



Trustees' Report and Financial Statements for year ended 31 December 2022

Registered Charity No. 291198 • Registered Company No. 01820460
Spadework Ltd. • A company limited by guarantee

Spadework Social Enterprises CIC
Registered Company No. 13099464 • Community Interest Company

Reference and administrative details of the charity, its trustees, and advisers

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Registered Office

Teston Road, Offham, West Malling, Kent, ME19 5NA

Chairman

Susan Murray

Patrons

Tom Tugendhat MBE VR MP
Stephen Betts
George Harvey

Treasurer

Anthony Young

Chief Executive Officer

Kris Healey

Company Secretary

Anthony Young

Trustees of Charity

Trustees of Charity	Date first appointed
Peter Reeves	20/05/2004
Trevor Brazier	23/11/2009
Anthony Young	26/07/2011
Susan Murray	27/09/2011
Edward Hosey	27/11/2013
James Burke	27/11/2013
Reverend James Brown	20/06/2018
Mary Rimmer	19/12/2018
Hayley Brooks	01/04/2021
Nadra Ahmed CBE	01/04/2021

Directors of Spadework Social Enterprises CIC

Date first appointed

Kris Healey	24/12/2020
Susan Murray	01/05/2021
Anthony Young	01/05/2021

Independent Auditor

Kreston Reeves LLP, Montague Place, Quayside, Chatham Maritime, Kent, ME4 4QU

Bankers

NatWest, 718 London Road, Larkfield, Kent, ME20 6AN

Chairman's Introduction



Welcome to our 38th Annual Report. I am delighted to say that 2022 has been one of

further success in our charity's life story. I am sure that the parents and supporters of the initial idea to provide meaningful activities for their children could not have envisaged just how Spadework would evolve over the years, not only to provide day care and training for adults with learning disabilities but also to include the care and support for those with early onset dementia and provision of gardening and woodworking for others with mental health issues. We have been able to cater for these additional activities by utilising space on site after the Trainees leave in the early afternoon, with our new services funded by grants.

After two years of closure the enlarged and redecorated Food Shed Café reopened on 23 March and saw many of our old customers return as well as many new ones.

New products in The Garden Centre have attracted more customers to help swell our coffers.

The Farm Shop too, continues to trade successfully and Trustees are looking forward to receiving news regarding our planning application to extend the shop. Should we receive permission, any work will

be carried out no earlier than February 2024 due to fundraising issues and the need to build at a time when the site itself is quieter.

In September we were delighted to be named as Disability and Mental Health Charity of the Year at the Kent Charity Awards.

October saw the most amazing month of pumpkin picking, including several nights of picking pumpkins by torchlight! Our Trainees made many pumpkin cookies, which were sold alongside the pumpkins.

Fundraising is getting harder with less money to go round, so I am very grateful for the efforts put in by Tracey Thompson to secure grants not only for specific projects but also to help cover daily costs. Kris Healey entered into successful negotiations with KCC with regard to an uplift in the daily rate and this is gradually coming through. Medway has also increased its daily rate. The combination of these enhanced rates combined with the profits of our Social Enterprise CIC allow us to continue to provide a service of care to all who use our charity.

I would like to thank our staff, our very many volunteers who come from all walks of life, our Trainees and to those who are about to read the Report, I trust you will enjoy a very positive experience.

Sue Murray,
Chairman of the trustees

Spadework 2022 – Key moments in our year

January	→ £512 raised from recycling Christmas trees
February	<ul style="list-style-type: none"> → Woodwork for Wellbeing launches Saturday sessions → Dementia Services extended to include peer support and activity sessions → Fundraising quiz nights resume for first time since pandemic
March	<ul style="list-style-type: none"> → Food Shed Café re-opens after two years → Accessible areas in Garden Centre extended with block paving
April	<ul style="list-style-type: none"> → Easter egg hunt returns on-site → Time to Grow wellbeing sessions extended to include Tuesdays
May	<ul style="list-style-type: none"> → tactive Charity Golf Day at Poult Wood raises £2,500 → Mid-Kent College choose Spadework as charity partner
June	→ Trainees write and perform celebration of Queen's Platinum Jubilee
July	<ul style="list-style-type: none"> → CEO celebrates five years in role → Trainee Poppy pod is decorated and complete

August	<ul style="list-style-type: none"> → Trainees open Spadework Tuck Shop → Dementia Information Day
September	<ul style="list-style-type: none"> → Spadework named Disability and Mental Health Charity of the Year at Kent Charity Awards → First Music and Movement Session, as part of dementia services → Trainees choose "pirate" theme for Activity Week
October	<ul style="list-style-type: none"> → PYO Pumpkin Festival, with first evening sessions → Supporter runs virtual marathon fundraising for Spadework → Corporate volunteers make woodland walk more accessible
November	<ul style="list-style-type: none"> → First Impact Report published → Two apprentices graduate with flying colours → Launch of Spadework Memorial Garden project
December	<ul style="list-style-type: none"> → Celebration evening for supporters, staff and volunteers → 1221 Christmas trees sold → 355 hampers sold

Objectives and activities

→ **Spadework is an independent charity based in West Kent and provides meaningful opportunities for vulnerable adults from both Kent and Medway.**



Our mission is to enable people to be more independent, less isolated and to lead happier, healthier and more fulfilling lives.

Policies and objectives

Spadework provides care, support and meaningful opportunities for adults with learning and other disabilities (known to us as our Trainees) in arts, crafts, catering, gardening, health, hobbies, horticulture, hospitality, information technology, life skills, performing arts, radio podcasts, retail management, wellbeing and woodwork.

Spadework provides a range of different experiences and activities to enable our Trainees to develop the skills needed to

allow them to reach their full potential. As well as providing meaningful opportunities for our Trainees, Spadework provides a number of different services across our site.

We provide two wellbeing services for adults experiencing problems with their mental health (called Time to Grow and Woodwork for Wellbeing) and three dementia services for adults living with dementia (a Memory Café, a Peer Support Group and a Carers' Support Group).

Public benefit

The charity's objective of enabling people to be more independent, is of benefit not only to our Trainees but also to their families, support networks, carers, local authorities and the wider community.

