:							
Donations and legacies	2	**148,027**	163,358	**75,301**	59,550	**223,328**	222,908
Charitable activities	4	**256,154**	226,484	**-**	-	**256,154**	226,484
Total		**404,181**	389,842	**75,301**	59,550	**479,482**	449,392
Expenditure on:							
Raising funds	5	**21,355**	20,037	**-**	-	**21,355**	20,037
Charitable activities	6	**363,116**	361,470	**75,301**	67,550	**438,417**	429,020
Total		**384,471**	381,507	**75,301**	67,550	**459,772**	449,057
Net income		19,710	8,335	-	(8,000)	19,710	335
Net movement in funds		**19,710**	8,335	**-**	(8,000)	**19,710**	335
Total funds brought forward		**293,233**	293,233	**-**	8,000	**301,568**	301,233
Total funds carried forward		**312,942**	301,568	**-**	-	**321,278**	301,568

All income and expenditure derives from continuing activities.

The notes on pages 15 to 19 form part of these financial statements.

Balance sheet as at 31 December 2023

	Notes	**2023** £	2022 £
Fixed assets			
Tangible Fixed Assets	8	**1,957**	5,210
Investments	3	**-**	0
		1,957	5,210
Current assets			
Debtors	9	**43,629**	53,567
Cash at bank and in hand		**311,208**	284,322
		354,837	337,889
Creditors: amounts falling due within one year	10	**(35,516)**	(41,531)
Total assets		**321,278**	301,568
Funds			
General	12	**201,278**	181,568
Designated Funds	12	**120,000**	120,000
Restricted	13	**-**	-
		321,278	301,568

For the financial year ending 31 December 2023 the charity was entitled to exemption from the audit requirement contained in section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:
- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Council of Management, and authorised for issue, on 10th September 2024 and signed on its behalf by:

DocuSigned by:	DocuSigned by:
J Ide	Deborah Morton-Dare
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Jane Ide	Deborah Morton-Dare
Chair	**Treasurer**

The notes on pages 15 to 19 form part of these financial statements.

REACH VOLUNTEERING
(Limited by Guarantee)

Statement of cash flow as at 31 December 2023

	2023	2022
	£	£
Cash flows of operating activities:		
Net cash provided by (used in) operating activities	**26,885**	16,403
Cash flows of investing activities:		
Sale of investment	**-**	1
Purchase of tangible assets	**-**	-
Net cash provided by (used in) financing activities	**26,885**	16,404
Change in cash and cash equivalents in the reporting period	**26,884**	16,404
Change in cash and cash equivalents in the beginning reporting period	**284,324**	267,920
Cash and cash equivalents at the end of the reporting period	**311,208**	284,324

Reconciliation of net income / (expenditure) to net cash from operating activities

Net income for the reporting period	**19,710**	335
Adjustments for:		
Depreciation charges	**3,253**	3,253
Decrease / (Increase) in debtors	**9,938**	11,090
Increase / (Decrease) in creditors	**(6,016)**	1,725
Net cash provided by (used in) operating activities	**26,885**	16,403

Analysis of cash and cash equivalents

Total Cash in hand	**311,208**	284,322

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2023

1 Accounting policies
Reach Volunteering is a charitable company (01452482), limited by guarantee, domiciled in England and Wales.

The registered office is as detailed on page 1.

Principal activity
Reach's principal activity is to assist voluntary organisations in accessing skilled volunteers to support their maintenance and development.

Basis of accounting
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006.

Reach Volunteering meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The presentation currency is GBP and rounded to the nearest pound.

Going Concern
The Trustees have considered the financial resources of the Charity for the foreseeable future. The Trustees believe that in view of existing reserves, together with funding commitments already in place, fund raising and income gernating activities and remedial actions taken, the Charity will have sufficient funds to continue to meet its liabilities as they fall due for at least twelve months from the date of approval of the financial statements .Therefore, the Trustees have concluded that the going concern basis of accounting continues to be appropriate.

Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income received in advance of a specified service is deferred until the criteria for income recognition are met.

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.

Government Grants
Grants are accounted for under the performance model as permitted by the charity SORP.

Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

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

Expenditure is classified under the following activity headings:

Cost of raising funds comprise the costs incurred in encouraging people and organisations to contribute financially to the charity's work.

Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities.

Tangible fixed assets
Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Equipment and software - 3 years

Debtors
Debtors are recognised initially at fair value. Trade and other debtors are recognised at the amount due on the day they arise. Prepayments are amounts paid in advance and are stated at the actual amount that has been prepaid.

Cash and Cash Equivalents
Cash and cash equivalents represents amounts held within current or deposit bank accounts.

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.

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

2 Donations and legacies

	Unrestricted	**Restricted**	**Total**	Total 2022
	£	**£**	**£**	£
Donations from charitable trusts	**104,000**	**75,301**	**179,301**	209,500
Corporate donations	**202**	**-**	**202**	100
Other income	**43,825**	**-**	**43,825**	13,308
	148,027	**75,301**	**223,328**	222,908

3 Investments

The charity's investment represents 100% of the issued ordinary share capital of the charity's subsidiary company, Reach Consulting Limited.

4 Charitable activities

	Unrestricted Funds	**Restricted Funds**	**Total 2023**	Total 2022
	£	**£**	**£**	£
TrusteeWorks	**196,551**	**-**	**196,551**	179,349
Core service fees / Employer supported volunteering	**59,603**	**-**	**59,603**	47,135
	256,154	**-**	**256,154**	226,484

5 Raising funds

	Unrestricted Funds	**Restricted Funds**	**Total 2023**	Total 2022
	£	**£**	**£**	£
Direct staff costs	**19,681**	**-**	**19,681**	19,049
Support costs	**1,675**	**-**	**1,675**	988
	21,355	**-**	**21,355**	20,037

6 Charitable activities

	Unrestricted Funds £	Other Restricted Funds £	Total 2023 £	Total 2022 £
Placement of volunteers				
Direct staff costs	**280,896**	**75,301**	**356,197**	324,967
Premises expenses	**5,188**	**-**	**5,188**	5,045
IT and communications	**20,827**	**-**	**20,827**	18,963
Other overhead costs	**52,060**	**-**	**52,060**	67,196
Legal and professional fees	**316**	**-**	**316**	355
Independent Examiners fees	**3,696**	**-**	**3,696**	12,437
Finance costs	**134**	**-**	**134**	57
	363,116	**75,301**	**438,417**	429,020

Other restricted funds consist of grants from City Bridge Trust and Hadrian Trust.

7 Staff costs

	2023 £	2022 £
Wages and salaries	**330,946**	308,605
Social security costs	**27,494**	22,105
Pension contributions	**17,135**	14,803
	375,575	345,513
Other staff costs	**306**	117
	375,882	345,630
The average monthly number of employees during the year were:	**10**	10

No employee had employee benefits in excess of £60,000 (2022: 0).

The charity trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2022: £Nil) and £113.24 trustees expenses were reimbursed in 2023 (2022: Nil).

No charity trustee received payment for professional or other services supplied to the charity (2022: £Nil).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, the Head of Service and the Head of TrusteeWorks . The total employee benefits of the key management personnel of the charity were £144,108 (2022: £113,173).

8 Fixed Assets

	£ Equipment and software
Cost	
At 1 January 2023	9,759
Disposals/Scrapped	-
Additions	-
At 31 December 2023	**9,759**
Depreciation	
At 1 January 2023	4,549
Disposals/Scrapped	-
Charge for the year	3,253
At 31 December 2023	**7,802**
Net Book Value	
At 31 December 2023	**1,957**
At 31 December 2022	**5,210**

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2023

9 Debtors

	2023	2022
	£	£
Trade debtors	34,332	44,755
Other debtors and prepayments	9,297	8,812
	43,629	53,567

10 Creditors - amounts falling due within one year

	2023	2022
	£	£
Trade creditors	4,507	16,265
Other creditors and accruals	2,414	2,541
Accruals	6,749	4,799
Pension Scheme Liability	1,968	3,701
Taxation and social security costs	19,878	14,225
	35,516	41,531

11 Analysis of net assets between funds

	Tangible fixed assets	Net current assets	Net assets 2023	Net assets 2022
	£	£	£	£
Unrestricted funds:				
General	1,957	325,027	326,984	301,568
Restricted funds	-	-	-	-
	1,957	325,027	326,984	298,315

12 Analysis of movements in unrestricted funds

	General fund	Total 2023	Total 2022
	£	£	£
At 1 January 2023	181,568	181,568	293,233
Income	404,181	404,181	389,842
Expenditure	(384,471)	(384,471)	(381,507)
Transfer to Designated Funds for Drupal upgrade	-	-	(120,000)
At 31 December 2023	201,278	201,278	181,568

The trustees have designated the funds to be used for the proposed capital expenditure on the infrastructure upgrade anticipated to be undertaken in 2023/4.

13 Analysis of movements in restricted funds

	Total 2023	Total 2022
	£	£
At 1 January 2023	-	8,000
Income	75,301	59,550
Expenditure	(75,301)	(67,550)
At 31 December 2023	-	-

Restricted funds:
The purpose of the restricted funds is to support the capacity and governance of charities in London, and in the North East of England.

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2023

15 Pensions

The charitable company participates in The TPT Retirement Solutions Growth Plan (formerly The Pensions Trust Growth Plan) ('the Plan') which is a multi-employer defined benefit scheme as described by FRS 102 - Section 28.

A full actuarial valuation of the plan at 30 September 2020 showed the market value of the scheme assets to be £800 million, liabilities of £832 million and a deficit of £31.6 million.

The present value of Reach Volunteering's portion of this deficit is £1,968 at the balance sheet date (2022: £3,701). To eliminate this funding shortfall, the charity is required to make additional contributions to the Plan with the aim of eliminating the deficit by the end of 2025. The cost of the deficit contributions included in these accounts was £1,864 (2022: £3,177).

Reconciliation of opening and closing provisions

	2023	2022
	£	**£**
Provision at start of period	**3,701**	6,958
Unwinding of the discount factor (interest expense)	**134**	57
Deficit contribution paid	**(1,864)**	(3,177)
Remeasurements - impact of any change in assumptions	**-**	-
Remeasurements - amendments to the contribution schedule	**(3)**	(137)
Provision at end of period	**1,968**	3,701

Income and expenditure impact

	2023	2022
	£	**£**
Interest expense	**134**	57
Remeasurements - impact of any change in assumptions	**-**	-
Remeasurements - amendments to the contribution schedule	**(3)**	(137)
	131	(80)

Independent Examiner's Report to the trustees of Reach Volunteering ('the Company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

....

John O'Brien MSc, FAIA, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date: 17/09/2024

Accounts

Company Number: 01452482
CC Charity Number: 278837

REACH VOLUNTEERING
(Limited by Guarantee)

Report and Financial Statements
31 December 2022

REACH VOLUNTEERING

(Limited by Guarantee)

Financial statements for the year ended 31 December 2022

Contents Pages

LEGAL AND ADMINISTRATIVE INFORMATION

Status	Company limited by guarantee Registered in England and Wales Registered charity
Company number	01452482
CC Charity Number	278837
OSCR Charity Number	SC041623 (deregistered 13/12/2021)

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purposes of charity law.

The following were members of the Council of Management during the year.

Andrew Dent (Chair – resigned 3rd October 2022)
Gus Alston
Priyanka Bedia
Saskia Bewley
Rachell Fox
Karwai Ng
Alice Memminger (resigned 7 February 2022)
Christine Shaw
Dominic Tinley
Graham Warner(Treasurer – resigned 3rd October 2022)
Jane Ide (Chair – appointed 18th July 2022)
Deborah Morton-Dare (Treasurer – appointed 18th July 2022)

Key management personnel

Janet Thorne	Chief Executive Officer
Emma Oyetey	Head of Service (resigned 30 June 2022)
Holly Meacham	Head of Service (appointed 5th September 2022)

Registered Office

7 Bell Yard
London
WC2A 2JR

Independent Examiners

Crowe U.K. LLP
Aquis House
49-51 Blagrave Street
Reading
Berks
RG1 1PL

Bankers

Lloyds TSB Bank plc
Victoria House
Southampton Row
LondonWC1B 5HR

The trustees are pleased to present their Annual Report together with the financial statementsof the charitable company for the year ended 31 December 2022 which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE & MANAGEMENT

Charity Governance Code

The trustees have adopted the Charity Governance Code and are working towards fulfilling its recommendations. The trustees regularly review their governance against the Code's recommended practices and use this review to prioritise areas for further development.

Governing Document

Reach (registered as Reach Volunteering) is a charitable company limited by guarantee.

Originally incorporated on 5 October 1979, the name was changed to Reach Volunteering by registration at Companies House on 10 September 2003. The company was registered as a charity on 6 November 1979. It was established under a Memorandum of Association, establishing the objects and powers of the charitable company, and is governed under its Articles of Association which were revised in June 2009.

In 2010 Reach completed its formal registration with the Office of the Scottish Regulator (OSCR) and was registered on 21 June 2010. Reach deregistered with the OSCR on 13 December 2021.

Appointment of Council Members (Trustees)

The directors of Reach are also charity trustees for the purposes of charity law and under the company's articles are also known as 'Members of the Council'.

Under the requirements of its Memorandum and its Articles of Association Members of the Council are elected to serve a period of three years, renewable after the first and second period of three years.

Trustees are recruited to ensure that the Council contains the correct mix and balance of skills and experiences. Reach is a strong advocate for open, inclusive recruitment and strives to follow good practice through the whole process, from initial reflections on board composition through to a supportive induction, as laid out in our guidance The Trustee Recruitment Cycle. The board undertakes skills audits and diversity audits, and explores barriers to diversity and inclusion to identify recruitment priorities. Trustee vacancies are promoted widely, and prospective candidates are supported to engage with the board and the CEO throughout the process, before and after the formal selection process. Succession planning for trustees stepping down from office is incorporated into the process.
New trustees are supported with a thorough induction pack including key information relating to trustee duties and responsibilities and the Code of Conduct, Reach's Memorandum and its Articles of Association, and latest financial statements is provided, supplemented with information on the organisation's history and current strategy.

All Members of the Council give their time voluntarily and receive no benefits from the charity.

In 2022, the Council met 5 times. Additionally trustees were involved in other events or meetings on Reach's behalf in the year.

