

2023/24

The Federation Of Groundwork Trusts

(Operating as Groundwork UK)



# Annual Report and Financial Statements



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# About Groundwork UK

**Groundwork supports practical action to create a fair and green future in which people, places and nature thrive.**

We believe that working with local communities and businesses to help them build their capacity and resilience is vital if we are to tackle hardship, achieve a just transition to net-zero and help nature recover in a way that reduces inequality and leads to better work and healthier, happier lives.

What this means in practice is: helping people get jobs and supporting the growth of the green economy; reducing the waste of energy, food and water; creating and maintaining biodiverse, accessible green spaces; supporting businesses to be more successful and responsible; and empowering communities to take action to improve their health and wellbeing and the local and global environment.

**Groundwork UK** is the central body of Groundwork, responsible for the brand, systems and agreements that hold the federation together. We add value to Groundwork's local activities by building the organisation's profile, developing strategic relationships with partners and funders, managing programmes and contracts delivered by Groundwork Trusts and others and furthering Groundwork's mission by distributing grants to other charities and community groups on behalf of public bodies and private businesses. We act as Groundwork's national voice in the outside world and help all parts of Groundwork gain the benefits of being in a federation by providing opportunities to collaborate, share ideas and capacity and learn from good practice.

Groundwork UK is registered as a company and charity under the name The Federation of Groundwork Trusts, denoting its status as the membership body for Groundwork Trusts. This report outlines the activity, priorities and financial position of Groundwork UK and how it contributes to Groundwork's collective achievements [www.groundwork.org.uk](https://www.groundwork.org.uk).

# Chair's Statement

**This is my final contribution to Groundwork UK's annual report as I step down at the end of three terms as Chair. It has been a privilege to lead the Board and support the Chief Executive and his team through a period that has been unprecedented in our history – political turmoil, a global pandemic and shocks to the national and global economy.**

I'm delighted to say that I leave the organisation in good health. Groundwork UK has grown steadily over the last decade and sits at the heart of a federation that continues to buzz with ideas, energy and innovation. We have remained responsive, developing solutions that meet the emerging and evolving needs of communities: our work to help people reduce their bills and escape fuel poverty has grown considerably; we are at the forefront of activity to help people get jobs in the green economy; and we are finding new ways of ensuring people of all ages and backgrounds are able to connect with nature to improve their health and wellbeing.

Along the way we have built and sustained important relationships, working with central and local government, lottery funders and businesses who share our values and know the benefits of investing in communities. I want to say a particular thank you to the National Lottery Heritage Fund, for their vision in helping to create the New to Nature programme, giving young people from diverse backgrounds their first job in the sector. I also want to pay tribute to Tesco for their ongoing support which has seen more than £100m invested in communities and, this year, the launch of a new Stronger Starts strategy ensuring children and young people stay fit, fed and focused. Thank you also to the Cadent Foundation, who have doubled their support for our Green Doctor service and who are helping us grow our workforce to meet increased demand. We have worked with many other partners and funders during the last year, whose generous support has enabled us to provide grants and support to thousands of communities around the country.

Groundwork is in safe hands and has the resilience and flexibility to respond to the challenges and opportunities presented by changing circumstances and a new political reality. The support and services we provide will never be more needed as the impacts of climate change are felt more significantly by those who are most vulnerable. Finding solutions that don't disadvantage people further and that, instead, demonstrate the positive social benefits of more sustainable choices is going to be the defining challenge of the next 10 years.

I would like to thank my fellow trustees, who give their time so generously to support our organisation, and Groundwork's employees around the country who continue to inspire through their commitment and creativity. The greatest strength of any organisation is its people and I know Groundwork will remain committed to giving people the opportunity to build exciting, fulfilling careers while helping those who need it most to improve their prospects.



Graham Hartley, **Chair (retired 19 September 2024)**

# Governance

## How we are organised and governed

Groundwork UK is the operating name of The Federation of Groundwork Trusts, a charity and a company limited by guarantee. The governing documents are its Memorandum and Articles of Association, which were last amended by written resolution on 6 December 2018.

Membership of Groundwork UK comprises Groundwork Trusts. Groundwork Trusts are registered charities and companies limited by guarantee with similar objects to Groundwork UK but delivering in local areas across the UK. A membership agreement sets out our internal roles, relationships and behaviours and the whole of Groundwork operates to a collectively agreed federation strategy, which is overseen by our Board of Trustees.

The Board of Trustees comprises the trustees of Groundwork UK in accordance with the Charities Act 2011, who are also the directors of the company in accordance with the Companies Act 2006. The majority of our trustees are appointed from the boards of our member Groundwork Trusts. A number of independent trustees, including our Chair, are co-opted by the Board on account of their skills, experience or networks.

Our trustees are responsible for ensuring Groundwork UK is managed effectively and efficiently with appropriate systems, processes and policies governing our fundraising and financial management, our assets and investments and our responsibilities to our staff, volunteers and beneficiaries. Trustees pay particular attention to our responsibilities in respect of health and safety, safeguarding and cybersecurity, and we also have trustee champions overseeing our work to reduce our carbon footprint and promote equity, diversity and inclusion across our organisation. Although no formal Trustee training programme is in place, Trustees receive an informal induction overseen by the Chief Executive.