We are fortunate to have many energetic, resourceful and inspirational staff members and volunteers who share our passion and commitment to realising our vision.

At the heart of a rural community, Spadework offers local people a unique place to meet friends, recharge their batteries and enjoy the interaction with our beneficiaries. Our safe and stimulating site enables vulnerable adults to feel accepted for who they are, gain new skills and access new opportunities.

We provide an oasis for our local community, providing a positive and uplifting space to help bring everyone together, be it someone faced with bereavement, a life-changing health diagnosis, an ageing parent, a family celebration, a club meeting or social event. The interactions that occur on our five-acre site are often emotional, meaningful and heartening.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'





Our purpose

- We passionately believe that adults with learning and other disabilities should not be held back from enjoying a full life because of other people's perceptions about what they can and cannot do.
- We passionately believe that people living with dementia and those experiencing problems with their mental health can have a better quality of life if they and their carers have access to activities that enable them to have meaningful experiences.

At Spadework people are supported to:

- Be more **independent** and better prepared for life outside of their family and Spadework.
- Have an increased sense of **self-worth, belonging, and purpose** by feeling the value of doing a good job, being part of something bigger than themselves, playing an active part in the community and **feeling accepted for who they are**.
- **Reduce their feelings of isolation** and increase their **connections with others** by feeling part of a team, accepting each other's abilities and supporting other Trainees.
- Be **happier** and **healthier** and have **increased mental wellbeing**.



What we do

Our Trainees, who are adults with learning disabilities, come on site each weekday and are involved in everything that we do.

The activities fall broadly into three categories:

Horticulture

Creative arts, and performing arts, and woodwork

Skills for life

Our Trainees choose in which of the activity groups they would like to participate. Our staff assist the Trainees in making these choices to ensure that they experience a variety of activities, develop new skills, feel what it is like to experience change and spend time alongside new people. The activities take place in eight-week cycles, after which our Trainees choose the next activity. This allows them to see projects develop over time, use the skills they learn and to be part of a team.

"I like to continue working on something we started the week before."

Trainee K



Jordan's Story*

For Spadework staff there are days when little moments can mean so much. For Lorna, one of our lifeskills co-ordinators, one such day came when she was working with a group of four Trainees in the Orange Room kitchen. The group included Jordan, who has been coming to Spadework for nine years. He has learning disabilities and is autistic.

Jordan was usually the last Trainee to join in, preferring to stay outside the kitchen until the last minute. Once inside, he often spent his time pacing up and down, rarely speaking. On this occasion, however, when Lorna asked him if he would like to do the washing-up, he asked her where things should go. To her surprise, it was soon job done.

The Trainees then started making jacket potato fillings. Jordan had often helped to make the fillings but never ate them,

preferring instead to have the packed lunch prepared by his mother. This time when Lorna asked him if he would like a potato, another surprise: he said yes. Jordan opted for a cheese filling and even tried the sweet potato and red pepper soup that was being made. He said he really liked it.

Then it was time for the Trainees to put jam on a sponge cake. Jordan chose to taste a tiny slither. Lorna told Jordan not to worry if he could not manage it all, but he ate every single piece – and went on to try the custard.

Having told Jordan how proud she was of him, Lorna could not wait to tell her work colleagues about his day. She said that a different Jordan had walked out of the Orange Room that day – and hoped that the same Jordan would turn up the following week.

Having heard about the day, Jordan's mother said: "He is very much a creature of habit. It's difficult to get him to eat anything anywhere else."

She only found out that he had eaten something different at Spadework when the Care team called her. She said that Jordan never says what he has been doing during the day at Spadework.

"The team at Spadework have a real talent for getting him to do what they want him to do in the nicest possible way," she said. "He would prefer to wheel a barrow around all day, but they have managed to get him inside and try different things, which is amazing. I don't know what their secret is because we can't get him to do those things."

"Spadework has made a massive difference. He's going out two days a week and has to get up at a certain time and go out and do the things he is asked to do. He has to stick to the 'rules'. For example, if he wants a day off or wants to change where he is working at Spadework, he has to consider other people."

Jordan lives at home with his parents. He started coming to Spadework because they wanted him to have a purpose. He regularly attends social clubs with his carers, but his mother says it is the routine and purpose he has at Spadework that have helped him progress "in leaps and bounds".

She says that at home he can be very loud and occasionally aggressive. "When he first started at Spadework, he was very tired when he got home. That was good because that got rid of lots of energy. The social aspect is also important. Getting out of the same routine and doing something different every time he is there means he is learning new skills, reconnecting with friends and making new friends."

"He doesn't tell us what he has been doing. The Care team have been very good. If they have seen he has had a really good day, they'll let us know."

She added: "He has more patience now because he has to consider other people. He's a lot more tolerant than he used to be. Spadework has certainly made a massive difference to him and to us."

Although Jordan has plenty of interests – he takes photographs, watches planes, sings and calls bingo at one of his social clubs – his mother said: "He loves the people at Spadework. He has gone from being very shy to being able to express his feelings."

"We want him to learn as much as he possibly can so he can at least do some things for himself without having to rely on too many people."

"I think Spadework should be all over the country," his mother said. "They should be everywhere because there is such a need for it."

In 2022 we held four PYO pumpkin sessions by torchlight



In 2022, we sold 10,419 pumpkins



Horticulture

Our five-acre site contains our vegetable gardens, pumpkin gardens and cut flower gardens. It is also where we grow herbs used in the Café. In spring and summer we grow vegetables that are sold in the Farm Shop. The site needs constant attention from a gardening perspective: cutting grass, trimming hedges, weeding, planting and growing seeds. Our Trainees love getting

involved. In 2022 we recreated a nature area, replanted the allotment gardens and generally got the site back under control after the pandemic.

Fact

More than 100 metres of native hedgerow trees planted

"I like different types of pumpkins – we grow them from seeds that we keep and sell to customers. I loved that... It makes me happy to see food grown from seed to pumpkin and then go to the customer."