Organisational Structure

The Council is responsible for setting and overseeing the strategy for the organisation. Day to day management of the charity and its activities is delegated to the Chief Executive and a small staff and volunteer team.
Remuneration of the Chief Executive and other paid staff is reviewed regularly and agreed by the trustees taking into account relevant benchmark information for comparable organisations.

Related Parties

The charity has a wholly owned subsidiary, Reach Consulting Limited, which is presently not trading.

None of the trustees receive remuneration or other benefit from their work with the charity.

Risk Management

The Council has a risk management strategy which comprises:

- a regular review of the principal risks and uncertainties that the charity faces;
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The Council, working with the Chief Executive and senior management team, manage risks for the charity through a regularly updated Risk Register, which is reviewed during the year and updated at least annually. The process includes an assessment of risks facing the charity and, where required, action to mitigate these risks and a regular review process to ensure that appropriate systems, procedures and controls are in place to manage these risks. The most significant risks are reviewed at each Board meeting.
.
The Council members have approved systems of internal controls that are designed to provide reasonable (although not absolute) assurance against material misstatement or loss.

Reserves Policy

A key element in the management of financial risk is the setting of a reserves policy which is reviewed regularly by the Council. In order to maintain Reach's operational capability, the Trustees aim to have at all times sufficient liquidity and unrestricted reserves equivalent to at least three months expected expenditure. In 2022 this target was approximately £120,000 and the unrestricted reserves at the year-end were £301,461. The Trustees have designated £120,000 of the unrestricted reserves to be used for capital expenditure on an essential infrastructure upgrade anticipated to be undertaken in 2023/4. This leaves just over £180,000 in free reserves.
The upgrade project is described under Outlook and Future Plans
There were no Restricted funds at the year-end.

Fund Raising

Reach performs its own fundraising activities, seeking donations predominantly from large companies and charitable trusts. It does not subcontract these activities to other organisations, nor does it seek donations directly from the general public. In carrying out fund raising, Reach takes account of the requirements of the Fundraising Regulator's Code of Fundraising Practice in this regard.

OBJECTIVES AND ACTIVITIES

Reach refreshed its vision, mission and values in January 2022

Vision

Reach's vision is "A world where people come together to create a thriving, fair and sustainable society"

Mission and Public Benefit

Our mission is:

To inspire, support and connect civil society organisations and volunteers to work together, sharing skills and expertise to create a better society.

Our values are:

Bold and experimental
We think big and encourage others to take a leap too. We value learning and experimenting, underpinned by a rigorous test and learn approach.

People-centred
We care deeply about the needs of the people who use our service, our team and wider society. We continually improve our service by applying service design principles. We value diversity, and we work to be inclusive.

Collaborative
We achieve more, together. Our service connects people to make change. We partner with others who share our vision, and internally we work in a way that builds collaboration.

Honest
We behave with integrity. We do what we say we will do, and are open and transparent about our work.

We also articulated four core beliefs that underpin our work:

Volunteering
People are naturally co-operative and social – volunteering increases our sense of well-being, connection to others and wider purpose. When people volunteer their expertise to a cause they care about, they make a unique contribution to society that transforms them, builds the capacity and capability of the organisation they join and encourages further social action.

Power of connection
When we create new connections, we make society more cohesive and challenge the divisive 'us and them' stories that people turn to when they are scared. New connections can create shared understanding between people, grow collective capacity and build bridges.

Equity, diversity and inclusion
We all benefit when everyone has the same chance to participate in society, influence its development and enjoy its rewards. Inequality is a significant and growing problem, and civil society has a particular responsibility to tackle the systemic discrimination that fuels it. Social purpose organisations need the culture, practices and processes to ensure their teams are representative of the communities they serve, and that everyone within their organisations can flourish.

Climate action
The climate crisis is an existential threat to civil society. Although much of the UK may not feel the impact immediately, we must act now. The scale of change needed to address this is huge but the solutions also include big opportunities to make society fairer, more connected and more co-operative. We need to harness the creative energy of as many people as possible in order to transition to a society that is equitable, fair and sustainable.

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit and believes its activities qualify in that respect.

Reach helps charities to find people who want to volunteer their professional expertise, and professionals to find volunteering opportunities in the charity sector. We are the UK's leading skills-based volunteering charity. With over 40 years' experience of brokering these skills-based volunteering placements, we have developed a method which works.

Volunteers help charities to do *more* of what they do – increasing capacity – and to do it *better* –by bringing in new skills and experience. Reach believes volunteering is a meaningful, indispensable part of a functioning voluntary sector.

We are unique in that we work with the whole sector – from small community groups to large national charities – with a focus on skills-based volunteering: that means we find people who have the skills and experience that charities need to succeed. Rather than offering more pairs of hands to deliver a service, this sort of volunteering usually relates to strengthening the backbone of an organisation, such as financial stability, marketing and communications or governance (trustees). These are the areas where charities can often have skills gaps and where proficiency is essential if charities are to be sustainable.

Reach is genuinely user-led in the development of our services: we carry out a continual process of service improvement, based on the feedback and input from the people and organisations we are here to help. We are nimble, flexible and responsive to the changing needs of the sector.

Impact in 2022

Helping people make a difference

Despite predictions that the cost of living crisis would negatively impact the number of people willing to volunteer, over 9000 people signed up to donate their skills through Reach.

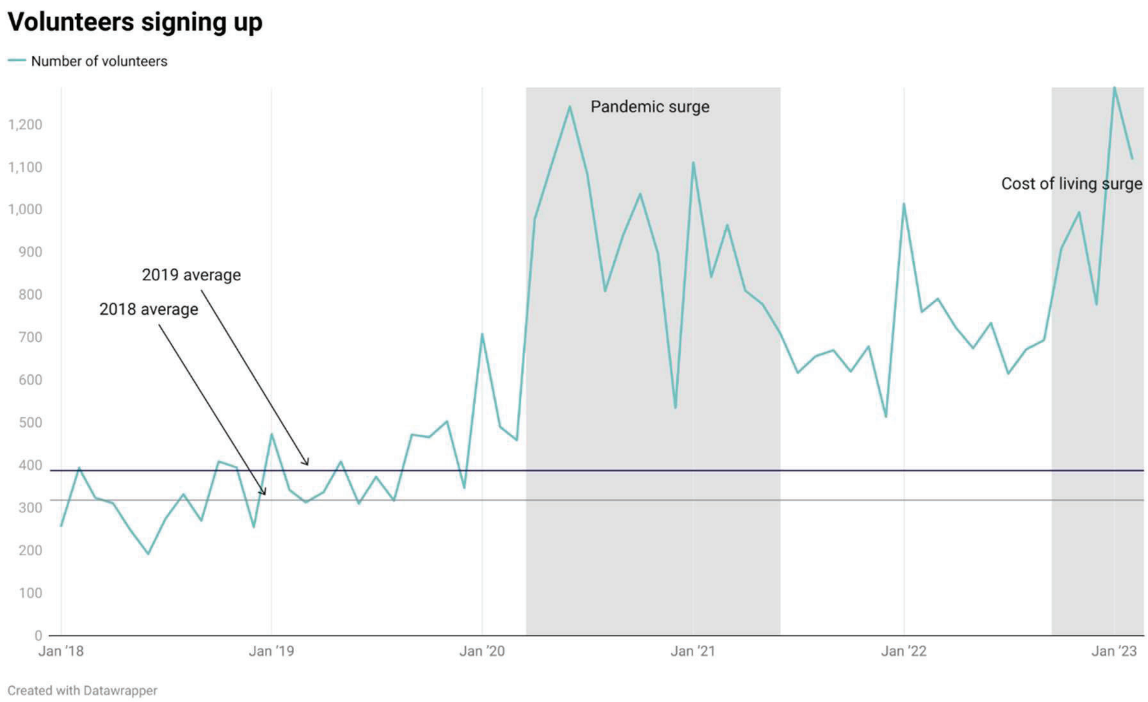
This is one of highest numbers ever (coming second only to sign ups during the pandemic in 2020). It suggests that once again, people were inspired into action during a time of crisis, driven by compassionate values such as community, care and helpfulness.

"As a volunteer, I can put the skills I have learnt during my working life to good use for the benefit of a charity and know that it is making a real difference supporting fellow Trustees and the good cause itself." Ruth McCooey

"Volunteering enables me to give something back after a corporate career." John Biggs

"I value being able to contribute time, energy and skills into a local charity which makes a difference to the people it helps." Gary Bell

"Volunteering gives me the ability to play a role in making a difference to people and giving back to society." Christina Taylor



88% of respondents cited that volunteering gave them the opportunity to use their skills to make a difference.

Volunteers made a phenomenal 17,971 applications to help support social purpose organisations - the highest number of applications in a year in our records.

- 2,835 applications were for short-term roles
  8,940 for ongoing roles
- 6,196 for trustee positions

An invaluable source of volunteers

"*The impact of our volunteers has been immeasurable, especially in freeing up our CEO (who is also a volunteer) to carry out the strategic work as a charity rather been bogged down in the day-to-day."* Adenydd

We helped 2,658 organisations to recruit volunteers and trustees in 2022.

There has been a significant increase in the number of smaller organisations with an income below £250k using our services since 2019: a trend that has continued throughout 2022. In particular, small charities used our service to source volunteers for short-term or ongoing projects. These micro organisations often have little or no staff and are completely dependent on volunteers to meet their resource needs.

Charity turnover	2022
under £10,000	389
£10,000 - £50,000	500
£50,000 - £250,000	801
£250,000 - £500,000	348
£500,000 - £1 million	239
£1 million - £10 million	287
over £10 million	94

Last year, 6,032 volunteer and trustee opportunities were posted – more than ever before.

1,070 good causes filled **3,586** placements including 790 short-term opportunities, 1,607 ongoing roles and 1,189 trustee positions.

93% of respondents would recommend Reach to friends or colleagues who want to volunteer.

A spotlight on tackling the climate crisis

"Our volunteer made the campaign poster look professional, eye-catching and delivered the message we needed to the public." Marine Connection

We have continued to support climate action organisations and groups to find volunteers and trustees, with over 75 new climate actions joining Reach in 2022 alone,

These groups serve a huge array of purposes such as mobilisation, education, behaviour change and campaigning. Given the growing urgency of the climate crisis, Reach is proud to support these organisations in achieving their mission and the many individuals who want to use volunteering as an opportunity to take action.

A spotlight on equipping charities with digital expertise

"Our volunteer enabled us to launch a website. Our new website would never have got off the ground without Emily's help. Although some 200 miles from us, she is a valued member of our charity." - Pannal Village Hall

"Our trustee brought a steady but strong influence to our governance and helped us build our digital impact and reach." Sussex Prisoners' Families CIC

With the demand for digital skills at an all time high since the pandemic, volunteers with digital expertise are an invaluable source of support for the sector. They fulfil a wide range of roles from moving services online to digital marketing and website development.

Charities often find it hard to recruit volunteers with digital expertise, because they are unfamiliar with digital processes and specialist skills like UX. To support charities we launched a Volunteer Project Library which contains digital role templates, explanations of how volunteers with those skills could help, profiles of available volunteers with relevant skills and examples of similar roles from other charities and groups.

This valuable resource makes it easier for charities to recruit volunteers with digital skills. Organisations can use and adapt sample projects to fit their needs, or as a starting point to create their own volunteer opportunity. Charities can also recruit a volunteer for some specialist advice, talking them through their challenge and helping them move to the next step.

Inclusive and diverse trustee recruitment

"Thanks to our trustee, we have been able to strengthen our strategic development and our capacity to realise our mission and fulfil our vision." Policy Centre for African Peoples

"Our trustee has enabled us to grow our charity's reach of beneficiaries, build new partnerships with partner art organisations and helped us to critically analyse what we do." Arco - Music for All

In total, charities recruited **1,189** trustees through our service in 2022

We know how important a good board is and the difference that a trustee with the right skills can make. Last year, we helped a wide range of charities to appoint 64 Chairs and Vice Chairs, 144 Treasurers and Finance Trustees and 981 trustees with expertise in a wide range of areas such as digital and HR.

In addition to this, our TrusteeWorks team offered bespoke trustee recruitment, supporting a wide range of good causes to successfully fill 68 placements. This included tailored support for 25 good causes.

We continued to support inclusive and diverse trustee recruitment in the sector by developing additional resources for our Trustee Recruitment Cycle (produced in collaboration with the Association of Chairs, Small Charities Coalition and Getting on Board). This included a diversity audit (with an online template), advice on recruiting first-time trustees and updated guidance on how to complete a skills audit (with ready-to-use templates).

Partnerships

Our partnerships are fundamental to how we operate:

Our service is co-produced by the impactful, creative organisations which create opportunities, and by the many people who choose to donate their own expertise.

We are able to reach so many potential volunteers thanks to partners such as LinkedIn and Rest Less, which put our roles in front of their audiences. We were delighted to launch a new partnership this year with Fifth Day, who aim to extend pro-bono practice to the many business operations staff of legal firms.

Our service is more effective, thanks to the wider ecosphere of support provided by colleagues such as Getting on board, Action for Trustee Racial Diversity, Association of Chairs, Young Trustees; Cranfield Trust, Pilotlight and other members of the Pro Bono Association. We were delighted to be a lead partner, once again, in the Charity Governance Awards, sponsored by The Clothworkers Company.

Income generation, efficiency and financial sustainability

We remain committed to providing the bulk of our services free to use for volunteers and charities. We want to ensure that our service is affordable to all: many of the organisations which use our service to recruit volunteers and trustees have a turnover of less than £10,000 p/a. We also want to facilitate a strong stream of supply and demand: both enrich the choice for other service users and increase the chances of a successful match. As we scale, we also become more cost effective. Our cost per placement in 2022 was one third of that in 2018.

We earned 50% of our income through charged-for services. Income streams include a modest fee for charities with a turnover of over £1m for using our self-service option for trustee recruitment, and a suite of services provided by our TrusteeWorks team:

- 'Funder plus services to funders who provide capacity building support to their grantees
- Corporate programmes, supporting employees into trustee positions
- A 'self-service plus wider advertising' service
- An executive search service for trustee recruitment

However, despite the growth in earned income, we still do not generate sufficient surplus to cover much of the cost of our core service. For these reasons we will always remain partially reliant on grant funding. Given the competition for grant funding, and reduced options for infrastructure organisations such as Reach, this is a challenge.