The work of the Board is supported by four sub-committees:

**Groundwork UK Committee** - overseeing the development and management of our programmes and services, ensuring risks are managed and supporting the operational and financial performance of our organisation.

**Audit & Remuneration Committee** – overseeing Groundwork UK’s audit process, reviewing our Annual Report and Financial Statements and helping to make decisions on pay and reward.

**Federation Executive Team** – executives from each Groundwork Trust supporting the Board with the formulation of strategy and policy for the whole of Groundwork and ensuring that Groundwork UK is working in the best interests of the whole federation.

**Chairs’ Committee** – comprising the Chairs of the three committees above and assisting with appointments to the Board, including selection of the Federation Chair.



As a charity supporting young people to play an active role in their communities, we want to ensure that our strategic decision-making and operational plans are informed by the views of young people. Our **Youth Advisory Board** acts as a sounding board for our internal teams and provides a platform for building and supporting a wider network of young people to improve their own lives and neighbourhoods. We also seek regular feedback from community groups we support through our grant programmes, and from other partners and stakeholders to ensure our plans respond to the needs of those they're designed to benefit.

Groundwork UK's Management Team is led by the Chief Executive and includes senior staff members responsible for financial management and corporate services, partnerships and fundraising, policy and communications, grant management and delivery and learning. This team operates through delegated powers outlined in our financial regulations and provides regular reports on financial and operational performance and risk management.

## Our commitments

The Board is committed to the principles of good governance set out in the Charity Commission Governance Code and all boards within Groundwork regularly review their performance against this standard.

Our federation strategy sets out the principles which underpin all of our work.

- > **We work where there is most need and we can have most impact** – prioritising our resources and building partnerships so that we can bring about lasting change.
- > **We listen to local voices and empower people** – ensuring our work is shaped by those it is designed to benefit and strengthens community assets and infrastructure.
- > **We embed equity and inclusion in everything we do** – addressing injustice and seeking out a diversity of viewpoints, both in the work we do and the people we employ.
- > **We learn from local practice to promote wider change** – sharing the lessons from our work so that we can influence policy and contribute to system change.
- > **We are collaborative and innovative** – forging strong partnerships and working with others to develop new ways of working and achieve greater impact.
- > **We are environmental exemplars** – championing practical action to combat the climate and nature emergencies and measuring and reducing our own environmental impact.

The Groundwork UK staff team has agreed a set of values to inform the way it works and behaves. We are collaborative, responsive, focused on impact and fairness. These values are tested in our recruitment processes and embedded in our arrangements for performance management and reward and recognition.

Our decisions, actions and operations are guided by our sustainable development policy, which sets out how we will contribute to creating a strong and just society living within environmental limits, and how we will reduce our own carbon footprint.

As a charity dedicated to supporting people who may be vulnerable we are committed to ensuring our operations are delivered safely and that our staff, volunteers and service users are able to speak freely about any concerns they have. We have a Groundwork-wide commitment to effective safeguarding and comprehensive complaints and whistleblowing procedures.

Our work is designed to address the needs of all sections of the community and we provide equal access to our services regardless of people's backgrounds, circumstances or characteristics. We monitor levels of diversity within our staff team to ensure it reflects the communities of which we are a part and regularly gather feedback from colleagues about our culture, recruitment processes and employment practices to ensure they are inclusive.

Groundwork UK pays particular regard to its duties as a programme and grant manager, ensuring safeguarding, EDI and sustainability considerations are embedded in due diligence, monitoring and feedback processes.

Groundwork UK is registered with the Fundraising Regulator and complies with all relevant codes of practice. All of our fundraising is managed internally and we do not employ commercial participants or professional third-party fundraisers. We can confirm that there were no complaints concerning our fundraising activities during the year. We do not engage directly with the public, other than on our website, in our fundraising activities.

More information about our approach and commitments can be found here - [Our approach and commitments - Groundwork](#)

## Relationships within Groundwork

Groundwork is a federation of independent charities, each working under a common brand and to a set of common standards. Groundwork Trusts make their own decisions about the project work they develop and deliver, but our collectively agreed federation strategy identifies areas of delivery or management that will be the focus for collaborative activity – ensuring the 'Groundwork whole' is greater than the sum of the parts.

Groundwork UK delivers services and activities to support Groundwork Trusts and the delivery of Groundwork's mission and strategy. Groundwork UK is held to account for its performance by the rest of the federation, with each Groundwork Trust a company member. Our federation membership agreement sets out the commitments made by all parts of Groundwork in relation to quality, governance and ways of working and defines the functions Groundwork UK will deliver on behalf of the federation.

The appointed trustees of Groundwork UK are also trustees of Groundwork Trusts but are not considered to be related parties under the definition of the SORP and transactions between Groundwork UK and Groundwork Trusts do not require separate disclosure. Groundwork UK has considered the other disclosure requirements of the SORP and believes that there are no other related party transactions.