Trainee H



Fact Our much-loved Christmas reindeer sold out by mid-December



We made more than 150 reindeer for sale in the Garden Centre



Creative arts, and performing arts, and woodwork

The Queen's Platinum Jubilee provided us with the opportunity to work with our partner Square Peg Arts and write and perform a play. Using the whole of the site, it was watched by Trainees, parents and carers.

It included a song the Trainees had written. Other craft projects included making bunting and a wall hanging to celebrate the Platinum Jubilee, creating signs for our fundraising Easter egg hunt and Christmas decorations for sale in the Garden Centre.

More than 1,000
spiced pumpkin
cookies were
made and sold
in October



Skills for life

In our Orange and Purple Rooms our Trainees acquire and practise skills that will enable them to be more independent. Cooking and food preparation is at the heart of the Trainee Kitchen in the Orange Room. Each week the Trainees choose and prepare foods alongside our lifeskills co-ordinator.

The final week of an eight-week rota calls for creativity as our Trainees cook what they find in the cupboard. In the Purple Room Trainees learn about healthy foods, healthy relationships, how to manage money and skills that can be directly applied to life situations.

In 2022 the
Tuck Shop
generated
£3,067

The Tuck Shop Trolley

→ An example of a collaborative Trainee-led project, where food preparation and cooking meet woodwork and retailing!



Our Trainees identify there are volunteers, staff and Trainees who need something to supplement their packed lunch.



They know fresh snacks could be prepared in the morning in the Orange Room (the Trainee kitchen) and then sold at lunchtime.



In August the Trainees open the shop, setting up a table in the doorway of the Purple Room, adjacent to the kitchen.



Sensing an opportunity to make the Tuck Shop more eye-catching, the mobile Tuck Shop was created in woodwork.



Launched in September, it stands six feet tall, five feet long and four feet wide.



Volunteers and staff are delighted with the shop. There is often a queue.

Impact

Trainee skill development

- Planning • Food preparation • Healthy eating • Presentation • Pricing food
- Serving customers • Healthy choices • Taking payment • Counting takings
- Money given to office • Working together • Taking part in a small business

Benefit to the charity

- Focal point of lunchtime • Brings together Trainees, staff and volunteers
- Generates income • Self-sustaining

Impact against our mission

- Project with a purpose • Trainees feel responsible
- Sense of achievement and pride • Fulfilling project

“The Tuck Shop is about working together, building trust and making healthy choices. Everyone who has contributed is proud of the part they have played.”

Gill Speed, Head of Care and Training

Everything was made from scratch, much of it using palette wood, utilising the best skills of our Trainees, from woodwork to painting.



Dementia Services



The additional services that we launched last year have continued to be well used. We have had more inquiries from local people looking to support individuals with an early diagnosis of dementia and young- onset dementia.

We continued to run our Monday afternoon Memory Café and Carers Support Group. In addition, we began running a music and movement group with tactive. A new singing group was fully booked soon after we announced its launch, while our young onset carers group was our second busiest service in 2022.

In August we hosted an information and advice open day. Representatives from 11 organisations were present to answer questions and talk to local people about

the wider services that are available. These included Alzheimer’s and Dementia Support Services (ADSS), Crossroads Kent and Age UK Maidstone and Medway. Around 100 local people attended to find out more. The feedback we had from the event was very positive and we will host more days in the future.

To assist with the delivery of our dementia services, we recruited more volunteers and currently have seven people who assist our Dementia Services Manager.

In response to the increased demand for these services we will be introducing more groups in 2023, including a regular dementia day drop-in service for anyone wanting more information about dementia.

Dementia Sessions January to December 2022

	Memory café	Music and movement	Singing	Young onset carers group
Number of sessions	12	3	3	12
Total number of attendances	218	24	51	133
Total number of hours	24	4.5	6	24
Total number of people living with dementia supported	40	8	11	5
Total number of carers supported	49	8	13	10
Total number of individuals supported	89	16	24	15



Wellbeing Services



During 2022 we extended the services we offer to people experiencing problems with their mental health.

Our Gardening for wellbeing groups (called Time to Grow) were extended to twice a week. In February we started a new wellbeing initiative that focused on regular woodwork groups (called Woodwork for Wellbeing). From March, these were offered regularly on a Saturday morning.

These groups are hosted in our woodwork space and one of our outside spaces, which is a wonderfully creative space!

A Time to Grow project that has taken shape during the last 12 months is the reclamation of one of our existing covered tunnels and turning it into a fruit growing area. The space is approximately 19 metres long and 10 metres wide.



While the project is still very much a work in progress it's an example of how Spadework's wellbeing services interface with our other activities. It will be a space that in time our Trainees will also be able to tend.

Some of the people who have attended these wellbeing groups are 'moving on' because they feel that have benefitted from their time at Spadework. Seven people have moved back into work, full time education, or have had promotions since participating.



"Woodwork for Wellbeing has provided me with the outlet and connection with others that I needed. It has helped me to sustain and continue to build on the changes I want to make to my life."

Wellbeing Sessions January to December 2022

	Time to Grow	Woodwork for Wellbeing (from March)
Number of sessions	63	28
Total number of attendances	302	263
Total number of hours	906	789
Total number of individuals supported	14	27

In 2023 we will be extending our wellbeing services to include other interests, like walking, reading and craft.

Woodwork for Wellbeing at Spadework



Glen's story

Glen* has been attending Woodwork for Wellbeing sessions since March 2022. At first, he attended fortnightly and now he comes each week.

Glen's home life is centred around looking after his teenage son, who experiences high levels of anxiety and is unable to regulate his emotions.

"As a result," says Glen, "I became very isolated as my son was unable to leave the house other than to go to school or to go out with other family members. My world had shrunk to just interacting with my family. I had given up work."

Glen spent a lot of time with adults who were dealing with special educational needs and his friends had no idea of the challenges he faced at home.

"I had become very lonely, but also very frustrated with life. I wanted to do so much more but couldn't because my life at any moment could require me to dedicate all my time to my son at the drop of a hat, whether that was because he couldn't cope in school and needed to be collected or whether it was through bringing my focus and attention to help him understand and regulate his emotions."

"I cannot describe how brilliant it is to be amongst a group of people who are all there, in their own way, supporting each other."