Financial Review

Reach recorded a total operating surplus of £8,335 for the year (2021: surplus of £38,078,) with net funds, including restricted funds, increasing to £301,568 (2021: £301,233).
Total income in 2022 remained largely steady at £449,391 (2021: £484,411). Earned income from TrusteeWorks and related activities increased slightly to £226,484 compared to £203,992 in 2021.

Total expenditure for the year was £449,056 and was little changed from the level of the previous year.

Further details of income and expenditure for the year are shown in the notes to these financial statements.

Outlook and Future Plans

We will develop a new strategy in 2023 which will build on our core strengths, and extend our ambition to play a positive role in a thriving civil society**.**

We will continue to sustain the high levels of activity of the last few years. We will further grow our service in response to a fresh appetite to volunteer, and the needs of social purpose organisations, particularly small and micro organisations for which volunteers play such a crucial role. In particular we want to explore how we can best serve organisations led by, and for communities facing structural injustice; and organisations tackling the climate crisis.

We will iterate our service to keep improving its effectiveness in bringing volunteers and organizations together, to achieve social impact, and will keep developing how we can monitor and evaluate this.

We will develop how we frame volunteering, to shine the spotlight on the power of intrinsic values, and we will advocate for action in areas connected to our mission, values and underpinning beliefs.

To deliver in these areas, in such uncertain times, we need to build an adaptive, resilient organisation, which is fit for purpose

- We will invest in rebuilding the platform on which our service is built, from Drupal 7 to Drupal 9+. This is a substantial but essential programme of work. Drupal is an open-source CMS and web application. Whilst most upgrades are minor, the leap from Drupal 7 to Drupal 8+ is significant. The Drupal community will stop supporting Drupal 7 soon, and the more we develop our current site, the greater the work needed to upgrade. For this reason, we intend to carry out this work in 2023 – 2024, and the trustees have agreed to designate £120,000 from reserves for this purpose. This leaves just over 3 months running costs in our free reserves, in accordance with our reserves policy.

- We will set a clear strategic objectives, in service of our mission, and we will embed our values and beliefs so that they guide decision making. However, we will also develop the practice of regular insight analysis, reviewing our own data (quantitative and qualitative), research from others, and external trends. We will draw on these insights to review our strategic priorities on a regular basis, responding swiftly to change.

- Given the challenges of fundraising, we will seek to increase the financial contribution that our charged for services make to subsidising the costs of delivering our core service. We will grow our current suite of charged for services and explore new opportunities.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- select suitable accounting policies and 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on 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.

Small Company Provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

By order of the Council of Management:
Jane Ide
Chair

DocuSigned by:
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Date 5/22/2023

REACH VOLUNTEERING
(Limited by Guarantee)

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 December 2022

	Notes	Unrestricted Funds 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2022 £	Restricted Funds 2021 £	Total Funds 2022 £	Total Funds 2021 £
Income from:							
Donations and legacies	2	**163,358**	142,012	**59,550**	138,407	**222,908**	280,419
Charitable activities	4	**226,484**	203,992	**-**	-	**226,484**	203,992
Total		**389,842**	346,004	**59,550**	138,407	**449,392**	484,411
Expenditure on:							
Raising funds	5	**20,037**	20,959	**-**	-	**20,037**	20,959
Charitable activities	6	**361,470**	275,217	**67,550**	150,157	**429,020**	425,374
Total		**381,507**	296,176	**67,550**	150,157	**449,057**	446,333
Net income		8,335	49,828	(8,000)	(11,750)	335	38,078
Net movement in funds		**8,335**	49,828	**(8,000)**	(11,750)	**335**	38,078
Total funds brought forward		**293,233**	243,405	**8,000**	19,750	**301,233**	263,155
Total funds carried forward		**301,568**	293,233	**-**	8,000	**301,568**	301,233

All income and expenditure derives from continuing activities.

The notes on pages 15 to 19 form part of these financial statements.

REACH VOLUNTEERING
(Limited by Guarantee)

Balance sheet as at 31 December 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible Fixed Assets	8	**5,210**	8,463
Investments	3	**-**	1
		5,210	8,464
Current assets			
Debtors	9	**53,567**	64,657
Cash at bank and in hand		**284,322**	267,918
		337,889	332,575
Creditors: amounts falling due within one year	10	**(41,531)**	(39,806)
Total assets		**301,568**	301,233
Funds			
General	12	**181,568**	293,233
Designated Funds	12	**120,000**	-
Restricted	13	**-**	8,000
		301,568	301,233

The trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of Section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit of its accounts for the period in question in accordance with Section 476 of the Act. The trustees acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with Section 386 of the Act, and for preparing financial statements which give a true and fair view of the state of affairs of the company as at 31 December 2022 and of its surplus for the period then ended in accordance with the requirements of Sections 394 and 395 of the Act, and which otherwise comply with the requirements of the Companies Act 2006 relating to the financial statements so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions relating to companies' subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Council of Management, and authorised for issue, on and signed on its behalf by: 5/22/2023

Jane Ide
Chair

DocuSigned by:
J Ide
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Deborah Morton-Dare
Treasurer

DocuSigned by:
Deborah Morton-Dare
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Company number : 1452482

The notes on pages 15 to 19 form part of these financial statements.

REACH VOLUNTEERING

(Limited by Guarantee)

Statement of cash flow as at 31 December 2022

	2022	2021
	£	£
Cash flows of operating activities:		
Net cash provided by (used in) operating activities	**16,403**	(19,245)
Cash flows of investing activities:		
Sale of investment	**1**	-
Purchase of tangible assets	**-**	(9,759)
Net cash provided by (used in) financing activities	**16,404**	(29,005)
Change in cash and cash equivalents in the reporting period	**16,404**	(29,004)
Change in cash and cash equivalents in the beginning reporting period	**267,920**	296,925
Cash and cash equivalents at the end of the reporting period	**284,324**	267,920

	2022	2021
Reconciliation of net income / (expenditure) to net cash from operating activities		
Net income for the reporting period	**335**	38,078
Adjustments for:		
Depreciation charges	**3,253**	3,488
Decrease / (Increase) in debtors	**11,090**	(29,778)
Increase / (Decrease) in creditors	**1,725**	(31,033)
Net cash provided by (used in) operating activities	**16,403**	(19,245)

	2022	2021
Analysis of cash and cash equivalents		
Total Cash in hand	**284,322**	267,920

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2022

1 Accounting policies

Reach Volunteering is a charitable company (01452482), limited by guarantee, domiciled in England and Wales.

The registered office is as detailed on page 1.

Principal activity

Reach's principal activity is to assist voluntary organisations in accessing skilled volunteers to support their maintenance and development.

Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006.

Reach Volunteering meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The presentation currency is GBP and rounded to the nearest pound.

Going Concern

The Trustees have considered the financial resources of the Charity for the foreseeable future and, in particular, the continuing effects of Covid-19 on the Charity's financial position. Whilst Covid-19 has had an adverse effect on Reach's income, the Trustees believe that in view of existing reserves, together with funding commitments already in place, fund raising activities and remedial actions taken, the Charity will have sufficient funds to continue to meet its liabilities as they fall due for at least twelve months from the date of approval of the financial statements .Therefore, the Trustees have concluded that the going concern basis of accounting continues to be appropriate.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income received in advance of a specified service is deferred until the criteria for income recognition are met.

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.

Government Grants

Grants are accounted for under the performance model as permitted by the charity SORP. CJRS grant income is therefore recognised on a straight-line basis over the furlough period for each relevant employee.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

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

Expenditure is classified under the following activity headings:

Cost of raising funds comprise the costs incurred in encouraging people and organisations to contribute financially to the charity's work.

Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities.

Operating leases
Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets
Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Equipment and software - 3 years

Debtors
Debtors are recognised initially at fair value. Trade and other debtors are recognised at the amount due on the day they arise. Prepayments are amounts paid in advance and are stated at the actual amount that has been prepaid.

Cash and Cash Equivalents
Cash and cash equivalents represents amounts held within current or deposit bank accounts.

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.

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

2 Donations and legacies

	Unrestricted	**Restricted**	**Total**	Total 2021
	£	**£**	**£**	£
Donations from charitable trusts	**149,950**	**59,550**	**209,500**	266,007
Corporate donations	**100**	**-**	**100**	1,421
Other income	**13,308**	**-**	**13,308**	12,878
	163,358	**59,550**	**222,908**	280,306

3 Investments

The charity's investment represents 100% of the issued ordinary share capital of the charity's subsidiary company, Reach Consulting Limited.

4 Charitable activities

	Unrestricted Funds	**Restricted Funds**	**Total 2022**	Total 2021
	£	**£**	**£**	£
TrusteeWorks	**179,349**	**-**	**179,349**	168,592
Core service fees / Employer supported volunteering	**47,135**	**-**	**47,135**	35,400
	226,484	**-**	**226,484**	203,992

5 Raising funds

	Unrestricted Funds	**Restricted Funds**	**Total 2022**	Total 2021
	£	**£**	**£**	£
Direct staff costs	**19,049**	**-**	**19,049**	18,336
Support costs	**988**	**-**	**988**	2,624
	20,037	**-**	**20,037**	20,960

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2022

6 Charitable activities

	Unrestricted Funds £	Restricted Fund Big Lottery Fund Grant £	Other Restricted Funds £	Total 2022 £	Total 2021 £
Placement of volunteers					
Direct staff costs	**267,667**	**-**	**57,300**	**324,967**	283,401
Premises expenses	**5,045**	**-**	**-**	**5,045**	29,973
IT and communications	**18,963**	**-**	**-**	**18,963**	20,504
Other overhead costs	**56,946**	**-**	**10,250**	**67,196**	77,567
Legal and professional fees	**355**	**-**	**-**	**355**	5,594
Independent Examiners fees	**12,437**	**-**	**-**	**12,437**	8,263
Finance costs	**57**	**-**	**-**	**57**	72
	361,470	**-**	**67,550**	**429,020**	425,374

Other restricted funds consist of grants from City Bridge Trust and Hadrian Trust.

7 Staff costs

	2022 £	2021 £
Wages and salaries	**308,605**	293,691
Social security costs	**22,105**	19,436
Pension contributions	**14,803**	12,951
	345,513	326,078
Other staff costs	**117**	-
	345,630	326,078
The average monthly number of employees during the year were:	**10**	8

No employee had employee benefits in excess of £60,000 (2021: 0).

The charity trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2021: £Nil) and no trustee (2021: Nil) was reimbursed expenses during the year (2021: £Nil).

No charity trustee received payment for professional or other services supplied to the charity (2021: £Nil).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, the Head of Service and the Head of TrusteeWorks . The total employee benefits of the key management personnel of the charity were £113,173 (2021: £127,454).

8 Fixed Assets

	£ Equipment and software
Cost	
At 1 January 2022	9,759
Disposals/Scrapped	-
Additions	-
At 31 December 2022	**9,759**
Depreciation	
At 1 January 2022	1,296
Disposals/Scrapped	-
Charge for the year	3,253
At 31 December 2021	**4,549**
Net Book Value	
At 31 December 2022	**5,210**
At 31 December 2021	**8,463**

9 Debtors

	2022	2021
	£	£
Trade debtors	**44,755**	51,749
Other debtors and prepayments	**8,812**	12,049
Due from subsidiary undertaking	**-**	858
	53,567	64,657

10 Creditors - amounts falling due within one year

	2022	2021
	£	£
Trade creditors	**16,265**	8,155
Other creditors and accruals	**2,541**	2,509
Accruals	**4,799**	5,399
Pension Scheme Liability	**3,701**	6,958
Taxation and social security costs	**14,225**	16,786
	41,531	39,807

11 Analysis of net assets between funds

	Tangible fixed assets	Net current assets	Net assets 2022	Net assets 2021
	£	£	£	£
Unrestricted funds:				
General	**5,210**	**296,358**	**301,568**	293,233
Restricted funds	**-**	**-**	**-**	8,000
	5,210	**296,358**	**301,568**	301,233

12 Analysis of movements in unrestricted funds

	General fund	Total 2022	Total 2021
	£	£	£
At 1 January 2022	**293,233**	**293,233**	243,405
Income	**389,842**	**389,842**	346,004
Expenditure	**(381,507)**	**(381,507)**	(296,176)
Transfer to Designated Funds for Drupal upgrade	**(120,000)**	**(120,000)**	-
At 31 December 2022	**181,568**	**181,568**	**293,233**

The trustees have designated the funds to be used for the proposed capital expenditure on the infrastructure upgrade anticipated to be undertaken in 2023/4.

13 Analysis of movements in restricted funds

	Total 2022	Total 2021
	£	£
At 1 January 2022	8,000	19,750
Income	**59,550**	138,407
Expenditure	**(67,550)**	(150,157)
At 31 December 2022	**-**	8,000

Restricted funds:
The purpose of the restricted funds is to support the TrusteeWorks activities and Reach's activities to strengthen charity governance through better trustee recruitment.

15 Pensions

The charitable company participates in The TPT Retirement Solutions Growth Plan (formerly The Pensions Trust Growth Plan) ('the Plan') which is a multi-employer defined benefit scheme as described by FRS 102 - Section 28.

A full actuarial valuation of the plan at 30 September 2020 showed the market value of the scheme assets to be £800 million, liabilities of £832 million and a deficit of £31.6 million.

The present value of Reach Volunteering's portion of this deficit is £3,701 at the balance sheet date (2021: £6,958). To eliminate this funding shortfall, the charity is required to make additional contributions to the Plan with the aim of eliminating the deficit by the end of 2025. The cost of the deficit contributions included in these accounts was £3,177 (2021: £7,066).

Reconciliation of opening and closing provisions

	2022	2021
	£	**£**
Provision at start of period	**6,958**	30,043
Unwinding of the discount factor (interest expense)	**57**	72
Deficit contribution paid	**(3,177)**	(7,066)
Remeasurements - impact of any change in assumptions	**-**	(16,013)
Remeasurements - amendments to the contribution schedule	**(137)**	(78)
Provision at end of period	**3,701**	6,958

Income and expenditure impact

	2022	2021
	£	**£**
Interest expense	**57**	72
Remeasurements - impact of any change in assumptions	**-**	(16,013)
Remeasurements - amendments to the contribution schedule	**(137)**	(78)
	(80)	(16,019)

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF REACH VOLUNTEERING

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2022, which are set out on pages 12 to 19.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

Alastair Lyon.