# Objectives and public benefit

Groundwork UK is a public benefit entity, whose primary objective is to provide goods or services for the general public or social benefit and where any risk capital has been provided with a view to supporting that primary objective rather than with a view to a financial return to its members

Groundwork UK's charitable objectives are set down in its Memorandum of Association. They commit Groundwork UK to delivering and promoting **regeneration** and **sustainable development** as follows.

To conserve, protect and **improve the physical and natural environment** anywhere in the United Kingdom and Republic of Ireland.

- To **improve quality of life** by providing welfare, recreation or leisure facilities.
- To advance public **education in environmental matters**.
- To promote **urban or rural regeneration** in areas of social and economic deprivation through:
  - the relief of poverty and unemployment
  - providing education, training or work experience for people who are unemployed
  - delivering financial assistance, technical assistance, business advice or consultancy in order to help people get back to work
  - creating training and employment opportunities by providing work space, buildings and land
  - maintaining or improving public amenities such as footpaths and cycle ways
  - the preservation of buildings or sites of historic or architectural importance
  - reclaiming derelict land for use as open space
  - providing public health facilities and schemes to promote healthier living
  - alleviating anti-social behaviour and supporting crime prevention.
- To promote **sustainable development** for the benefit of the public by:
  - preserving, conserving and protecting the environment
  - promoting the prudent use of natural resources
  - improving quality of life in socially and economically disadvantaged communities
  - promoting sustainable means of achieving economic and social growth and regeneration
  - educating the public in how to protect and improve the environment.
- To promote the **efficiency and effectiveness of charities** in helping them deliver their objectives by providing information, advice and assistance.

Groundwork UK's trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the organisation's objectives and planning future activities. In particular, the trustees consider how planned activities will contribute to the charitable objectives set out above.



# Strategic Report for the year ended 31 March 2024

The Board of Trustees presents its report for the year ended 31 March 2024. This includes:

- > Page 3      An introduction to our organisation
- > Page 5-8      Our governance and objectives
- > Page 9-22      Our financial and operational review for the year
- > Page 14      Our plans for the future
- > Page 52-54      Details of our trustees, senior staff and advisers

## 1. Performance overview

Against a backdrop of political, economic, social and environmental turbulence, Groundwork UK has had a successful year, both operationally and financially, with continued growth in both our programme base and staffing levels, enabling us to extend our impact and support more people and communities in need.

Our work has helped the wider Groundwork federation generate £101m to deliver projects, programmes and services that help people improve their prospects, create better places and protect the planet.

This has included:

- > improving more than 3,000 open spaces and planting 25,000 trees
- > helping more than 50,000 people identify savings on their utility bills to the value of £2.5m
- > supporting nearly 10,000 people to progress into employment, education or training
- > helping households and businesses save more than 22,000 tonnes of carbon emissions
- > helping funders distribute 17,000 grants to community organisations to a value of £20.7m.

Groundwork UK has supported this work by building Groundwork's visibility and credibility, facilitating collaboration and learning within the federation and managing programmes that help deliver our collective mission.

Our portfolio of grant management programmes has continued to expand and diversify. Our relationship with Tesco remains strong and this year has moved into a new phase with the launch of the Stronger Starts strategy, which has seen us focus grant-giving on schools and other organisations supporting young people. The last year also saw us design, develop and launch the VCSE Energy Efficiency Scheme on behalf of DCMS. This high volume, short timescale programme got off to a good start in 2023/24, but will require significant resources to deliver successfully in the current year. We have worked closely with colleagues at HS2 to ensure distribution of their community and business funds continues smoothly despite changes to the construction programme, and have successfully concluded our work as an intermediary grant manager for Comic Relief. New and repeat grant programmes have been launched with the BUPA Foundation, Rowntree and the Home Office.

We have enjoyed considerable success in securing funding to support local delivery of Groundwork's Green Doctor service during the year. A new three-year £6m relationship with the Cadent Foundation will see delivery expanded into new areas of need and help us engage a new cohort of Green Doctor trainees. This will be complemented by our growing relationship with British Gas and by an increasing number of businesses and charitable foundations keen to support this vital service.

A highlight of the year has been delivery of the New to Nature programme, an initiative to help 95 young people get their first job in the environmental sector backed by funding from the National Lottery Heritage Fund. This has galvanised employers in the sector, enabling them to expand their reach while providing life-changing opportunities for young people struggling to get their foot on the first rung of the career ladder.

Our roster of business partnerships has expanded over the year and we have been supported by companies as diverse as Grosvenor, PwC and Veolia, either through fundraising efforts or volunteering activity. During 2023 we worked with 17 businesses to enable more than 4,000 volunteers to give 22,000 hours of time to support local community organisations.

2023/24 saw the culmination of our Enterprise Development programme, working alongside the Access Foundation and Social Investment Business (SIB). Over the course of the last three years we have supported 43 environmental organisations to develop new trading or enterprise activities through a programme of expert workshops, peer support and grant funding. This has helped us build our own capacity and expertise and we are now helping organisations grow their business by facilitating access to blended finance through SIB's Thrive partnership and REACH Fund.