Glen's wife became aware of Spadework's Woodwork for Wellbeing sessions through our Facebook posts and suggested he might like to join the group.

"Before I started at Woodwork for Wellbeing, I knew what I needed to do to improve my mental health, but I could never sustain it. My life was still lonely, challenging. I could take steps to improve my mental health but sooner or later something in my home life would drag me back down.

"I had an interest in woodwork and I was keen to learn more. These sessions have allowed me to make new friends and connections with people who understood that everyone has their challenges but, also, did not need to know, sympathise or (probably most importantly) dwell on the difficulties of life.

"Woodwork for Wellbeing has provided me with the outlet and connection with others that I needed. It has helped me to sustain and continue to build on the changes I want to make to my life.

"The group has also provided me with an opportunity to understand and develop

ideas for my future work and dreams. I want to set up an organisation supporting children and their families as well as young people generally with their mental health."

The sessions have involved fixing furniture and making small woodwork items. "It's not the projects it's the people," Glen said. "I cannot describe how brilliant it is to be amongst a group of people who are all there, in their own way, supporting each other. The woodwork projects mean that we all connect without the awkwardness of those 'coffee mornings' that are so popular in the SEND [Special Educational Needs and Disability] world.

"Spadework's Woodwork for Wellbeing sessions give you the opportunity to do and learn so much, whether it's about learning a new skill, having a purpose, and seeing the achievement of making something, or simply making a connection with other people. It's the camaraderie, conversation and fun that is the thing for me.

"It's fun, it helps, and it makes a difference. What more can you ask? The impact has been huge, yet I'm sure to the outside world the change in me has been barely noticeable."



Spadework Social Enterprises

Our Café, Garden Centre and Farm Shop have continued to be a reason many local people visit us. Under the guidance of our Garden Centre and Farm Shop Manager, we have increased the range of products that we stock, to include more varieties of plants and a greater range of composts, tools and garden living items. We have also recruited and retained some knowledgeable staff who have improved the way we merchandise our stock. Albeit with the limitations of a polytunnel structure, we have also managed to improve the look and feel of the Garden Centre. Many customers have commented positively on the transformation.

Many local people were relieved when the Food Shed Café reopened after two years. In April we were once again serving our very popular breakfasts, as well as toasted

sandwiches, jacket potatoes, cakes and biscuits as well as hot and cold drinks.

The Farm Shop had an excellent year. It is popular for locals for small items like bread and milk. However, many people who visited us last year have returned to supermarket shopping. We have introduced new ranges, like gluten-free and frozen ready meals to try and attract both new customers and encourage existing customers to spend more, but this has been against the backdrop of a cost-of-living crisis. The aim of our Shop continues to be to serve the local community and to support local growers and producers. We are members of Produced in Kent. We are currently investigating ways of invigorating the Spadework Farm Shop.



A very big
Spadework,
"Thank you."



Fundraising

With financial challenges everywhere, 2022 was always going to be a tricky year for fundraising. Our National Lottery Community Foundation grant came to an end, but we have been fortunate to benefit from a regular income stream over the last few years to help us deliver our activities and the funds to build our new classrooms.

We have acquired a new community defibrillator, courtesy of The Hospital Saturday Fund, and our Trainees and

dementia music classes have benefited from some new musical percussion instruments, courtesy of Music for All.

As always, our local Asda, Tesco, Waitrose and Co-op have helped us raise funds throughout the year. The West Malling Arts Society purchased the paint for Charlotte Gardner, owner of The Drawing Rooms in West Malling, to complete the first of our three outdoor murals. We love some local collaboration and the plan is to finish them in 2023.



The McLay Dementia Trust is supporting the delivery of our dementia services and the Oliver Ford Foundation will be helping us purchase a new truck.

We must also extend our thanks to Kent Community Foundation and Fidelity for their continued support. Their support enabled us to publish our first Impact Report, which will be updated annually.

With an ambition to increase and diversify our income streams, in 2022 we formalised a strategy for corporate fundraising.

Our existing partner, Mid Kent College, continues to support us with volunteer days and presenting opportunities for us to have a presence at events to raise our profile.

tmactive (Tonbridge and Malling Leisure Trust) came on board in May and have been pro-active in fundraising for us.

A charity Golf Day, generated a donation of £2500 for Spadework.

We are looking to build a pipeline of businesses interested in formalising an arrangement with us and now have a process for on-boarding which includes due diligence on any company that expresses interest.

In 2022 we benefited from 355 hours of corporate volunteering from companies including Allianz, Seasalt (Sevenoaks), Cabot Financial, Nat West, Gallagher, Fidelity and Logistics UK.

Many other people and organisations have helped us over the year too. In 2022 we held our first fundraising quizzes, since the pandemic and hosted an on-site Easter Egg Hunt. In December we held a Celebration evening to thank all of our supporters and in 2023 will return to a fuller programme of Community fundraising events.

We are grateful to have the support of a wide range of organisations and individuals as well as those who shop in in our Garden Centre, Cafe and Farm Shop.

Thank you.



Awards

In September 2022 we were honoured to be recognised as Disability and Mental Health Charity of the Year at the Kent Charity Awards. The awards recognise the contribution of charities in making the lives of local people better.

Against the backdrop of the pandemic, the immediate effect of winning in 2022 was to send a wave of positivity through our beneficiaries, our staff and our volunteers. Receiving public recognition for the hard work that goes in every day to deliver our service gave us an opportunity to celebrate.

During the second lockdown two volunteers came on site to assist us with our pumpkin patch. We eventually learned that during the first lockdown their daughter, who lived on her own, had passed away. Her parents told us how grateful they were that they had been able to volunteer at Spadework, which helped them to deal with their grief.

We realised there were plenty more people who could benefit from our services. As a result, we launched Time to Grow, our gardening for wellbeing service enabling people within the local community to come on site and garden. Our Woodwork for Wellbeing sessions enable people to socialise using our woodwork workshop as a base, with a coffee and a piece of cake.

The introduction of weekly memory cafes, peer support and carer groups were the



beginning of the provision of new services for people living with dementia. We appointed a dementia services co-ordinator to bring in the expertise we need to deliver services.