Alastair Lyon
CROWE U.K. LLP
Chartered Accountants

Aquis House, 49 – 51 Blagrave Street, Reading

Date: 22 May 2023

REACH VOLUNTEERING

England & Wales - Charity number 278837

Accounts

Company Number: 01452482
Charity Number: 278837

REACH VOLUNTEERING
(Limited by Guarantee)

Report and Financial Statements
31 December 2021

REACH VOLUNTEERING
(Limited by Guarantee)

Financial statements for the year ended 31 December 2021

Contents Pages

REACH VOLUNTEERING
(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

LEGAL AND ADMINISTRATIVE INFORMATION

Status	Company limited by guarantee Registered in England and Wales Registered charity
Company number	01452482
CC Charity Number	278837
OSCR Charity Number	SC041623 (deregistered 13/12/2021)

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purposes of charity law.

The following were members of the Council of Management during the year.

Andrew Dent	(Chair)	
Gus Alston		(appointed 6 May 2021)
Priyanka Bedia		(appointed 6 May 2021)
Saskia Bewley		(appointed 6 May 2021)
Jon Edwards		(resigned 20 September 2021)
Rachell Fox		
Karwai Ng		(appointed 6 May 2021)
Alice Memminger		(resigned 7 February 2022)
Mary Selfe		(resigned 20 September 2021)
Christine Shaw		
Dominic Tinley		
Graham Warner	(Treasurer)	

Key management personnel

Janet Thorne — Chief Executive Officer

Registered Office

7 Bell Yard
London
WC2A 2JR

Independent Examiners

Crowe U.K. LLP
Aquis House
49-51 Blagrave Street
Reading
Berks
RG1 1PL

Bankers

Lloyds TSB Bank plc
Victoria House
Southampton Row
LondonWC1B 5HR

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

The trustees are pleased to present their Annual Report together with the financial statements of the charitable company for the year ended 31 December 2021 which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE & MANAGEMENT

Charity Governance Code

The trustees have adopted the Charity Governance Code and are working towards fulfilling its recommendations. The trustees regularly review their governance against the Code's recommended practices and use this review to prioritise areas for further development.

Governing Document

Reach (registered as Reach Volunteering) is a charitable company limited by guarantee.

Originally incorporated on 5 October 1979, the name was changed to Reach Volunteering by registration at Companies House on 10 September 2003. The company was registered as a charity on 6 November 1979. It was established under a Memorandum of Association, establishing the objects and powers of the charitable company, and is governed under its Articles of Association which were revised in June 2009.

In 2010 Reach completed its formal registration with the Office of the Scottish Regulator (OSCR) and was registered on 21 June 2010. Reach deregistered with the OSCR on 13 December 2021.

Appointment of Council Members (Trustees)

The directors of Reach are also charity trustees for the purposes of charity law and under the company's articles are also known as 'Members of the Council'.

Under the requirements of its Memorandum and its Articles of Association Members of the Council are elected to serve a period of three years, renewable after the first and second period of three years.

Trustees are recruited to ensure that the Council contains the correct mix and balance of skills and experiences. Open recruitment practices are well established within the charity and have extended from use of the Reach register and national advertising to use of online media and other channels depending on the need. Skills and diversity gaps on the board are identified through a regular review. Succession planning for trustees stepping down from office is incorporated into the process. All prospective trustees complete a formal application and the selection process is carried out by a committee comprising at least two trustees, the Chief Executive and, where appropriate, an external reviewer.
New trustees undergo an induction programme including meeting with key staff and representatives from the volunteer teams. An induction pack including key information relating to trustee duties and responsibilities, charity law, Reach's Memorandum and its Articles of Association and latest financial statements is provided, supplemented with information on the organisation's history, current strategy and annual plans. A regular programme to keep trustees updated with developments in the charity's services and activities has been established.

All Members of the Council give their time voluntarily and receive no benefits from the charity.

In 2021, the Council met 5 times. This included a half day strategy workshop. Additionally, all trustees were involved in other events or meetings on Reach's behalf in the year.

The board invested in its own training on Equity, Diversity and Inclusion. This included two half day training sessions, on 'Power and privilege' and 'Having challenging conversations'. A sub group of trustees and staff participated together in a third workshop on developing Reach's vision for equity, diversity and inclusion.

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

Organisational Structure

The Council is responsible for setting and overseeing the strategy for the organisation. Day to day management of the charity and its activities is delegated to the Chief Executive and a small staff and volunteer team.
Remuneration of the Chief Executive and other paid staff is reviewed regularly and agreed by the trustees taking into account relevant benchmark information for comparable organisations.

Related Parties

The charity has a wholly owned subsidiary, Reach Consulting Limited, which is presently not trading.

None of the trustees receive remuneration or other benefit from their work with the charity.

Risk Management

The Council has a risk management strategy which comprises:

- a regular review of the principal risks and uncertainties that the charity faces;
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The Council, working with the Chief Executive and senior management team, manage risks for the charity through a regularly updated Risk Register, which is reviewed during the year and updated at least annually. The process includes an assessment of risks facing the charity and, where required, action to mitigate these risks and a regular review process to ensure that appropriate systems, procedures and controls are in place to manage these risks. The most significant risks are reviewed at each Board meeting.
The outbreak of Covid-19 and consequent slowdown in economic activity adversely impacted Reach's income from providing support and services to charities. The Trustees closely monitored the effect on Reach's operations and cash flow and took mitigating action as required.
The Council members have approved systems of internal controls that are designed to provide reasonable (although not absolute) assurance against material misstatement or loss.

Reserves Policy

A key element in the management of financial risk is the setting of a reserves policy which is reviewed regularly by the Council. In order to maintain Reach's operational capability, the Trustees aim to have at all times sufficient liquidity and unrestricted reserves equivalent to at least three months expected expenditure. In 2021 this target was approximately £120,000 and the unrestricted reserves at the year-end were £293,233.
Restricted funds at the year-end of £8,000 were held to support special projects.

Fund Raising

Reach performs its own fund-raising activities, seeking donations predominantly from large companies and charitable trusts. It does not subcontract these activities to other organisations, nor does it seek donations directly from the general public. In carrying out fund raising, Reach takes account of the requirements of the Fundraising Regulator's Code of Fundraising Practice in this regard.

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

OBJECTIVES AND ACTIVITIES

Vision

Reach's vision is of a society where all voluntary organisations can easily access the skills and support they need to succeed.

Mission and Public Benefit

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit and believes its activities qualify in that respect.

Reach helps charities to find people who want to volunteer their professional expertise, and professionals to find volunteering opportunities in the charity sector. We are the UK's leading skills-based volunteering charity. With over 40 years' experience of brokering these skills-based volunteering placements, we have developed a method which works.

Volunteers help charities to do *more* of what they do – increasing capacity – and to do it *better* –by bringing in new skills and experience. Reach believes volunteering is a meaningful, indispensable part of a functioning voluntary sector.

We are unique in that we work with the whole sector – from small community groups to large national charities – with a focus on skills-based volunteering: that means we find people who have the skills and experience that charities need to succeed. Rather than offering more pairs of hands to deliver a service, this sort of volunteering usually relates to strengthening the backbone of an organisation, such as financial stability, marketing and communications or governance (trustees). These are the areas where charities can often have skills gaps and where proficiency is essential if charities are to be sustainable.

Reach is genuinely user-led in the development of our services: we carry out a continual process of service improvement, based on the feedback and input from the people and organisations we are here to help. We are nimble, flexible and responsive to the changing needs of the sector.

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

8,970 volunteers

Number of people who registered to volunteer their skills for good causes.

5,697 opportunities

Number of roles promoted on the Reach platform

3,959 placements

Number of people placed in volunteer and trustee roles - over time, contributing an estimated £55m of volunteer time to charities.

1,168 good causes

Number of good causes we supported to find a volunteer or trustee.

1,322 trustees

Number of trustees that we helped charities to appoint.

Supported boards to recruit more effectively and inclusively by launching the Trustee Recruitment Cycle.

Highlighted the importance of open recruitment with our board diversity report.

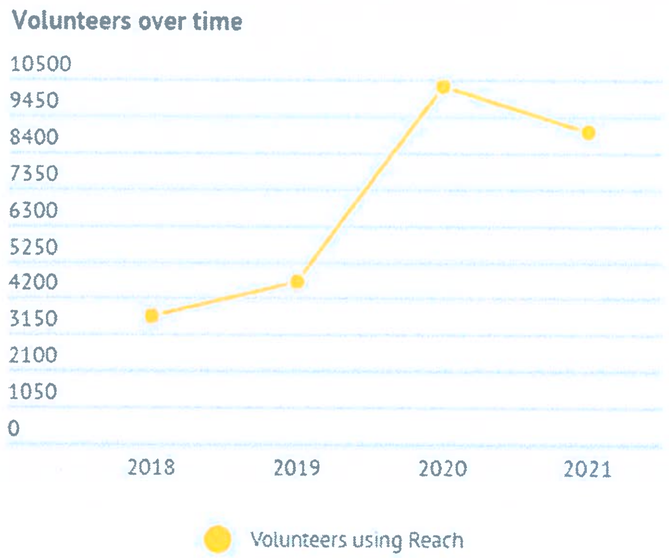
A continued appetite for volunteering

Following the record-breaking surge in volunteers in 2020, we continued to see large numbers of people sign up to volunteer their skills for good causes.

In 2021, an impressive 8,970 volunteers joined the Reach platform, almost double the number of people who volunteered in 2019, suggesting a continued appetite for volunteering.

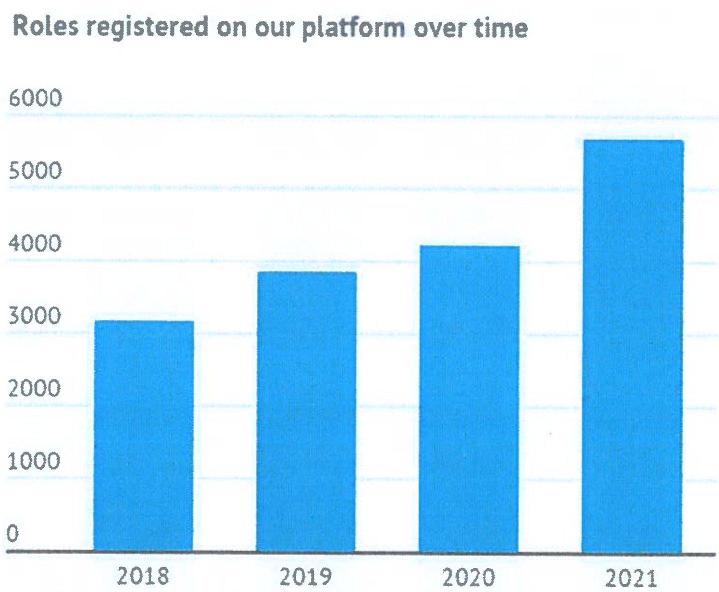
REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021



The search for support

Facing yet another challenging year, 1,168 good causes used Reach to find a volunteer or trustee in 2021. A staggering 5,697 opportunities were registered on our platform (35% more than in 2020) and covered a wide range of roles such as HR Trustee, Business Analyst, Fundraiser, Finance Director and Digital Marketing Manager. This included short-term projects but also long-term support with a 25% increase in trustee roles and a 57% increase in ongoing roles registered on our platform.



Feedback from organisations has been incredibly positive with 92% of organisations that recruited a volunteer confirming that they had helped them to be significantly more effective. Charities remained open to new ways of working with remote opportunities continuing to rise. 3,198 roles offered remote working as an option in 2021 compared to 2,161 in 2020, an increase of 48%.

REACH VOLUNTEERING
(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

We have also seen a significant change in the profile of charities using our service at both ends of the scale: very large and very small charities. In particular, many more micro organisations turned to Reach to find volunteer support in 2021.

Strengthening leadership and governance

In 2021, we supported 1,625 charities to recruit openly, promoting 2,417 trustee vacancies, generating 5,523 trustee applications, and enabling charities to appoint 1,322 trustees.

Around 95% of organisations agreed that overall, their trustee is helping them to be more effective and has improved or is improving their organisation's governance. Almost 70% also stated that their trustee increased the diversity of skills and expertise on their board.

Diversity

With board diversity continuing to be an ongoing issue, we published a report 'Trustee Diversity: Who is applying and who is being appointed?', drawing on a large data sample (8,725 people making 15,398 applications through Reach, resulting in 3,169 trustee appointments between 2017 – 2020).

The report showed that Reach trustees are considerably younger and more diverse in terms of ethnicity than 'typical' trustees. 19% of appointees were under 35 (against 1% of all trustees); and 16% were people of colour (against 8% of all trustees). Our research is important evidence that open recruitment, at least via Reach's service, really does increase board diversity. It also provided significant, if troubling, evidence that even when boards recruit openly, they do not always recruit equitably. The disparity in outcomes for some groups, particularly people who identify as Asian Pakistani and Black African show that there is more work to do in making recruitment processes fairer and more inclusive.

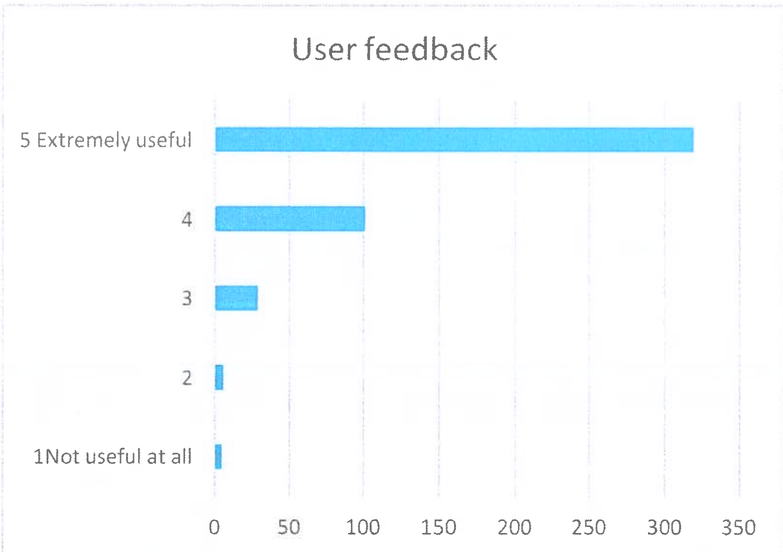
Trustee recruitment cycle

To support charities to recruit trustees in an inclusive and effective way, we launched the Trustee Recruitment Cycle, developed in collaboration with the Association of Chairs, Small Charities Coalition and Getting on Board

REACH VOLUNTEERING
(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

The Trustee Recruitment Cycle is based on our research with charities about the barriers and challenges in trustee recruitment. Breaking down the process into six stages, the Trustee Recruitment Cycle provides guidance, tools and tips to help charities recruit trustees and diversify their board.