Our policy and communications work has continued to strengthen through a focus on coordinated positioning activities, such as our Force of Nature campaign which generated pledges from a significant number of organisations to make green jobs more accessible. We have continued to represent Groundwork nationally in an expanding range of policy networks linked to green jobs, energy efficiency, green infrastructure, access to nature and social prescribing and will continue to use these networks to build visibility, credibility and partnership links. This includes supporting the Everyone's Environment campaign, led by New Philanthropy Capital, which is helping social charities and funders to understand the impact of climate change on their beneficiaries.

Our work to facilitate collaboration and quality within the federation has become more structured and effective with the potential to make a step change in the way information is shared and practitioners are networked through the use of new systems. We have supported the implementation and testing of a new impact framework for Groundwork and made strides in developing a new professional development framework for Groundwork's community practitioners. We have also continued to support the sustainability and effectiveness of Groundwork Trusts by leading national business development and fundraising activities, coordinating peer support and providing financial assistance.

Financially we have generated an operating surplus which allows us to maintain our level of unrestricted reserves despite rising costs, and invest further in helping the federation improve its practice and collaborate to drive quality and impact.

Our people management metrics remain positive with high levels of commitment and satisfaction within the staff team and low levels of absence and staff turnover. Our People Plan is focused on ensuring we are pro-actively supporting our colleagues to develop and progress in their roles and identifying ways to help teams cope with increasingly challenging workloads.

## 2. Sustainable Development Report

Protecting and improving the environment is central to our charitable mission and our federation strategy commits us to being an environmental 'exemplar', demonstrating we practice what we preach.

Our carbon footprint for 2023/24 is estimated at 15 tonnes of CO<sub>2</sub> equivalent, which is higher than the previous year. This is accounted for by an increase in travel as face-to-face activities have resumed since the pandemic, and an overall increase in staff numbers. A significant element of our footprint is related to energy costs in our Walker Building premises and we have begun active engagement with our landlords in order to try and influence their choice of energy provider. We will now be working with experts from within the federation to develop a more robust carbon reduction plan containing year on year targets.

Our staff-led 'Sustainable Living under Groundwork' group continues to deliver awareness-raising campaigns to promote behaviour change, focussing this year on plastic waste and meat-free diets, and organises practical activities with the wider team including 'swap shops' and litter-picking sessions. We have also introduced a new salary sacrifice scheme to help with the purchase of electric vehicles.

During the year an in-house team delivered Carbon Literacy training to our whole staff team, an exercise which also generated a number of pledges and ideas that will feed directly into our carbon reduction plan.

We recognise that, as a small staff team, the greatest contribution we can make to sustainable development is through the programmes we develop and deliver. During the year we have supported an increasing number of Green Doctor visits, helping more than 5,300 households identify savings equivalent to 360 tonnes of CO<sub>2</sub>, installing 43,000 energy saving measures. Through our management of the DCMS VCSE Energy Efficiency Scheme we have helped 1,100 organisations benefit from an independent energy assessment of their premises, which will now enable some to secure funds for the installation of measures such as double glazing, solar panels and heat pumps. We also run a number of programmes providing funds to improve the local environment, tackling the loss of biodiversity and helping nature recover. Our SEGRO Greener Communities programme improved 15,000 m<sup>2</sup> of land across 10 sites and, with support from the Firethorn Trust, we have improved community gardens, planted trees and bulbs and trained young people in horticulture skills.

### 3. Equity, Diversity and Inclusion

As a federation, Groundwork has committed to ensuring it embeds good practice in relation to equity, diversity and inclusion in the way it manages its people and delivers its projects, programmes and services. Groundwork UK's EDI working group continues to deliver a programme of activities informed by team-wide surveys and a self-assessment process.

We have continued to provide training for team members, including last year sessions on disability awareness and micro-aggressions, and maintain our support for the RACE Report, ensuring there is transparency around racial diversity in the environmental sector.

We have also developed our approach to sharing internal learning and demonstrating external support in relation to social issues, for example highlighting the challenges young women and people from the LGBTQ+ community feel in using outdoor spaces in their community to coincide with International Women's Day and Pride Month.

In line with our strategic priorities, we are focused on building equity, diversity and inclusion into the programmes and campaigns that we run. New to Nature has helped 95 young people get their first job in the environmental sector, with 86% recruited from one of our target groups – people with disabilities or from an ethnic minority or low income background. This programme, and our lead role in the Everyone's Environment coalition, have seen us establish strong relationships with organisations such as Disability Rights UK and the Race Equality Foundation, which we will build on to develop new programmes.

Groundwork UK's gender pay gap stands at 24% (2023: 28%). With the highest earner removed the pay gap is 14%. We continue to address this by providing flexible working arrangements and prioritising internal development opportunities. 44% of all posts recruited over the last three years were filled by an internal candidate progressing into a higher paid role and last year five out of seven team members benefiting from our reward and recognition process were female.

Analysis of all recruitment exercises undertaken in the last three years shows that:

- 72% of applicants for posts offered by Groundwork UK were women and 76% of those recruited were women
- 35% of applicants for posts identified as non-white British with 33% of those recruited identifying as non-white British.