These new services have increased the reach of Spadework, enabled us to generate more income and to use the infrastructure to benefit more people more of the time. This award was recognition of our evolution.

We talk about helping people live healthier, happier and more fulfilling lives and this award has helped us to do that.

We were shortlisted with two other amazing charities for this award. We have had a close relationship with one of the finalists, The Fifth Trust in Canterbury for the past six years. The other shortlisted finalist was Maidstone Mencap Charitable Trust and as a result of winning this award we have developed closer ties with them.

It has given confidence to our stakeholders and supporters.

We are proud to have been recognised with this award and are using the recognition to further extend the work we do to support our community.

Sustainability

We want to reduce our emissions. In 2022 we have been fortunate to receive advice to help us analyse and begin our journey to decarbonise.

This advice has been possible through government funding, which enabled a Decarbonisation Adviser to visit us and calculate our carbon footprint in 2021 and then review it for the 12 months of 2022.

We are pleased that we have reduced our carbon footprint from 36.02 tCO₂e to 9.78 tCO₂e. In effect we have reduced our emissions by 73 per cent.

Primarily this has been achieved by no longer using kerosene in our greenhouses. We made a conscious decision to change our operating

model. By growing and stocking fewer plants that need warm conditions we've changed our energy needs. We also reduced our electricity usage by 23 per cent in 2022 compared to 2021. This is reflected in our improved carbon footprint.

We are also mindful of the emissions produced by the Spadework trucks. Through careful scheduling of deliveries of items like logs, flowers, veg boxes and Christmas trees, we are trying to ensure we use fuel efficiently. We work out routes that are optimised to save fuel and reduce the number of journeys we take.

We are pleased we have achieved this and we will now be signing up to the Government's SME Climate Commitment.



**We reduced
our emissions
by 73%**

Challenges

2022 has been a challenging year. New framework contracts for statutory funding from KCC did not kick in until six months later than due. As costs increased the value of the contracts, even at the higher rate was less than anticipated. This placed additional pressure on the income generated by our social enterprises, which performed well.

The energy crisis has impacted us in two ways. Firstly, while it meant demands for our logs increased, we struggled to keep up with the demand. This is a challenge for our staff who want to take and fulfil every order and for our Garden Centre and Farm Shop Manager who purchases the logs.

Sometimes we were simply unable to source logs and there were several weeks when we had sold out. In the future we will look at how we can protect this income, perhaps by being able to store more logs on site. We are collaborating with the Fifth Trust

to understand the logistics of their log sales operation.

The second way the energy crisis has impacted us is to increase our energy costs. We have a high consumption of electricity and are looking at ways to reduce this. In addition, despite the fact that we have access to the bore water of our farming neighbour (and patron Stephen Betts), our bill increased from £1300 in 2021 to £4830 in 2022.

We endeavour to find income from other revenue streams, but it has been hard even to stand still in the current economic climate. The increased demand for our services puts more pressure on our existing income.

With a similar economic outlook for 2023, alongside the changing weather patterns which influence our Garden Centre sales, we anticipate another challenging year.



The future

We will:

- Continue to provide the **highest quality person centred-care** to the three distinct vulnerable groups that we serve.
- **Support our staff** in their day-to-day roles, with a focus on **their wellbeing**, and provide access to learning that will **develop their skills**.
- Continue to **build an exceptional team of staff and volunteers** who understand our mission.
- **Grow our supporter base** to contribute to our financial sustainability, **generating income and creating partnerships**.
- Continue our journey to **decarbonise our operations**.
- Monitor **our financial position** closely to ensure we can continue to deliver our services and to support our community.
- **Forge and evolve collaborative relationships** with other charities and local organisations, so we remain at the heart of our community.
- **Measure the impact** of our work against our mission.



Financial Statement



Financial Review

a. Reserve policy

Our objective is to achieve a position where the income from local authority grants and from the supporting activities meet the full operational costs of the charity, allowing all donations to be used for new capital projects and to allow for the creation of a reserve fund. Over the last few years our dependence on donations to cover operational shortfalls has been reducing. We would ideally like to build a reserves buffer of around £150,000 to enable the charity to continue operating whilst we achieve this goal.

- General reserves at 31 December 2021 amounted to £5,739 (2021 – £80,099), designated funds totalled £981,951 (2021 – £968,672) and restricted funds were £23,109 (2021 – £30,260) giving total funds of £1,010,799 (2021 – £1,079,031).
- At 31 December 2022, net current assets totalled £157,341 (2021 – £178,865).

Structure, governance and management

a. Company status

Spadework Ltd is a charitable company limited by guarantee with no share capital. The company was incorporated on 30 May 1984 and is governed by its Memorandum and Articles of Association.

b. Governance and internal control

The Board of Trustees is responsible for selecting and recruiting suitably skilled Trustees. One third of the Trustees retire from office at each Annual General Meeting. A retiring trustee is eligible for re-election, and there is no limit on the number of times a trustee may be re-elected.

c. Risk management

The Trustees have assessed the major risks to which the charity is exposed and, in particular, those related to the operations and finances of the charity. They are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

The Trustees have developed a formal risk management process to assess business risks and implement risk management strategies. This involves reviewing the risks the charity faces, prioritising them in

Financial Statement



terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks in line with a risk profile accepted by the board.

The most significant risk facing the charity is a reduction in our funding. A reduction in income would impact on the charity's ability to continue to operate. In terms of mitigating the risk, we strive to ensure that the income derived from our Day Opportunity Services and other supporting activities are maximised and that we are working towards identifying new funding streams.

Basis for preparation of accounts

The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the Charity qualify as small under section 383 of the Companies Act 2006, the Group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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).

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 Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to: →

Financial Statement



- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity 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 Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

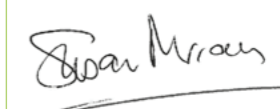
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditor

The auditor, Kreston Reeves LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Sue Murray, Chairman
Date: 19th May 2023

Independent auditor's report to the Members of Spadework Limited

Opinion

We have audited the financial statements of Spadework Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent 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.