The cycle aims to mainstream inclusive recruitment, and weaves equity, diversity and inclusion throughout the guidance. The cycle has been very well received. We delivered joint events with NCVO and SCVO focused on the cycle for their Trustees Week events on recruitment. We do regular, similar events with other partners such as Association of Chairs. Online feedback is very positive: 319 out of 460 people ranked it a maximum of 5 ‘Extremely useful’



ACTIVITIES

To deliver these results, our team worked hard across a number of areas

Service delivery and development

The team vets every new volunteer, role and organization to ensure that they meet our criteria and help keep interactions on the platform positive and purposeful. To accommodate the surge in activity we have streamlined processes, developed more templates and automated more processes. We have made our policies, procedures and guidance more robust.

We have continued to iterate our service, using a test and learn, user-centred approach. This included creating more personalised emails to create a more relational and less transactional look and feel to communications between users and upgraded weekly opportunity alerts.

Skills-based volunteering research

We undertook qualitative discovery research over the winter of 2019 – 2020, to explore when skills-based volunteering has the most positive impact for charities, and what helps and hinders charities in getting the most out of skills-based volunteering. Working with Think Social Tech and Reply, and with the support of an advisory group, we undertook 34 depth interviews with a diverse mix of charities and volunteers. We published the insights in June, in the report 'Capacity, Capability and Possibility: Realising the value of skills-based volunteering'. Headlines include the finding that skills-based volunteers can contribute significant capacity and capability to organisations, and help foster growth and exploration. However, many organisations are unfamiliar with skills-based volunteering as an option and can be nervous of the risks of engaging someone with significant expertise on a voluntary basis. We are developing a set of resources which will help make skills-based volunteering more tangible, and more impactful for charities.

"Skills-based volunteers don't realise how valuable they can be. They can do something well in 30 minutes that would take us 2 weeks to do badly" (Research participant)

Partnerships

Partnerships are an essential element of how we deliver our service.

LinkedIn stream our roles to all their UK members, putting tangible, relevant opportunities to volunteer expertise in front of thousands of people, many of whom have not considered volunteering before. In 2020, over 5,300 people signed up to volunteer via LinkedIn.

Other partners who shared our roles include RestLess, Community Impact Bucks and Frazer Jones.

We collaborated with others who share our goal of supporting strong, diverse trustee boards. We worked closely with Association of Chairs, Getting on Board and Small Charities Coalition to develop the Trustee Recruitment Cycle, and with a wider group including Action for Trustee Racial Diversity and Young Trustees Movement on areas of mutual interest including our Trustee Diversity report.

We have been pleased to work with Lloyds Bank Foundation, as part of their Enhance programme, and with GSK in support of the Impact Awards winners. We have also run very successful programme with Salesforce, supporting their employees into trustee positions.

Together with Pilotlight and Cranfield Trust, we launched the Pro-bono Association, creating a forum for knowledge sharing and collaboration for organisations working in skills-based volunteer and capacity building.

Income generation, efficiency and financial sustainability

We remain committed to providing the bulk of our services free to use for volunteers and charities. This is partly to ensure that our service is affordable to all: many of the organisations which use our service to recruit volunteers and trustees have a turnover of less than £10,000 p/a. We also want to facilitate a strong stream of supply and demand: both enrich the choice for other service users and increase the chances of a successful match. As we scale, we also become more cost effective. Our cost per placement in 2021 was one third of that in 2018. For these reasons we will always remain partially reliant on grant funding. Given the competition for grant funding, and reduced options for infrastructure organisations such as Reach, this is a challenge.

We earn 40% of our income through charged-for services. Income streams include a modest fee for charities with a turnover of over £1m for using our self-service option for trustee recruitment, and a suite of services provided by our TrusteeWorks team:

- 'Funder plus services to funders who provide capacity building support to their grantees
- Corporate programmes, supporting employees into trustee positions
- A 'self-service plus wider advertising' service
- An executive search service for trustee recruitment

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2021

Financial Review
Reach recorded a total operating surplus of £38,078 for the year (2020: surplus of £82,622) with net funds, including restricted funds, increasing to £301,233 (2020: £263,155).
Total income in 2021 declined to £484,411 (2020: £530,998) primarily reflecting a reduction in grant income compared to the previous year. Earned income from Trusteeworks and related activities increased significantly to £204,000 compared to £174,000 in 2020.

Total expenditure for the year was £446,333 and was little changed from the level of the previous year.

Further details of income and expenditure for the year are shown in the notes to these financial statements.

Outlook and Future Plans

Reach has relatively little forward visibility on the level of earned income and grant funding it receives. The financial outcome for the current year cannot be predicted with any certainty, but it seems likely that Reach will break even / register a small deficit.
However, Reach entered 2022 with a healthy reserves position, which gives the Trustees confidence in our continued viability.

Our objectives for 2022 include:

- Consolidating the significant increase in scale, strengthening processes and policies and streamlining workflows
- Developing resources to help increase awareness and understanding of the value of skills-based volunteering, and to inform good practice.
- Iterating and extending the Trustee Recruitment Cycle,further extending our online presence and partnerships, attracting new audiences
- Continuing to improve our online service using an iterative, user-centred, test and learn approach.
- Developing a workstream to help civil society organisations take climate action.

STATEMENT OF TRUSTEES' RESPONSIBI LITIES

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

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- select suitable accounting policies and 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 materialdepartures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate topresume that the charity will continue in business.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on 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.

Small Company Provisions
This report has been prepared in accordance with the special provisions for small companies under part15 of the Companies Act 2006.

By order of the Council of Management:
Andrew Dent
Chair

DocuSigned by:
Andrew Dent
06F843C193BC421...

Date 04th July 2022

REACH VOLUNTEERING
(Limited by Guarantee)

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 December 2021

	Notes	Unrestricted Funds 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2021 £	Restricted Funds 2020 £	Total Funds 2021 £	Total Funds 2020 £
Income from:							
Donations and legacies	2	**141,899**	59,439	**138,407**	292,298	**280,306**	351,737
Charitable activities	4	**203,992**	174,062	**-**	-	**203,992**	174,062
Other Income	16	**-**	5,199	**-**	-	**-**	5,199
Investment Income		**113**	-	**-**	-	**113**	-
Total		**346,004**	238,700	**138,407**	292,298	**484,411**	530,998
Expenditure on:							
Raising funds	5	**20,959**	19,125	**-**	-	**20,959**	19,125
Charitable activities	6	**275,217**	156,702	**150,157**	272,548	**425,374**	429,250
Total		**296,176**	175,827	**150,157**	272,548	**446,333**	448,375
Net income		49,828	62,872	(11,750)	19,750	38,078	82,622
Net movement in funds		**49,828**	62,872	**(11,750)**	19,750	**38,078**	82,622
Total funds brought forward		**243,405**	180,533	**19,750**	-	**263,155**	180,533
Total funds carried forward		**293,233**	243,405	**8,000**	19,750	**301,233**	263,155

All income and expenditure derive from continuing activities.

The notes on pages 15 to 21 form part of these financial statements.

REACH VOLUNTEERING
(Limited by Guarantee)

Balance sheet as at 31 December 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible Fixed Assets	8	**8,463**	2,193
Investments	3	**1**	1
		8,464	2,194
Current assets			
Debtors	9	**64,657**	34,878
Cash at bank and in hand		**267,918**	296,925
		332,575	331,802
Creditors: amounts falling due within one year	10	**(39,806)**	(70,841)
Net Current Assets		**292,769**	260,961
Total assets		**301,233**	263,155
Funds			
General	13	**293,233**	243,405
Restricted	13	**8,000**	19,750
		301,233	263,155

The trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of Section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit of its accounts for the period in question in accordance with Section 476 of the Act. The trustees acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with Section 386 of the Act, and for preparing financial statements which give a true and fair view of the state of affairs of the company as at 31 December 2021 and of its deficit for the period then ended in accordance with the requirements of Sections 394 and 395 of the Act, and which otherwise comply with the requirements of the Companies Act 2006 relating to the financial statements so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions relating to companies' subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Council of Management, and authorised for issue, on 04th July 2022 and signed on its behalf by:

Andrew Dent
Chair

DocuSigned by:
Andrew Dent
06F843C193BC421...

Graham Warner
Treasurer

DocuSigned by:
Graham Warner
79D0FB4A317B4C4...

Company number: 1452482

The notes on pages 15 to 21 form part of these financial statements.

REACH VOLUNTEERING

(Limited by Guarantee)

Statement of cash flow as at 31 December 2021

	2021 £	2020 £
Cash flows of operating activities:		
Net cash provided by (used in) operating activities	**(19,245)**	78,772
Cash flows of investing activities:		
Purchase of tangible assets	**(9,759)**	(3,159)
Net cash provided by (used in) financing activities	**(29,005)**	75,613
Change in cash and cash equivalents in the reporting period	**(29,005)**	75,615
Change in cash and cash equivalents in the beginning reporting period	**296,925**	221,310
Cash and cash equivalents at the end of the reporting period	**267,920**	296,925

Reconciliation of net income / (expenditure) to net cash from operating activities		
Net income for the reporting period	**38,078**	82,622
Adjustments for:		
Depreciation charges	**3,488**	965
Increase in debtors	**(29,778)**	(1,924)
Decrease in creditors	**(31,033)**	(2,891)
Net cash provided by (used in) operating activities	**(19,245)**	78,772

Analysis of cash and cash equivalents		
Total Cash in hand	**267,920**	296,925

1 Accounting policies

Reach Volunteering is a charitable company (01452482), limited by guarantee, domiciled in England and Wales. The registered office is as detailed on page 1.

Principal activity

Reach's principal activity is to assist voluntary organisations in accessing skilled volunteers to support their maintenance and development.

Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Reach Volunteering meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The presentation currency is GBP and rounded to the nearest pound.

Going Concern

The Trustees have considered the financial resources of the Charity for the foreseeable future and, in particular, the continuing effects of Covid-19 on the Charity's financial position. Whilst Covid-19 has had an adverse effect on Reach's income, the Trustees believe that in view of existing reserves, together with funding commitments already in place, fund raising activities and remedial actions taken, the Charity will have sufficient funds to continue to meet its liabilties as they fall due for at least twelve months from the date of approval of the financial statements. Therefore, the Trustees have concluded that the going concern basis of accounting continues to be appropriate.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income received in advance of a specified service is deferred until the criteria for income recognition are met.

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.

Government Grants

Grants are accounted for under the performance model as permitted by the charity SORP. CJRS grant income is therefore recognised on a straight-line basis over the furlough period for each relevant employee.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

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

Expenditure is classified under the following activity headings:

Cost of raising funds comprise the costs incurred in encouraging people and organisations to contribute financially to the charity's work.

Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities.

Operating leases
Rental charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets
Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

Equipment and software - 3 years

Debtors
Debtors are recognised initially at fair value. Trade and other debtors are recognised at the amount due on the day they arise. Prepayments are amounts paid in advance and are stated at the actual amount that has been prepaid.

Cash and Cash Equivalents
Cash and cash equivalents represents amounts held within current or deposit bank accounts.

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.

Pensions
The company participates in the TPT Retirement Solutions pension scheme. This is a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company 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.

Contributions are charged to the Statement of Financial Activities as they fall due. Total contributions in the year were £7,066 (2020: £6,860). There was £6,958 (2020: £30,043) outstanding at the balance sheet date.

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

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2021

2 Donations and legacies

	Unrestricted £	Restricted £	Total £	Total 2020 £
Donations from charitable trusts	**127,600**	**138,407**	**266,007**	306,649
Corporate donations	**1,421**	**-**	**1,421**	32,111
Other income	**12,878**	**-**	**12,878**	12,979
	141,899	**138,407**	**280,306**	351,738

3 Investments

The charity's investment represents 100% of the issued ordinary share capital of the charity's subsidiary company, Reach Consulting Limited. It is stated at cost.

4 Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
TrusteeWorks	**168,592**	**-**	**168,592**	136,612
Core service fees / Employer supported volunteering	**35,400**	**-**	**35,400**	37,450
	203,992	**-**	**203,992**	174,062

5 Raising funds

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Direct staff costs	**18,336**	**-**	**18,336**	18,155
Support costs	**2,624**	**-**	**2,624**	972
	20,959	**-**	**20,959**	19,125

6 Charitable activities

	Unrestricted Funds £	Restricted Fund Big Lottery Fund Grant £	Other Restricted Funds £	Total 2021 £	Total 2020 £
Placement of volunteers					
Direct staff costs	**155,976**	**74,950**	**52,475**	**283,401**	254,458
Premises expenses	**29,973**	**-**	**-**	**29,973**	57,875
IT and communications	**20,504**	**-**	**-**	**20,504**	17,121
Other overhead costs	**54,833**	**2,733**	**20,000**	**77,567**	75,154
Legal & professional fees	**5,594**	**-**	**-**	**5,594**	681
Independent Examiners fees	**8,263**	**-**	**-**	**8,263**	15,057
Dilapidations cost on expiry of lease	**-**	**-**	**-**	**-**	8,540
Finance costs	**72**	**-**	**-**	**72**	365
	275,217	**77,682**	**72,475**	**425,374**	429,250

Other restricted funds consist of grants from City Bridge Trust and Hadrian Trust.