## 4. Our plans for the future

Groundwork UK's future plans are influenced and informed by a number of trends impacting on the policy and funding landscape within which we operate.

- Ongoing reductions in both local and national public sector budgets are having the effect of increasing hardship in society while limiting the resources available to meet need.
- Recent surges in inflation have left many households struggling to afford basic necessities such as food and energy, leading to increased demand for services that help people reduce their bills and maximise their income.
- The impacts of climate change are being felt with increasing severity through extreme weather events, impacting first and worst on those in society with least choice and least protection, exacerbating environmental injustice and health inequalities.
- The previous political consensus around climate action has fractured with environmental policymaking more contested and more emphasis being placed on finding solutions that address both immediate hardship and longer-term sustainability.
- New market mechanisms for delivering natural solutions and ecosystem services are being developed and tested with a parallel need for more specialist knowledge and business links within the environmental sector.
- Businesses are continuing to play a leadership role in delivering social and environmental programmes though distinguishing genuine commitment from 'greenwashing' is becoming more of a challenge.
- Polarised media and political debates (so-called 'culture wars') are, in some areas, at risk of undermining delivery, distracting attention and leading to increased reputational risk.

Our priorities and plans are also shaped by the ongoing development of the Groundwork federation.

- The finances, structure and governance of the federation are strong and stable, though Groundwork's collective resilience will be tested by a prolonged period of spending restraint.
- Levels of collaboration within the federation are high, leading to widespread sharing of delivery models and management approaches.
- The end of EU-funded programmes in 2023 has led to some parts of Groundwork needing to adjust and begin rebuilding their capacity, particularly in relation to employment and skills.
- There is increasing appetite within the federation for developing new fundraising approaches to diversify Groundwork's income base – Groundwork UK needs to be clear how it leads and adds value to this activity.
- There is a need for Groundwork to develop a collective data and digital strategy to inform and guide work being done to improve systems, demonstrate impact and manage the risks and opportunities associated with AI.

In order to ensure Groundwork UK's activities are fully aligned with the needs and expectations of the federation, our business plan is clearly and explicitly driven by Groundwork's collectively agreed strategy for 2028.

Our strategy defines our high-level purpose - *supporting practical action to create a fair and green future in which people, places and nature thrive* - and commits the whole of Groundwork to delivering this in three ways:

- **helping people improve their prospects** - increasing confidence, skills, wellbeing and employability and helping those out of work find jobs in the green economy
- **helping people create better places** - making communities greener, healthier and better prepared for the future and enabling people to work together to bring about change in their local area
- **helping people protect the planet** – supporting people and businesses to reduce their carbon footprint, cut waste and take practical action to combat the climate and nature emergencies.

## Groundwork UK's strategy and priorities

As the central body of the federation, Groundwork UK has defined its own purpose as *supporting and working in partnership with Groundwork Trusts in a strong and connected federation to build the resilience and environmental sustainability of communities facing hardship and injustice.*

In order to achieve this purpose our own strategic objectives as a team are to:

- > support local delivery and distribute grants to help communities create a fair and green future
- > drive innovation, networking and learning within our federation to improve and expand Groundwork's delivery
- > share the lessons learned from our programmes and local delivery with external audiences to support the development of a green economy, promote nature recovery and deliver a just transition to net zero.

We track core sets of data to help us manage our organisation and ensure we are meeting the needs of our internal and external stakeholders, including:

- > the performance of our local delivery and grant programmes against KPIs agreed with funders and partners
- > the reach and impact of our communications activity through PR, social media, digital marketing and policy networking
- > levels of engagement and satisfaction with our programmes of internal networking, learning and collaboration
- > the financial performance of our organisation, ensuring that we can invest in the resources we need to deliver our mission and support the federation.

In order to meet the objectives in our plan we are focusing time and resources on a number of priority pieces of work, reporting progress on a quarterly basis.

- > Driving income diversification to generate more flexible funds that we can use to support Groundwork's local delivery, test new products and services and fund our collective federation priorities.
- > Prioritising public affairs and positioning and providing a more comprehensive communications service for the federation to enable Trusts to maximise their visibility and credibility with public sector stakeholders.
- > Developing and managing programmes that help Groundwork deliver its strategic goals: helping people in hardship and isolation; building the green economy; connecting those who most need it with nature; helping people and places respond and adapt to climate change.
- > Building our reputation and offer as specialists in community grant management as a way of extending Groundwork's mission and generating revenue.
- > Facilitating sharing and learning across the federation in order to extend and improve local delivery – convening networks, supporting collaboration, managing our impact framework and maximising the benefit of systems.
- > Building an effective and diverse organisation which reflects the communities we serve and helps people develop their careers.

## 5. Financial performance

Our long-term financial strategy is unchanged. We aim to maximise the resources available for local delivery (by minimising our costs and generating income), while maintaining the capacity we need to operate effectively and safely. Achieving a surplus position at the end of the year ensures we maintain sufficient reserves to sustain our charitable operations while being able to invest in activities that benefit the federation.