Independent auditor's report to the Members of Spadework Limited (continued)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

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

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

Independent auditor's report to the Members of Spadework Limited (continued)

Auditor's responsibilities for the audit of the financial statements

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

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

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks.

Based on our understanding of the group and charitable sector generally, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of noncompliance with laws and regulations related to safeguarding, health and safety, antibribery and employment law. We considered the extent to which noncompliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, taxation and pension legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of noncompliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase revenue or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of noncompliance with laws and regulations and fraud; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Conducting interviews with appropriate personnel to gain further insight into the control systems implemented, and the risk of irregularity; and
- Reading minutes of meetings of those charged with governance and reviewing correspondence with relevant regulatory authorities; and
- Physical inspection of tangible assets susceptible to fraud or irregularity; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud.

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.

Independent auditor's report to the Members of Spadework Limited (continued)

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, Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

S M Robinson BA FCA FCIE DChA (Senior statutory auditor)

for and on behalf of
Kreston Reeves LLP

Chartered Accountants
Statutory Auditor

Montague Place

Quayside

Chatham Maritime

Chatham

Kent

ME4 4QU

Date: 5th June 2023

Spadework Limited
(A company limited by guarantee)

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

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	60,272	102,125	162,397	369,023
Charitable activities	4	682,552	-	682,552	604,980
Other trading activities	5	890,419	-	890,419	641,540
Investments	6	88	-	88	13
Other income	7	1,629	-	1,629	-
Total income		1,634,960	102,125	1,737,085	1,615,556
Expenditure on:					
Raising funds		27,302	-	27,302	23,201
Charitable activities	9	1,669,120	108,895	1,778,015	1,604,992
Total expenditure		1,696,422	108,895	1,805,317	1,628,193
Net expenditure		(61,462)	(6,770)	(68,232)	(12,637)
Transfers between funds	18	381	(381)	-	-
Net movement in funds		(61,081)	(7,151)	(68,232)	(12,637)
Reconciliation of funds:					
Total funds brought forward		1,048,771	30,260	1,079,031	1,091,668
Net movement in funds		(61,081)	(7,151)	(68,232)	(12,637)
Total funds carried forward		987,690	23,109	1,010,799	1,079,031

Spadework Limited
(A company limited by guarantee)
Registered number: 1820460

Consolidated balance sheet
As at 31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	983,060	980,054
		983,060	980,054
Current assets			
Stocks	14	120,780	130,878
Debtors	15	103,054	85,466
Cash at bank and in hand		69,539	83,455
		293,373	299,799
Creditors: amounts falling due within one year	16	(136,032)	(120,934)
Net current assets		157,341	178,865
Total assets less current liabilities		1,140,401	1,158,919
Creditors: amounts falling due after more than one year	17	(129,602)	(79,888)
Total net assets		1,010,799	1,079,031
Charity funds			
Restricted funds	18	23,109	30,260
Unrestricted funds	18	987,690	1,048,771
Total funds		1,010,799	1,079,031

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Anthony Young
Treasurer
Date: 22nd May 2023



Susan Murray
Chair

Charity balance sheet
As at 31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	983,060	980,054
Investments	13	1	1
		<u>983,061</u>	<u>980,055</u>
Current assets			
Stocks	14	26,318	33,942
Debtors	15	99,929	85,466
Cash at bank and in hand		68,675	83,455
		<u>194,922</u>	<u>202,863</u>
Creditors: amounts falling due within one year	16	(90,428)	(162,121)
Net current assets		<u>104,494</u>	<u>40,742</u>
Total assets less current liabilities		<u>1,087,555</u>	<u>1,020,797</u>
Creditors: amounts falling due after more than one year	17	(129,602)	(79,888)
Total net assets		<u>957,953</u>	<u>940,909</u>
Charity funds			
Restricted funds	18	23,109	30,260
Unrestricted funds	18	934,844	910,649
Total funds		<u>957,953</u>	<u>940,909</u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Anthony Young
Treasurer
Date: 22nd May 2023

Susan Murray
Chair

Consolidated statement of cash flows
For the year ended 31 December 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	21	26,643	57,997
Cash flows from investing activities			
Fixed Asset Additions		(88,987)	(265,524)
Proceeds from Sale of Tangible Fixed Assets		4,745	-
Profit on Sale of Fixed Assets		(1,629)	-
Net cash used in investing activities		<u>(85,871)</u>	<u>(265,524)</u>
Cash flows from financing activities			
Cash inflows from new borrowing		137,264	-
Repayments of borrowing		(91,952)	(5,190)
Net cash provided by/(used in) financing activities		<u>45,312</u>	<u>(5,190)</u>
Change in cash and cash equivalents in the year		<u>(13,916)</u>	<u>(212,717)</u>
Cash and cash equivalents at the beginning of the year		83,455	296,172
Cash and cash equivalents at the end of the year	22	<u>69,539</u>	<u>83,455</u>

The notes on pages 48 to 65 form part of these financial statements

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

1. General information

Spadework Limited is a company limited by guarantee in the United Kingdom. In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charitable Company. The address of the registered office is given in the Charity information on page 1 of these financial statements. The nature of the Charitable Company's operations and principal activities are set out on page 2.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Spadework Limited 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.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

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

2. Accounting policies (continued)

2.3 Expenditure

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

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 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.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Freehold land	- Not depreciated
Site improvements	- 5% straight line
Buildings	- 5% straight line
Motor vehicles	- 25% reducing balance
Fixtures and fittings	- Various rates depending on the estimated useful life of the asset
Assets under construction	- Not depreciated until completion

2.7 Investments

Investments in subsidiaries are valued at cost less provision for impairment.

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

2. Accounting policies (continued)

2.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.9 Debtors

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

2.10 Cash at bank and in hand

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

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.12 Financial instruments

The Group 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.13 Operating leases

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

2.14 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

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

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

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

3. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	60,272	102,125	162,397	191,079
Government grants	-	-	-	177,944
	<u>60,272</u>	<u>102,125</u>	<u>162,397</u>	<u>369,023</u>
Total 2021	<u>282,421</u>	<u>86,602</u>	<u>369,023</u>	

Government grants include furlough income of £Nil (2021: £177,944) received through the government's furlough scheme during the COVID-19 pandemic.