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2021

7 Staff costs

	2021	2020
	£	£
Wages and salaries	**293,691**	224,257
Social security costs	**19,436**	16,847
Pension contributions	**-**	-
	326,078	250,981
Other staff costs		
	326,078	251,145

The average monthly number of employees during the year were:	**8**	8

No employee had employee benefits in excess of £60,000 (2020: nil).

The charity trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2020: £Nil) and no trustee (2020: Nil) was reimbursed expenses during the year (2020: £Nil).

No charity trustee received payment for professional or other services supplied to the charity (2020: £Nil).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, the Head of Service and the Head of TrusteeWorks. The total employee benefits of the key management personnel of the charity were £127,454 (2020: £110,178).

8 Fixed Assets

	£ Equipment and software
Cost	
At 1 January 2021	89,821
Disposals/Scrapped	(89,821)
Additions	9,759
At 31 December 2021	**9,759**
Depreciation	
At 1 January 2021	89,821
Disposals/Scrapped	(89,821)
Charge for the year	1,295
At 31 December 2021	**1,296**
Net Book Value	
At 31 December 2021	**8,463**
At 31 December 2020	**2,193**

9 Debtors

	2021	2020
	£	£
Trade debtors	**51,749**	25,527
Other debtors and prepayments	**12,049**	8,492
Due from subsidiary undertaking	**858**	858
	64,657	34,878

10 Creditors - amounts falling due within one year

	2021	2020
	£	£
Trade creditors	**8,155**	4,558
Other creditors and accruals	**2,508**	2,213
Accruals	**5,399**	20,139
Pension Scheme Liability	**6,958**	30,043
Taxation and social security costs	**16,786**	13,888
	39,806	70,841

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2021

11 Operating leases

With effect from February 2020 the charity leased office premises on the basis of a rolling four month 'tenant only' notice period. Reach vacated the premises on 31st July 2021.

	Land and buildings		Other	
	2021	2020	**2021**	2020
	£	£	**£**	£
Within one year	-	33,118		
	-	33,118		-

The amount of non-cancellable operating lease payments recognised as an expense during the year was £23,739 (2020: £44,575).

12 Analysis of net assets between funds

	Tangible Fixed Assets	**Net Current Assets**	**Net assets 2021**
	£	**£**	**£**
Unrestricted funds:			
Designated	-	-	-
General	**8,463**	**284,770**	**293,233**
Restricted funds	-	**8,000**	**8,000**
	8,463	**292,770**	**301,233**

2020 Comparative	Tangible Fixed Assets	Net Current Assets	Net assets 2020
	£	£	£
Unrestricted funds:			
Designated	-	-	-
General	2,193	241,212	243,405
Restricted funds	-	19,750	19,750
	2,193	260,962	263,155

13 Analysis of movements in funds

2021

	1 January 2021	**Income**	**Expenditure**	**31 December 2021**
	£	**£**	**£**	**£**
Restricted				
Big Lottery Fund	-	77,682	(77,682)	-
City of London	-	59,725	(59,725)	-
Hadrian Trust	-	1,000	(1,000)	-
Support TrusteeWorks activities	*19,750*	-	(11,750)	8,000
Total Restricted	*19,750*	138,407	(150,157)	8,000
Unrestricted				
General	*243,405*	346,004	(296,176)	293,233
Dilapidations	-	-	-	-
	243,405	346,004	(296,176)	293,233
Total	*263,155*	**484,411**	**(446,333)**	**301,233**

REACH VOLUNTEERING
(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2021

13 Analysis of movements in funds (continued)

2020

	1 January 2020 £	*Income* £	*Expenditure and transfers* £	*31 December 2020* £
Restricted				
Support TrusteeWorks activities	-	*292,298*	*(272,548))*	*19,750*
Total Restricted	-	*292,298*	*(272,548)*	*19,750*
Unrestricted				
General	*170,533*	*238,700*	*(165,828)*	*243,405*
Dilapidations	*10,000*	-	*(10,000)*	-
	180,533	*238,700*	*(175,828)*	*243,405*
Total	*180,533*	*530,998*	*(448,376)*	*263,155*

Restricted funds:
Support TrusteeWorks activities
The balance of the restricted funds of £8,000 represents the remaining portion of a grant from Tudor Trust to support skills-based volunteering and research.

Big Lottery Fund
To develop and extend support for open, inclusive, trustee recruitment.

City of London
To support a pan-London volunteering programme.

Hadrian Trust
To recruit trustees and skills-based volunteers in the North East of England.

14 Related party transactions

There were no related party transactions undertaken during the year. Reach previously paid expenses on behalf of its wholly owned the subsidiary Reach Consulting Limited and at the end of the year the amount due to Reach from Reach Consulting Limited was £858.

Notes to the financial statements for the year ended 31 December 2021

15 Pensions

The charitable company participates in The TPT Retirement Solutions Growth Plan (formerly The Pensions Trust Growth Plan) ('the Plan') which is a multi-employer defined benefit scheme as described by FRS 102 - Section 28.

A full actuarial valuation of the plan at 30 September 2020 showed the market value of the scheme assets to be £800 million, liabilities of £832 million and a deficit of £31.6 million.

The present value of Reach Volunteering's portion of this deficit is £6,958 at the balance sheet date (2020: £30,043). To eliminate this funding shortfall, the charity is required to make additional contributions to the Plan with the aim of eliminating the deficit by the end of 2025. The cost of the deficit contributions included in these accounts was £7,066 (2020: £6,860).

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

Reconciliation of opening and closing provisions

	2021	2020
	£	**£**
Provision at start of period	**30,043**	36,021
Unwinding of the discount factor (interest expense)	**72**	365
Deficit contribution paid	**(7,066)**	(6,860)
Remeasurements - impact of any change in assumptions	**(16,013)**	-
Remeasurements - amendments to the contribution schedule	**(78)**	517
Provision at end of period	**6,958**	30,043

Income and expenditure impact

	2021	2020
	£	£
Interest expense	**72**	365
Remeasurements - impact of any change in assumptions	**(16,013)**	-
Remeasurements - amendments to the contribution schedule	**(78)**	517
	(16,019)	882

16 Other Income

	2021	2020
	£	**£**
Government Grants – Corona Virus Job Retention Scheme	**-**	5,199

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF REACH VOLUNTEERING

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2021, which are set out on pages 12 to 21.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

Alastair Lyon.

Alastair Lyon
CROWE U.K. LLP
Chartered Accountants

Aquis House
49 – 51 Blagrave Street
Reading

Date: 18 July 2022

Accounts

Company Number: 01452482
CC Charity Number: 278837
OSCR Charity Number: SC041623

REACH VOLUNTEERING
(Limited by Guarantee)

Report and Financial Statements
31 December 2020

REACH VOLUNTEERING
(Limited by Guarantee)

Financial statements for the year ended 31 December 2020

Contents Pages

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2020

LEGAL AND ADMINISTRATIVE INFORMATION

Status	Company limited by guarantee Registered in England and Wales Registered charity
Company number	01452482
CC Charity Number	278837
OSCR Charity Number	SC041623

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purposes of charity law.

The following were members of the Council of Management during the year.

Andrew Dent	(Chair)
Jon Edwards	
Rachell Fox	
Alice Memminger	
Mary Selfe	
Christine Shaw	
Dominic Tinley	
Graham Warner	(Treasurer)

Since the year end the following were appointed to the Council of Management on 6 May 2021:
Gus Alston, Saskia Bewley, Priyanka Bedia and Karwai Ng.

Key management personnel

Janet Thorne — Chief Executive Officer

Registered Office

17 Oval Way
London
SE11 5RR

Independent Auditors

Crowe U.K. LLP
Aquis House
49-51 Blagrave Street
Reading
Berks
RG1 1PL

Bankers

Lloyds TSB Bank plc
Victoria House
Southampton Row
London
WC1B 5HR

REACH VOLUNTEERING

(Limited by Guarantee)
Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2020

The trustees are pleased to present their Annual Report together with the audited financial statements of the charitable company for the year ended 31 December 2020 which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE & MANAGEMENT

Charity Governance Code

The trustees have adopted the Charity Governance Code and are working towards fulfilling its recommendations. Every year, the trustees review their governance against the Code's recommended practices and use this review to prioritise areas for further development.

Governing Document

Reach (registered as Reach Volunteering) is a charitable company limited by guarantee.

Originally incorporated on 5 October 1979, the name was changed to Reach Volunteering by registration at Companies House on 10 September 2003. The company was registered as a charity on 6 November 1979. It was established under a Memorandum of Association, establishing the objects and powers of the charitable company, and is governed under its Articles of Association which were revised in June 2009.

In 2010 Reach completed its formal registration with the Office of the Scottish Regulator (OSCR) and was registered on 21 June 2010.

Appointment of Council Members (Trustees)

The directors of Reach are also charity trustees for the purposes of charity law and under the company's articles are also known as 'Members of the Council'.

Under the requirements of its Memorandum and its Articles of Association Members of the Council are elected to serve a period of three years, renewable after the first and second period of three years.

Trustees are recruited to ensure that the Council contains the correct mix and balance of skills and experiences. Open recruitment practices are well established within the charity and have extended from use of the Reach register and national advertising to use of online media and other channels depending on the need. Skills and diversity gaps on the board are identified through a regular review. Succession planning for trustees stepping down from office is incorporated into the process. All prospective trustees complete a formal application and the selection process is carried out by a committee comprising at least two trustees, the Chief Executive and, where appropriate, an external reviewer.

All Members of the Council give their time voluntarily and receive no benefits from the charity.

In 2020, the Council met 6 times. Additionally, all trustees were involved in other events or meetings at or on Reach's behalf in the year.

New trustees undergo an induction programme including meeting with key staff and representatives from the volunteer teams. An induction pack including key information relating to trustee duties and responsibilities, charity law, Reach's Memorandum and its Articles of Association and latest financial statements is provided, supplemented with information on the organisation's history, current strategy and annual plans. A regular programme to keep trustees updated with developments in the charity's services and activities has been established.

Organisational Structure

The Council is responsible for setting and overseeing the strategy for the organisation. Day to day management of the charity and its activities is delegated to the Chief Executive and a small staff and volunteer team based mainly at its London office.
Remuneration of the Chief Executive and other paid staff is reviewed regularly and agreed by the trustees taking into account relevant benchmark information for comparable organisations.

Related Parties

The charity has a wholly owned subsidiary, Reach Consulting Limited, which is presently not trading.

None of the trustees receive remuneration or other benefit from their work with the charity.

Risk Management

The Council has a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces;
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The Council, working with the Chief Executive and senior management team, manage risks for the charity through a regularly updated Risk Register, which is reviewed during the year and updated at least annually. The process includes an assessment of risks facing the charity and, where required, action to mitigate these risks and a regular review process to ensure that appropriate systems, procedures and controls are in place to manage these risks. The most significant risks are reviewed at each Board meeting.
The outbreak of Covid-19 and consequent slowdown in economic activity adversely impacted Reach's income during the year from providing support and services to charities. The Trustees closely monitored the effect on Reach's operations and cash flow and took mitigating action as required.
The Council members have approved systems of internal controls that are designed to provide reasonable (although not absolute) assurance against material misstatement or loss.

Reserves Policy

A key element in the management of financial risk is the setting of a reserves policy which is reviewed regularly by the Council. In order to maintain Reach's operational capability, the Trustees aim to have at all times sufficient liquidity and unrestricted reserves equivalent to at least three months expected expenditure. In 2020 this target was approximately £110,000 and the unrestricted reserves at the year-end were £243,405.
A designated unrestricted fund of £10,000 held to cover the potential cost of any dilapidations on expiry of Reach's premises lease was substantially utilised during the year, with the residual balance transferred to the General Fund. Restricted funds at the year-end of £19,750 were held to support special projects.

Fund Raising

Reach performs its own fund raising activities, seeking donations predominantly from large companies and charitable trusts. It does not subcontract these activities to other organisations, nor does it seek donations directly from the general public. In carrying out fund raising, Reach takes account of the requirements of the Fundraising Regulator's Code of Fundraising Practice in this regard.

OBJECTIVES AND ACTIVITIES

Vision

Reach's vision is of a society where all voluntary organisations can easily access the skills and support they need to succeed.

Mission and Public Benefit

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit and believes its activities qualify in that respect.

Reach helps charities to find people who want to volunteer their professional expertise, and professionals to find volunteering opportunities in the charity sector. We are the UK's leading skills-based volunteering charity. With over 40 years' experience of brokering these skills-based volunteering placements, we have developed a method which works.

Volunteers help charities to do *more* of what they do – increasing capacity – and to do it *better* –by bringing in new skills and experience. Reach believes volunteering is a meaningful, indispensable part of a functioning voluntary sector.

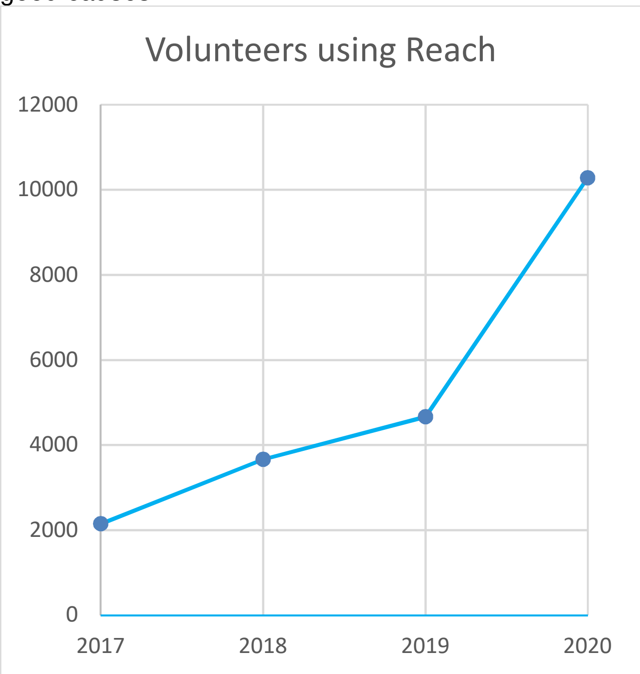
We are unique in that we work with the whole sector – from small community groups to large national charities – with a focus on skills-based volunteering: that means we find people who have the skills and experience that charities need to succeed. Rather than offering more pairs of hands to deliver a service, this sort of volunteering usually relates to strengthening the backbone of an organisation, such as financial stability, marketing and communications or governance (trustees). These are the areas where charities can often have skills gaps and where proficiency is essential if charities are to be sustainable.