Incoming resources for 2023/24 totalled £21.3 million (2023: £22.8 million). Our organisational turnover is heavily influenced by the volume of grants we distribute on behalf of other funders. This fluctuates from year to year, and is not considered to be the determining factor in our assessment of financial health. Our underlying trading performance resulted in an unrestricted surplus of £84k (2023: £127k), compared to a budget of break even. The final reported outturn includes a £119k increase in the value of our investments.

In addition to this income, we received funds and distributed grants totalling £2.9 million, funds for which we are responsible as agent for the funders but which are not included in our stated turnover.

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### 5.1 Reserves

In line with our financial strategy, our trustees have agreed that we should aim to hold 12 months operating costs (c£3 million) in liquid reserves. These reserves help us to:

- > absorb short term setbacks such as loss or delays in funding
- > retain experienced staff in the event of there being funding gaps in between programmes
- > maintain working capital where programmes are retrospectively funded
- > invest in new functionality to improve our effectiveness, efficiency or income generation capability
- > set aside funds for capital assets such as ICT equipment.

Our reserves policy recognises the need to operate as a responsible charity, maintaining trust with our partners and the public by not generating surpluses for which there is no future requirement or that are used for purposes which are not directly connected to our charitable aims. Our level of free liquid reserves at the end of 2023/24 is £2.9million (2023: £2.7m).

Our restricted funds - advance payments from funders pending completion of project work – stand at £1.2 million (2023: £2.5 million). These restricted funds can only be used in accordance with agreements reached with funders and do not form part of the general reserves that are under the control of the trustees. These funds will all be distributed during 2024/25.

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## 5.2 Investments

The majority of the funds obtained by Groundwork UK are for the delivery of specified projects and are therefore restricted. These funds are mainly distributed to Groundwork Trusts and other delivery partners operating under contract or to third party organisations in the form of grants to support local community projects. Any funds that are built up in advance of expenditure are kept as liquid as possible, whilst making every effort to maximise returns.

Cash that is unrestricted in nature and is not required in the short term (regarded as six months) is considered for long-term investment. We invest these funds in a managed fund arrangement with the aim of guarding against the eroding effects of inflation. In the last year, our investments grew by £119k, and delivered dividend income of £65k. All of these funds can be converted into cash without notice or penalty, should there be an immediate need for liquid funds.

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## 5.3 Grant making policy

Groundwork UK delivers its mission primarily by distributing funds to Groundwork Trusts, other delivery partners and to community groups. Grant awards are accounted for as soon as grant panel decisions are made. If an offer is conditional on events outside the grantee's control and it is possible (but not probable) that an outflow of economic benefits will arise, such amounts are recognised as contingent liabilities until the grant conditions are fulfilled.

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## 5.4 Principal funding sources

Our major sources of funding during the last year are set out below.

➤ **Private sector** - £12.3 million (2023: £11.9 million)

This includes funds provided by businesses and private foundations, most notably £6.3 million provided by Tesco to support schools and local community organisations through grants.

➤ **Public sector** - £3.5million (2023: £5.4 million)

This relates to funding secured from government departments and other public bodies to deliver programmes and services. In particular in 2023/24 this included funds to the value of £726k to distribute as grants on behalf of Government departments.

➤ **Lottery and charitable foundations** - £5.1 million (2023: £5.1 million)

This includes funds distributed to community groups on behalf of Comic Relief of £391k, £1.8 million received from the National Lottery Heritage Fund to support delivery of the New to Nature programme and £1.7 million from the Cadent Foundation to support the delivery of Green Doctor programmes.



## 5.5 Expenditure on charitable objectives

Our expenditure in the year was directed towards the following charitable activities.

➤ **Community grants** - £14.2 million (2023: £16.2 million)

Distributing funds on behalf of third parties to enable schools, community groups and local charities to deliver projects that improve local areas and provide support to those who are vulnerable.

➤ **Programme delivery** - £5.7 million (2023: £4.1 million)

Providing resources to support local delivery by Groundwork Trusts and other partner organisations through funded programmes to address fuel poverty, create green jobs and improve community facilities.

➤ **Programme management** - £1.4 million (2023: £1.3 million)

The costs of managing grant distribution and local delivery programmes, including reporting impact and generating learning from our delivery to improve practice and influence future policy.

➤ **Fundraising and communications** - £401k (2023: £398k)

The cost of generating resources to support local delivery through campaigns, communications and bidding activities.

➤ **Supporting our federation** - £280k (2023: £314k)

Providing systems and support to enable Groundwork Trusts to communicate, share knowledge and collaborate to achieve greater impact.

➤ **Running our organisation** - £313k (2023: £402k)

Ensuring Groundwork UK operates safely and efficiently with appropriate systems, quality standards and premises.

## 6. Risks and uncertainties

Our trustees understand their responsibilities for ensuring that the major risks to which the charity is exposed are identified and reviewed, and that there are systems in place to mitigate them. Trustees regularly review our risk management process and receive quarterly updates on actions put in place to mitigate the most significant ongoing risks. Given our role as a distributor of small grants to community organisations we are particularly conscious of the risk of fraud and undertake regular reviews of our due diligence and monitoring processes. The controls we have in place to prevent and mitigate fraud more generally are discussed with our trustees and tested by external auditors.