Spadework Limited
(A company limited by guarantee)

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

4. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Charitable activities	682,552	682,552	604,980
Total 2021	604,980	604,980	

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Pumpkins	47,036	47,036	54,534
Catering	900	900	-
Logs	160,035	160,035	97,431
Other activities	15,962	15,962	5,160
Sponsorship - Kent County Council	277,973	277,973	243,194
Sponsorship - Medway Council	24,762	24,762	40,132
Sponsorship - Private	155,884	155,884	164,529
	682,552	682,552	604,980
Total 2021	604,980	604,980	

Spadework Limited
(A company limited by guarantee)

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

5. Income from other trading activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Garden Centre	425,200	425,200	380,167
The Food Shed Café	260,077	260,077	2,925
Farm shop	205,142	205,142	258,448
	890,419	890,419	641,540
Total 2021	641,540	641,540	

6. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank interest	88	88	13
Total 2021	13	13	

7. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Profit on sale of fixed assets	1,629	1,629	-

Spadework Limited
(A company limited by guarantee)

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

8. Costs on raising funds

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Fundraising events	27,302	27,302	23,201
Total 2021	<u>23,201</u>	<u>23,201</u>	

9. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Charitable activities	<u>1,669,120</u>	<u>108,895</u>	<u>1,778,015</u>	<u>1,604,992</u>
Total 2021	<u>1,515,412</u>	<u>89,580</u>	<u>1,604,992</u>	

Spadework Limited
(A company limited by guarantee)

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

. Charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Other staff costs	9,638	-	9,638	5,406
Vehicle costs	13,256	-	13,256	9,261
Office costs	133,887	-	133,887	141,931
Professional costs	34,284	-	34,284	29,259
Site costs	73,033	38,289	111,322	132,812
Bank interest	6,858	-	6,858	5,286
Stock purchases	580,965	-	580,965	435,985
Auditors' remuneration	10,995	-	10,995	8,450
Wages and salaries	668,895	60,333	729,228	705,858
National insurance	47,984	-	47,984	48,078
Pension costs	16,733	-	16,733	15,523
Depreciation	72,592	10,273	82,865	67,143
	<u>1,669,120</u>	<u>108,895</u>	<u>1,778,015</u>	<u>1,604,992</u>
Total 2021	<u>1,515,412</u>	<u>89,580</u>	<u>1,604,992</u>	

10. Staff costs

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Wages and salaries	729,228	705,858	729,228	705,858
Social security costs	47,984	48,078	47,984	48,078
Contribution to defined contribution pension schemes	16,733	15,523	16,733	15,523
	<u>793,945</u>	<u>769,459</u>	<u>793,945</u>	<u>769,459</u>

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

10. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	Group 2022 No.	Group 2021 No.	Charity 2022 No.	Charity 2021 No.
Support Workers	16	18	16	18
Administrator	5	4	5	4
Managers	10	9	10	9
Weekend Staff	15	12	15	12
CIC	16	-	16	-
	62	43	62	43

The average headcount expressed as full-time equivalents was:

	Group 2022 No.	Group 2021 No.	Charity 2022 No.	Charity 2021 No.
Support Workers	11	15	10	15
Administrators	2	2	1	2
Managers	8	9	6	9
Weekend Staff	3	6	-	6
CIC	10	-	-	-
	34	32	17	32

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

	Group 2022 No.	Group 2021 No.
In the band £80,001 - £90,000	1	-
In the band £90,001 - £100,000	-	1

During the year the charity's key management personnel received employee benefits (as defined by Charities SORP FRS 102) of £293,385 (2021: £302,270), including employer's national insurance contributions of £28,451 (2021: £28,410) and employer's pension contributions of £7,510 (2021: £6,275).

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 December 2022, no Trustee expenses have been incurred (2021 - £NIL).

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

12. Tangible fixed assets

Group and Charity

	Freehold property £	Motor vehicles £	Fixtures and fittings £	Assets under construction £	Total £
Cost or valuation					
At 1 January 2022	1,326,347	44,412	116,683	128,460	1,615,902
Additions	81,010	-	7,977	-	88,987
Disposals	-	-	(4,970)	-	(4,970)
Transfers between classes	128,460	-	-	(128,460)	-
At 31 December 2022	1,535,817	44,412	119,690	-	1,699,919
Depreciation					
At 1 January 2022	556,401	24,505	54,942	-	635,848
Charge for the year	51,204	4,968	26,693	-	82,865
On disposals	-	-	(1,854)	-	(1,854)
At 31 December 2022	607,605	29,473	79,781	-	716,859
Net book value					
At 31 December 2022	928,212	14,939	39,909	-	983,060
At 31 December 2021	769,946	19,907	61,741	128,460	980,054

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

13. Fixed asset investments

	Investments in subsidiary companies £
Charity	
Cost or valuation	
At 1 January 2022	1
At 31 December 2022	1
Net book value	
At 31 December 2022	1
At 31 December 2021	1

14. Stocks

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Closing stock	120,780	130,878	26,318	33,942

15. Debtors

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Due within one year				
Trade debtors	78,761	45,419	75,636	45,419
Other debtors	9,242	2,538	9,242	2,538
Prepayments and accrued income	15,051	37,509	15,051	37,509
	103,054	85,466	99,929	85,466

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

16. Creditors: Amounts falling due within one year

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Bank loans	5,506	9,908	5,506	9,908
Trade creditors	86,182	84,054	19,560	31,391
Amounts owed to group undertakings	-	-	21,018	93,850
Other taxation and social security	32,380	16,817	32,380	16,817
Other creditors	3,619	3,055	3,619	3,055
Accruals and deferred income	8,345	7,100	8,345	7,100
	136,032	120,934	90,428	162,121

17. Creditors: Amounts falling due after more than one year

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Bank loans	129,602	79,888	129,602	79,888

Included within the above are amounts falling due as follows:

Between two and five years

Bank loans	22,023	41,905	22,023	41,905
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Over five years

Bank loans	107,579	37,983	107,579	37,983
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Included in creditors is a loan from Natwest Bank, payable over 10 years at a fixed rate of 6.23% pa over the Bank's base rate. During the fixed rate period monthly instalments of £1,175.45 will be payable, with the balance of the loan being due as a final instalment.