Reach is genuinely user-led in the development of our services: we carry out a continual process of service improvement, based on the feedback and input from the people and organisations we are here to help. We are nimble, flexible and responsive to the changing needs of the sector.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Our year at a glance:

We saw an unprecedented number of people join our platform in 2020, more than double the previous year. More than **10,200** volunteers signed up on our website, wanting to share their skills and help good causes.

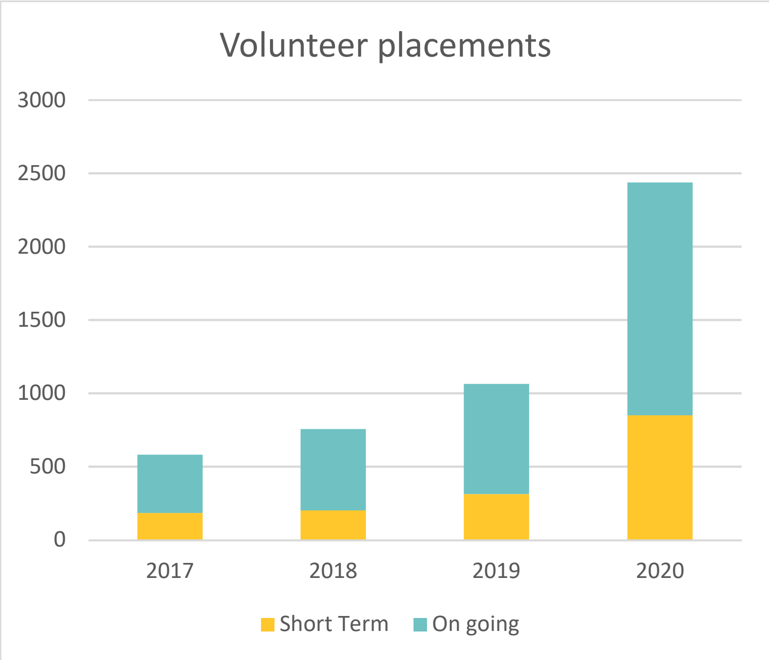


Whilst some kinds of volunteering had to slow, or even stop altogether, as people faced the challenge of not meeting in person, online working has surged and many charities and volunteers have seized the opportunity of remote volunteering.

Volunteering opportunities

We had 4,214 opportunities registered on the Reach platform this year, including a rise of 15% in short term roles. Of all those opportunities, more than 4,000 could be carried out by volunteers working from home.

Complete remote working was new to many charities, and they reached out to volunteers via our platform for help to take their services and their teams online. This year we saw 1,131 placements for volunteers in 'digital' roles. In total, charities recruited 2,437 through our service, and they made a significant contribution: 97% of our good causes said that their volunteer had a positive impact and made a difference to their organisation.

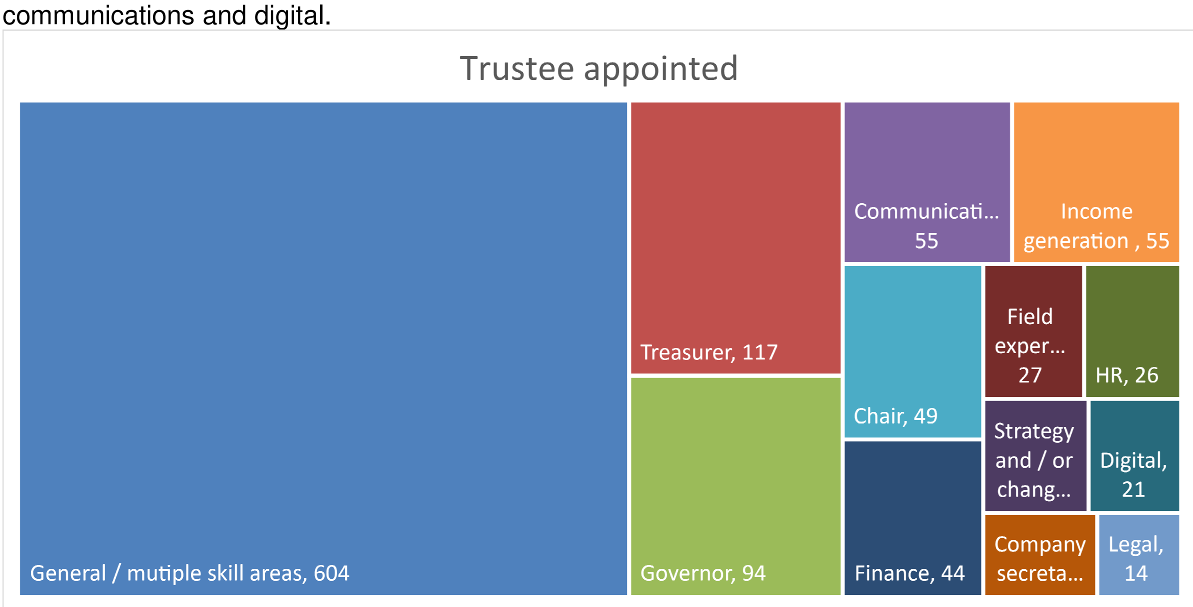


We recognised that many charities needed help and guidance to recruit the right volunteers quickly. We published a new set of templates to help charities, and adapted our content specifically for the Covid-19 pandemic. Our new templates page had over 6,000 visits between May and December 2020.

Board recruitment

As charities adapted to their new reality, trustee recruitment re-started in earnest after a hiatus in March and April.

We supported 556 charities to recruit openly, promoting 1,932 trustee vacancies, generating 4,656 trustee applications, and enabling charities to appoint **1,149 t**rustees. These trustees strengthened the boards they joined with crucial skills in specialisms as diverse as finance, business development, communications and digital.

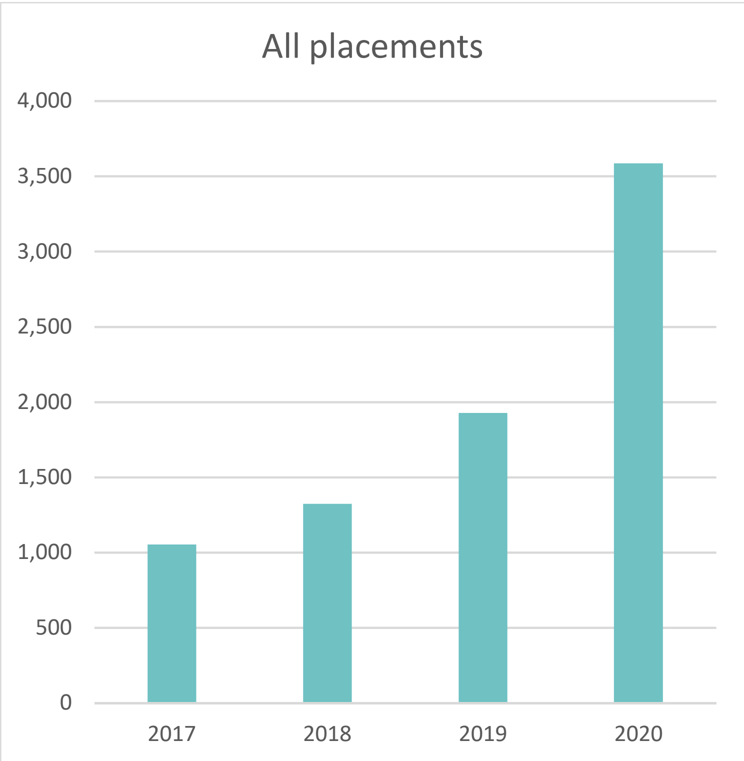


We also increased the diversity of trustee boards in terms of protected characteristics. The applicants and appointees made through Reach's service are significantly more diverse in terms of age, gender and ethnicity than the average trustee board, and are broadly representative of the UK population as a whole. You can see this data here https://infogram.com/diversity-of-trustees-1h9j6qg08vqpv4g?live

Overall impact

We've always supported small charities, and in 2020 more than 60% of the opportunities uploaded to the Reach website came from small organisations with an income of £250k or less. This year we supported 895 good causes in their search for a volunteer/trustee.

All our activities have contributed to making 2020 a record year at Reach – we helped good causes with **3,586** volunteer and trustee placements. We estimate that the value to charities of that volunteer time adds up to some £50m.



We have continued to work in collaboration with some great partners including:

- LinkedIn, who stream all our volunteer and trustee roles to LinkedIn members free of charge, vastly increasing the size of audience who see our opportunities
- Professional associations such as the Royal Statistical Society and lifestyle organisations such as Rest Less
- Community Impact Bucks and Team London
- National infrastructure or special interest organisations such as Getting on Board, Association of Chairs and Small Charities Coalition, Action for Racial Diversity in Trustee Boards
- Companies such as GSK, Legal and General and British Council – whose staff we support to find trustee positions
- Lloyds Bank Foundation – whose grantees we support to recruit trustees through their Enhance programme

We have continued to develop our online service, embarking on a new design cycle including undertaking some extensive user research. We designed and implemented some key improvements during the year, including upgrading the search facility.

We have supported and encouraged charities to recruit trustees and volunteers in a purposeful, inclusive and effective way - for example, by producing a series of videos encouraging boards to use open recruitment for trustees, and to consider diversity. We have promoted trusteeship to new audiences in a range of ways including:

- Workshops run in collaboration with Team London at City Hall
- Webinars run in collaboration with recruitment agencies

Income generating services

Our TrusteeWorks team deliver most of Reach's income generating services. The team work with a range of charities from very small to large and have a depth of expertise in supporting charities to strengthen their boards by recruiting the trustees that they need.
The team offer a suite of services:

- Executive search for charities seeking trustees
- Extended advertising for trustee recruitment
- A 'funder plus' service to funders seeking to support their grantees in recruiting trustees
- Board placement service for employees of companies

The team generated £136,612 during the year (2019: £157,183). This income is crucial for Reach's sustainability as it reduces our reliance on grant income.

Impact

Trustees

We survey charities one year after they have appointed trustees to find out the difference that the trustee has made to the charity.

The responses we received in 2020 were as follows:

- 74% of appointees were still trustees
- 10% had joined the board but subsequently left
- 1% took on a different role within the organization instead
- 15% never actually joined the board.

Trustees who stayed in post made a **significant contribution** to their board:

- 96% of recruiting boards thought that the new trustee had strengthened their governance

- 98% thought that the new trustee was helping their organization become more effective
- 94% thought that the new trustee increased the diversity of skills and expertise on their board. (68% of charities rated this as “a lot”)

We report on the diversity of appointees in terms of ethnicity, age and gender here:

On an individual level, most new trustees make a unique difference. Charities’ responses provide rich sights into the impact a new trustee can have on a board. Below is a short sample.
We ask charities: ‘In your own words, what difference has the trustee made to your board?’

- *The best chair we've ever had!*
- *New ideas and perspective*
- *Mary has brought HR best practice to our organisation as well as being a considered and very responsive Trustee*
- *She has increased the good dynamics and reduced the average age. She is helping the board to be more focused*
- *Thorough financial scrutiny (often at short notice for specific areas) during pandemic first wave re emergency budgets, rolling cashflow and staffing decisions.*
- *New trustee has reviewed our financial procedures and developed new ways of working, saving money for the charity.*
- *Thanks to Reach, we found someone who brought a professional background and expertise quite different from the rest of the board. And skills we needed. We would not have found him through our own networks.*
- *We were looking for a Treasurer and we were able to recruit a qualified accountant with rock solid financial experience and expertise to add real financial acumen to the Board*
- *She brings a background of project management, driving change, financial skills and a clear understanding of policy and practice for organisations. She has been able to help the organisation with GDPR issues, budgeting, business planning, policy development and much more. We were very lucky to find her.*

Skills-based volunteering

64% of volunteers recruited through our service were still in post (or had completed the project) six months after appointment. The balance had left the role or not completed the project – in some cases because of a change in circumstances such as a new job, in others because the charity had too little capacity to follow through. Happily, over 60% of those who left early were still deemed to have made a useful contribution.

Those who remained in post made a very positive contribution to the charities they joined: 95% were reported as making their charity more effective, and 78% of charities said that this was by ‘a lot’.
On an individual level, most volunteers make a tangible difference to their charities. This is illustrated by charities’ responses to the question: “Please describe in your own words the difference the volunteer has made to your organisation”. Below is a sample of these responses:

- *Having professional support in such a key area, has allowed us to concentrate our skills in other areas.*
- *She has enthusiasm and a can-do attitude and has taken over the project she was recruited to help out with.*
- *She supported in writing a grant application that enabled us to secure £30K*
- *Financial insight, preparation for the year ahead, strengthened our resilience as an organisation, increased confidence through increased understanding of our finances through efficient budgeting and projections.*
- *Worked independently, guiding our organisation through the process of ux research which informed our approach to work undertaken during the covid19 pandemic*

- *Caroline accurately assessed the position of the organisation and produced a clear, immediate, short term and long term, time-scaled action plan which formed the basis for funding bids (of which we have now secured enough to ensure viability for the next 12-18 months.*
- *She supported me to review and develop my leadership*
- *We now have a consolidated campaign for website traffic in Google Ads*
- *Thanks to Ciaran, we now have an outstanding logo, a branding we are proud of, and the confidence to market our charity everywhere, knowing that our presence is very professional.*
- *James helped keep us online and sorted out a lot of problems we had, we are a online organisation not for profit that helps over 3000 members. His work made a huge difference to our members and other volunteers morale.*

Financial Review

Reach recorded a total operating surplus of £82,622 for the year (2019: surplus of £45,834) with net funds, including restricted funds, increasing to £263,155 (2019: £180,533). We were fortunate to benefit from grants from several organisations providing additional support to charities during the Covid pandemic.

Total income in 2020 of £530,998 (2019: £499,004) was boosted by the grants referred to above. Earned income from Trusteeworks and related activities declined slightly to a little over £174,000 for the year, compared to around £194,000 in 2019.

Total expenditure declined by around 5% to £448,375 (2019: £453,170). Costs were reduced by placing some employees on furlough during the year, as well as deferring recruitment activity.