The most significant ongoing risks for which we have active mitigation strategies in place are as follows:

- an ICT failure or cybersecurity incident that leads to loss of capability, financial penalties and/or reputational damage – we use tried and tested commercial systems with full support and backup, undertake regular staff training and have now migrated into the Microsoft cloud, which provides an additional layer of protection
- a serious safeguarding, health and safety or fraud incident occurring on a programme managed by Groundwork UK and the impact this could have both on those involved and on our reputation – we undertake robust due diligence of grantees and delivery partners and have escalation processes in place to ensure any issues can be dealt with quickly
- the unexpected withdrawal or clawback of funding from a major partner arising from a failure to meet targets or comply with funding requirements or simply due to changed priorities – we prioritise customer service, receiving excellent stakeholder feedback, and our fundraising strategy is focused on diversifying our income base to mitigate reliance on a small number of funders.

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## Financial instruments

Groundwork UK's financial risk management objective is broadly to seek to make neither profit nor loss from exposure to currency or interest rate risks. Our policy is to finance fixed assets and working capital through retained reserves.

## 7. Statement of trustees' responsibilities

Our trustees are responsible for preparing Groundwork UK's Annual Report and Financial Statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and accounting 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.

Our trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of 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 charity and taking reasonable steps to prevent and detect fraud and other irregularities.

These financial statements are published on our website in accordance with UK legislation governing the preparation and dissemination of financial statements. The maintenance and integrity of the website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements published.

## Events after the year end

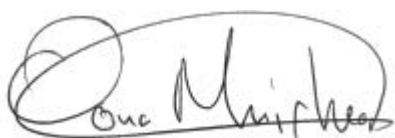
There have been no material events after the year end to report.

### Disclosure of information by the trustees to the auditor

Each of the trustees has confirmed that, so far as they are aware, there is no relevant audit information of which Groundwork UK's auditor is unaware, and that they have taken all the steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that Groundwork UK's auditor is aware of that information.

Signed on behalf of the Board of Trustees

Signed on behalf of the Board of Trustees

A handwritten signature in black ink, appearing to read 'Oue M...'. The signature is enclosed in a simple oval outline.

# Independent Auditor's Report to the Members of The Federation of Groundwork Trusts

## Opinion

We have audited the financial statements of The Federation of Groundwork Trusts for the year ended 31 March 2024, which comprise statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## 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.



## Conclusions relating to going concern

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

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

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

## Other information

The trustees are responsible for the other information 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 and the strategic 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 strategic report 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 its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or 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 requires us to report to you if, in our opinion:

- > adequate 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

## Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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](http://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 and group 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 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 and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Health and Safety and Employment legislation.

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 recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, designing audit procedures over income, reviewing regulatory correspondence with the Charity Commission 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. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Helen Blundell LLB FCA FCIE DChA (Senior Statutory Auditor)

For and on behalf of Crowe U.K. LLP, Statutory Auditor

Black Country House, Rounds Green Road, Oldbury, West Midlands B69 2DG

Date: 17 December 2024

# Statement of Financial Activities

FOR THE YEAR ENDED 31 MARCH 2024

		2024 Unrestricted funds		2024 Restricted funds	2024 Total	2023 Total
	Note	General £	Designated £	£	£	£
<b>INCOME FROM</b>						
Donations and legacies	2	24,396	-	-	24,397	76,061
Charitable activities	3	5,492,082	-	15,429,538	20,921,620	22,423,972
Other trading activities	2	150,928	-	-	150,928	135,756
Investments	2	210,049	-	-	210,049	128,330
<b>Total</b>		<b>5,877,456</b>	<b>-</b>	<b>15,429,538</b>	<b>21,306,994</b>	<b>22,764,119</b>
<b>EXPENDITURE ON</b>						
Raising funds	4	75,877	-	213,169	289,046	215,886
Charitable activities	5	5,718,027	50,190	16,567,747	22,335,964	22,757,628
<b>Total</b>		<b>5,793,904</b>	<b>50,190</b>	<b>16,780,916</b>	<b>22,625,010</b>	<b>22,973,514</b>
<b>Surplus / (Deficit) on Trading</b>		<b>83,552</b>	<b>-50,190</b>	<b>-1,351,378</b>	<b>-1,318,016</b>	<b>-209,395</b>
<b>Net gains / (losses) on investment</b>	11	<b>119,276</b>	<b>-</b>	<b>-</b>	<b>119,276</b>	<b>-161,520</b>
<b>Net income</b>		<b>202,828</b>	<b>-50,190</b>	<b>-1,351,378</b>	<b>-1,198,740</b>	<b>-370,915</b>
<b>Transfers between funds</b>		<b>-121,615</b>	<b>121,615</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>81,213</b>	<b>71,425</b>	<b>-1,351,378</b>	<b>-1,198,740</b>	<b>-370,915</b>
<b>RECONCILIATION OF FUNDS</b>						
Fund balances brought forward	16	2,299,207	411,305	2,527,044	5,237,556	5,608,471
<b>Fund balances carried forward</b>	<b>16</b>	<b>2,380,420</b>	<b>482,730</b>	<b>1,175,666</b>	<b>4,038,816</b>	<b>5,237,556</b>

Incoming resources and resources expended derive from continuing operations. The company has no other recognised gains or losses other than those passing through the statement of financial activities.  
The notes pages 31 to 51 form part of these financial statements.