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

18. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2022 £
Designated funds					
Fixed Asset Fund	968,672	-	-	13,279	981,951
General funds					
General Fund	80,099	1,634,960	(1,696,422)	(12,898)	5,739
Total Unrestricted funds	1,048,771	1,634,960	(1,696,422)	381	987,690
Restricted funds					
Buildings Fund	11,382	-	(10,273)	-	1,109
National Lottery	9,404	40,252	(49,656)	-	-
Other Restricted Funds	9,474	61,873	(48,966)	(381)	22,000
	30,260	102,125	(108,895)	(381)	23,109
Total of funds	1,079,031	1,737,085	(1,805,317)	-	1,010,799

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

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2021 £
Designated funds					
Fixed Asset Fund	760,202	-	-	208,470	968,672
General funds					
General Fund	276,486	1,528,954	(1,538,613)	(186,728)	80,099
Total Unrestricted funds	1,036,688	1,528,954	(1,538,613)	21,742	1,048,771
Restricted funds					
Buildings Fund	21,471	-	(10,089)	-	11,382
National Lottery	10,000	40,252	(26,671)	(14,177)	9,404
Other Restricted Funds	23,509	46,350	(52,820)	(7,565)	9,474
	54,980	86,602	(89,580)	(21,742)	30,260
Total of funds	1,091,668	1,615,556	(1,628,193)	-	1,079,031

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

The designated **Fixed Asset Fund** represents the net book value of the charity's fixed assets, excluding the value of the restricted Buildings Fund.

The restricted **Buildings Fund** accounts for 'lottery' grants from the Community Fund, expended on buildings and equipment. In accordance with the terms of those grant, there are restrictions on use of those assets which can apply for anything up to 80 years. Accordingly, transfers are made so that the balance on this fund is equal to the net book value of the buildings and equipment to which such restrictions apply.

The restricted **Global Make Some Noise Fund** accounts for a grants awarded to perform repairs and construction work to the Charity's premises.

The restricted **National Lottery Fund** relates to grants received from the National Lottery for various works to make improvements to the Charity's premises.

Other restricted funds relate to immaterial grants and donations received from various organisations or individuals for specific projects.

Transfers out of restricted funds during the year relate to the purchase of capital assets, in accordance with the terms of the restricted grant, and have been transferred to the Charity's designated fixed asset fund as the terms of the restriction have now lapsed.

19. Summary of funds

Summary of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2022 £
Designated funds	968,672	-	-	13,279	981,951
General funds	80,099	1,634,960	(1,696,422)	(12,898)	5,739
Restricted funds	30,260	102,125	(108,895)	(381)	23,109
	<u>1,079,031</u>	<u>1,737,085</u>	<u>(1,805,317)</u>	<u>-</u>	<u>1,010,799</u>

Summary of funds - prior year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2021 £
Designated funds	760,202	-	-	208,470	968,672
General funds	276,486	1,528,954	(1,538,613)	(186,728)	80,099
Restricted funds	54,980	86,602	(89,580)	(21,742)	30,260
	<u>1,091,668</u>	<u>1,615,556</u>	<u>(1,628,193)</u>	<u>-</u>	<u>1,079,031</u>

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

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	981,951	1,109	983,060
Current assets	271,373	22,000	293,373
Creditors due within one year	(136,032)	-	(136,032)
Creditors due in more than one year	(129,602)	-	(129,602)
Total	<u>987,690</u>	<u>23,109</u>	<u>1,010,799</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	968,672	11,382	980,054
Current assets	280,921	18,878	299,799
Creditors due within one year	(120,934)	-	(120,934)
Creditors due in more than one year	(79,888)	-	(79,888)
Total	<u>1,048,771</u>	<u>30,260</u>	<u>1,079,031</u>

21. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2022 £	Group 2021 £
Net expenditure for the year (as per Statement of Financial Activities)	<u>(68,232)</u>	<u>(12,637)</u>
Adjustments for:		
Depreciation charges	82,865	67,143
Decrease/(increase) in stocks	10,098	(34,603)
Decrease/(increase) in debtors	(17,588)	78,398
Increase/(decrease) in creditors	19,500	(40,304)
Net cash provided by operating activities	<u>26,643</u>	<u>57,997</u>

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

22. Analysis of cash and cash equivalents

	Group 2022 £	Group 2021 £
Cash in hand	69,539	83,455

23. Analysis of changes in net debt

	At 1 January 2022 £	Cash flows £	At 31 December 2022 £
Cash at bank and in hand	83,455	(13,916)	69,539
Debt due within 1 year	(9,908)	4,402	(5,506)
Debt due after 1 year	(79,888)	(49,714)	(129,602)
	(6,341)	(59,228)	(65,569)

24. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £16,733 (2021: £15,523). Contributions totalling £3,619 (2021: £3,055) were payable to the fund at the balance sheet date and are included in creditors.

25. Operating lease commitments

At 31 December 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Not later than 1 year	180	180	180	180
Later than 1 year and not later than 5 years	360	540	360	540
	540	720	540	720

26. Related party transactions

During the year Brachers, a related party of Mary Rimmer, whom is a Trustee, due to her role with the company, made no purchases (2021: £190) from Spadework and made no donations (2021: £10,000) to Spadework.

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Notes to the financial statements
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27. Controlling party

There is no overall controlling party.

28. Principal subsidiaries

The following was a subsidiary undertaking of the Charity:

Name	Company number	Registered office or principal place of business	Principal activity
Spadework Social Enterprises CIC	13099464	Spadework Nursery, Teston Road, Offham, West Malling, Kent, ME19 5NA	To provide commercial support to the Charity and learning opportunities for the trainees
Class of shares	Holding	Included in consolidation	
Ordinary	100%	Yes	

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
Spadework Social Enterprises CIC	890,419	(837,573)	52,846	190,969



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