Further details of income and expenditure for the year can be seen in the notes to these financial statements.

Outlook and Future Plans

Reach has relatively little forward visibility on the level of earned income and grant funding it receives. Covid-19 dampened demand for trustee recruitment for a while which adversely affected Reach's earned income from this source, although we are now beginning to see a recovery in activity. We have also been able to secure additional funding from trusts and other organisations to mitigate the effect Covid-19 has had on Reach's income. At this stage the financial outcome for the current year cannot be predicted with any certainty, but it presently seems likely that Reach will break even / register a small deficit.

However, Reach entered 2021 with a healthy reserves position, which gives the Trustees confidence in our continued viability.

Our objectives for 2021 include:

- Consolidating the significant increase in scale, strengthening processes and policies and streamlining workflows
- Launching an online resource for inclusive trustee recruitment, incorporating guidance, templates and case studies
- Sharing insights from our research into the impact of skills-based volunteering
- Further extending our online presence and attracting new audiences
- Continuing to improve our online service using an iterative, user-centred, test and learn approach.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- select suitable accounting policies and 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on 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.

Small Company Provisions
This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

By order of the Council of Management:

Andrew Dent

5 July 2021

Andrew Dent
Chair

Date

Independent Auditor's Report to the Members and the Trustees of Reach Volunteering

31 December 2020

Opinion

We have audited the financial statements of Reach Volunteering ('the charitable company') for the year ended 31 December 2020 which comprise Statement of Financial Activities, Balance Sheet, Cash Flow and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of 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 and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our 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.

Other matter

We draw attention to the fact that the corresponding figures presented with these financial statements are unaudited. Our opinion is not modified in respect of this matter.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's 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 contained within the annual report. 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.

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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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 the Acts and relevant regulations made or having effect thereunder.

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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 auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company’s ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were Charity Commission regulations.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, the fund allocation of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, sample testing of income to supporting documentation, reviewing accounting estimates for biases, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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, 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 and the charitable company’s trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Alastair Lyon.

Alastair Lyon
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

Reading

16 July 2021

REACH VOLUNTEERING
(Limited by Guarantee)

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 December 2020

	Notes	Unrestricted Funds 2020 £	Unrestricted Funds 2019 £	Restricted Funds 2020 £	Restricted Funds 2019 £	Total Funds 2020 £	Total Funds 2019 £
Income from:							
Donations and legacies	2	**59,439**	116,276	**292,298**	188,200	**351,737**	304,476
Charitable activities	4	**174,062**	194,528	**-**	-	**174,062**	194,528
Other Income	17	**5,199**	-	**-**	-	**5,199**	-
Total		**238,700**	310,804	**292,298**	188,200	**530,998**	499,004
Expenditure on:							
Raising funds	5	**19,125**	30,816	**-**	-	**19,125**	30,816
Charitable activities	6	**156,702**	234,154	**272,548**	188,200	**429,250**	422,354
Total		**175,827**	264,970	**272,548**	188,200	**448,375**	453,170
Net income		62,872	45,834	19,750	-	82,622	45,834
Net movement in funds		**62,872**	45,834	**19,750**	-	**82,622**	45,834
Total funds brought forward		**180,533**	134,699	**-**	-	**180,533**	134,699
Total funds carried forward		**243,405**	180,533	**19,750**	-	**263,155**	180,533

All income and expenditure derives from continuing activities.

The notes on pages 19 to 24 form part of these financial statements.

REACH VOLUNTEERING
(Limited by Guarantee)
Balance sheet as at 31 December 2020

		Notes	2020 £	2019 £
Fixed assets				
Tangible Fixed Assets		8	**2,193**	-
Investments		3	**1**	1
			2,194	1
Current assets				
Debtors		9	**34,878**	32,954
Cash at bank and in hand			**296,925**	221,310
			331,802	254,264
Creditors: amounts falling due within one year		10	**(70,841)**	(73,732)
Total assets			**263,155**	180,533
Funds				
Unrestricted:	Designated	13	**-**	10,000
	General	13	**243,405**	170,533
Restricted		14	**19,750**	-
			263,155	180,533

The financial statements have been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Approved by the Council of Management, and authorised for issue, on 5 July 2021 and signed on its behalf by:

Andrew Dent
Chair

Graham Warner
Treasurer

The notes on pages 19 to 24 form part of these financial statements.

REACH VOLUNTEERING
(Limited by Guarantee)

Statement of cash flow as at 31 December 2020

	2020 £	2019 £
Cash flows of operating activities:		
Net cash provided by (used in) operating activities	**78,772**	28,789
Cash flows of investing activities:		
Purchase of tangible assets	**(3,159)**	-
Net cash provided by (used in) financing activities	**75,613**	28,789
Change in cash and cash equivalents in the reporting period	**75,615**	28,789
Change in cash and cash equivalents in the beginning reporting period	**221,310**	192,521
Cash and cash equivalents in the end reporting period	**296,925**	221,310

Reconciliation of net income / (expenditure) to net cash from operating activities

	2020 £	2019 £
Net income for the reporting period	**82,622**	45,835
Adjustments for:		
Depreciation charges	**965**	682
Increase in debtors	**(1,924)**	(6,286)
Decrease in creditors	**(2,891)**	(11,442)
Net cash provided by (used in) operating activities	**78,772**	28,789

Analysis of cash and cash equivalents

	2020 £	2019 £
Total Cash in hand	**296,925**	221,310

1 Accounting policies

Reach Volunteering is a charitable company (01452482), limited by guarantee, domiciled in England and Wales.

The registered office is as detailed on page 1.

Principal activity

Reach's principal activity is to assist voluntary organisations in accessing skilled volunteers to support their maintenance and development.

Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006.

Reach Volunteering meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The presentation currency is GBP and rounded to the nearest pound.

Going Concern

The Trustees have considered the financial resources of the Charity for the foreseeable future and, in particular, the continuing effects of Covid-19 on the Charity's financial position. Whilst Covid-19 has had an adverse effect on Reach's earned income, the Trustees believe that in view of existing reserves, together with funding commitments already in place, fund raising activities and remedial actions taken, the Charity will have sufficient funds to continue to meet its liabilties as they fall due for at least twelve months from the date of approval of the financial statements . Therefore, the Trustees have concluded that the going concern basis of accounting continues to be appropriate.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income received in advance of a specified service is deferred until the criteria for income recognition are met.

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.

Government Grants

Grants are accounted for under the performance model as permitted by the charity SORP. CJRS grant income is therefore recognised on a straight-line basis over the furlough period for each relevant employee.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure

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

Expenditure is classified under the following activity headings:

Cost of raising funds comprise the costs incurred in encouraging people and organisations to contribute financially to the charity's work.

Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities.

Operating leases
Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets
Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Equipment and software - 3 years

Debtors
Debtors are recognised initially at fair value. Trade and other debtors are recognised at the amount due on the day they arise. Prepayments are amounts paid in advance and are stated at the actual amount that has been prepaid.

Cash and Cash Equivalents
Cash and cash equivalents represents amounts held within current or deposit bank accounts.

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.

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

2 Donations and legacies

	Unrestricted	**Restricted**	**Total**	Total 2019
	£	**£**	**£**	£
Donations from charitable trusts	**14,350**	**292,299**	**306,649**	289,402
Corporate donations	**32,111**	**-**	**32,111**	2,305
Other income	**12,979**	**-**	**12,979**	12,769
	59,439	**292,298**	**351,738**	304,476

3 Investments

The charity's investment represents 100% of the issued ordinary share capital of the charity's subsidiary company, Reach Consulting

4 Charitable activities

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
TrusteeWorks	136,612	-	136,612	157,183
Core service fees / Employer supported volunteering	37,450	-	37,450	37,345
	174,062	-	174,062	194,528

5 Raising funds

	Unrestricted Funds	Restricted Funds	Total 2020	Total 2019
	£	£	£	£
Direct staff costs	18,155	-	18,155	30,106
Support costs	972	-	972	710
	19,125	-	19,125	30,816

6 Charitable activities

	Unrestricted Funds	Restricted Fund Big Lottery Fund Grant	Other Restricted Funds	Total 2020	Total 2019
	£	£	£	£	£
Placement of volunteers					
Direct staff costs	4,494	124,694	125,270	254,458	251,136
Premises expenses	57,875	-	-	57,875	66,525
IT and communications	17,121	-	-	17,121	17,964
Other overhead costs	52,570	5,834	16,750	75,154	80,081
Legal and professional fees	681	-	-	681	1,832
Audit and Independent Examiners fees	15,057	-	-	15,057	4,153
Dilapidations cost on expiry of lease	8,540	-	-	8,540	-
Finance costs	365	-	-	365	663
	156,702	130,528	142,020	429,250	422,354

Other restricted funds consist of grants from City Bridge Trust, Tudor Trust, Hadrian Trust, Schroder Charity Trust, The Harold Hyam Trust, WI Wingate and The Clothworkers Company.

7 Staff costs

	2020	2019
	£	£
Wages and salaries	224,257	237,178
Social security costs	16,847	18,885
Pension contributions	9,877	11,104
	250,981	267,167
Other staff costs	164	732
	251,145	267,899

The average monthly number of employees during the year were:	**8**	9

One employee had employee benefits in excess of £60,000 (2019: Nil).

The charity trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2019: £Nil) and no trustee (2019: Nil) was reimbursed expenses during the year (2019: £Nil).

No charity trustee received payment for professional or other services supplied to the charity (2019: £Nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer . The total employee benefits of the key management personnel of the charity were £60,515 (2019: £75,813).

8 Fixed Assets

	£ Equipment and software
Cost	
At 1 January 2020	89,821
Disposals/Scrapped	(89,821)
Additions	3,159
At 31 December 2020	**3,159**
Depreciation	
At 1 January 2020	89,821
Disposals/Scrapped	(89,821)
Charge for the year	965
At 31 December 2020	**966**
Net Book Value	
At 31 December 2020	**2,193**
At 31 December 2019	**-**

9 Debtors

	2020	2019
	£	£
Trade debtors	**25,527**	13,569
Other debtors and prepayments	**8,492**	18,647
Due from subsidiary undertaking	**858**	738
	34,878	32,954

10 Creditors - amounts falling due within one year

	2020	2019
	£	£
Trade creditors	**4,558**	3,665
Other creditors and accruals	**2,213**	12,838
Accruals	**20,139**	7,264
Pension Scheme Liability	**30,043**	36,021
Taxation and social security costs	**13,888**	13,944
	70,841	73,732

11 Operating leases

With effect from February 2020 the charity leases office premises on the basis of a rolling four month 'tenant only' notice period. Reach will be leaving the premises on 31st July 2021.

	Land and buildings		Other	
	2020	2019	**2020**	2019
	£	£	**£**	£
Within one year	**33,118**	9,456	**-**	-
	33,118	9,456	**-**	-

The amount of non-cancellable operating lease payments recognised as an expense during the year was £44,575 (2019: £37,825).

12 Analysis of net assets between funds

	Tangible fixed assets	Net current assets	Net assets 2020	Net assets 2019
	£	£	£	£
Unrestricted funds:				
Designated	**-**	**-**	**-**	10,000
General	**2,193**	**241,212**	**243,405**	170,533
Restricted funds	**-**	**19,750**	**19,750**	-
	2,193	**260,962**	**263,155**	180,533

13 Analysis of movements in unrestricted funds

	General fund	Designated dilapidations fund	Total 2020	Total 2019
	£	£	£	£
At 1 January 2020	**170,533**	**10,000**	**180,533**	134,699
Income	**238,700**	**-**	**238,700**	310,804
Expenditure	**(167,287)**	**(8,540)**	**(175,827)**	(264,970)
Transfer to General fund	**1,460**	**(1,460)**	**-**	
At 31 December 2020	**243,405**	**-**	**243,405**	**180,533**

Designated funds:
The purpose of the designated fund was to contribute towards the cost of repairing any dilapidations to the charity's offices at the expiry of the lease in 2020.

14 Analysis of movements in restricted funds

	Trusts	Total 2020	Total 2019
	£	£	£
At 1 January 2019	-	-	-
Income	**292,298**	**292,298**	188,200
Expenditure	**(272,548)**	**(272,548)**	(188,200)
At 31 December 2019	**19,750**	**19,750**	-

Restricted funds:
The purpose of the restricted funds is to support the TrusteeWorks activities and Reach's activities to strengthen charity governance through better trustee recruitment.

15 Related party transactions

There were no related party transactions undertaken during the year other than with Reach's wholly owned subsidiary, Reach Consulting Limited. Reach paid expenses on behalf of the subsidiary amounting to £120 and at the year end the amount to due to Reach from Reach Consulting Limited was £858.

16 Pensions

The charitable company participates in The TPT Retirement Solutions Growth Plan (formerly The Pensions Trust Growth Plan) ('the Plan') which is a multi-employer defined benefit scheme as described by FRS 102 - Section 28.

A full actuarial valuation of the plan at 30 September 2017 showed the market value of the scheme assets to be £795 million, liabilities of £926 million and a deficit of £131 million.

The present value of Reach Volunteering's portion of this deficit is £30,043 at the balance sheet date (2019: £36,021). To eliminate this funding shortfall, the charity is required to make additional contributions to the Plan increasing at an annual compound rate of 3% with the aim of eliminating the deficit over a 10 year period. The cost of the deficit contributions included in these accounts was £6,840 (2019: £6,941).

Reconciliation of opening and closing provisions

	2020	2019
	£	**£**
Provision at start of period	**36,021**	54,842
Unwinding of the discount factor (interest expense)	**365**	663
Deficit contribution paid	**(6,860)**	(6,941)
Remeasurements - impact of any change in assumptions	**-**	-
Remeasurements - amendments to the contribution schedule	**517**	(12,543)
Provision at end of period	**30,043**	36,021

Income and expenditure impact

	2020	2019
	£	**£**
Interest expense	**365**	663
Remeasurements - impact of any change in assumptions	**-**	-
Remeasurements - amendments to the contribution schedule	**517**	(11,335)
	882	(10,672)

17 Other Income

	2020	2019
	£	**£**
Grants received under the UK Government Corona Virus Job Retention Scheme	**5,199**	-
	5,199	**-**

	2020	2019
	£	**£**
18 Audit Fee	**13,600**	**-**