# Charity Balance Sheet

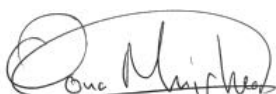
**AT 31 MARCH 2024**

Company registration number

01900511

	Note	2024		2023	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	9		10,969		20,116
Investments	11		2,070,800		1,951,524
Investments in subsidiaries	10		3		3
<b>CURRENT ASSETS</b>			2,081,772		1,971,643
Debtors	12	9,288,605		12,765,351	
Cash at bank		4,231,497		5,294,696	
		13,520,102		18,060,047	
<b>Creditors:</b> amounts falling due within one year	13	-11,553,058		--14,784,134	
<b>Net Current Assets</b>			1,967,044		3,275,913
<b>Total assets less current liabilities</b>			4,048,816		5,247,556
<b>Creditors:</b> amounts falling due after one year	18		-10,000		-10,000
<b>NET ASSETS</b>			4,038,816		5,237,556
<b>RESERVES</b>					
Unrestricted - General	16		2,380,420		2,299,207
Designated	16		482,730		411,305
Restricted	16		1,175,666		2,527,044
			4,038,816		5,237,556

These financial statements were approved by the Board of Trustees and authorised for issue on 19th September 2024 and signed on its behalf by:



**Oona Muirhead, Chair**

19 September 2024

The notes pages 31 to 51 form part of these financial statements.

# Cash Flow Statement

FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
<strong>CASH FLOW FROM OPERATING ACTIVITIES</strong>			
Net cash provided by operating activities	21	(1,266,014)	(3,660,823)
<strong>CASH FLOWS FROM INVESTING ACTIVITIES</strong>			
Dividends, interest and rents from investments		210,049	128,330
Purchase of fixed assets		(7,235)	-
<strong>NET CASH PROVIDED BY INVESTMENT ACTIVITIES</strong>		(1,063,199)	(3,532,493)
<strong>CASH FLOWS FROM FINANCING ACTIVITIES</strong>			
Repayments of borrowing		-	-
Change in cash and cash equivalents in the reporting period		(1,063,199)	(3,532,493)
<strong>Cash and cash equivalents at the beginning of the reporting period</strong>		<strong>5,294,696</strong>	8,827,189
<strong>Cash and cash equivalents at the end of the reporting period</strong>		<strong>4,231,497</strong>	5,294,696

Movement in Net Debt

At	1 April 2023 £	Cash flows £	31 March 2024 £
Cash at bank and in hand	5,294,696	(1,063,199)	4,231,497
Debt due within 1 year	-	-	-
Debt due over 1 year	-	-	-
	5,294,696	(1,063,199)	4,231,497

# Notes forming part of the financial statements

FOR THE YEAR ENDED 31 MARCH 2024

## 1. Accounting policies

The following accounting policies have been applied consistently in dealing with items, which are considered material in relation to the financial statements.

### a) Basis of preparation

The financial statements have been prepared under the historical cost convention and comply with the Companies Act 2006. The financial statements have been prepared in accordance with applicable Accounting Standards and comply with the requirements of the Statement of Recommended Practice, "Charities SORP (FRS 102)".

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

The results of acquisitions are accounted for from the relevant date of acquisition under the acquisition method of accounting.

Accounting policies are supplemented by estimation techniques where judgement is required in measuring the value of income and expenditure and of assets and liabilities.

### b) Grants and other income

Revenue and capital-based grants are credited to the statement of financial activities in the year in which they are received or become receivable under the terms of a grant agreement.

Where grants are considered to be performance related, income is recognised to the extent that the services outlined in the funding agreement had been performed by the year end. Where income has been received but the related services had not been performed by the year-end, the balance is carried forward as deferred income.

Donations are accounted for on a cash received basis. Rental income is recognised in the period to which it relates.

Incoming resources have been allocated between the key strategic areas of activity on a basis consistent with the allocation of expenditure (note 1(d)).

**c) Grants payable**

Grants offered to Groundwork Trusts and other organisations are typically paid in stages, with stage payments dependent upon the submission of claims detailing the work that has been completed. Claims which fall due within the year, which relate to work completed before the year-end, have been accrued for if they had not been paid during the year.

**d) Expenditure**

All expenditure is accounted for on an accruals basis and has been listed under headings that aggregate all the costs related to that activity. Where costs cannot be directly allocated, they have been allocated to activities on a basis consistent with the use of resources.

Costs of raising funds relate to the cost of external promotion and publicity to raise the profile of the charity and its objectives and costs associated with bids for funding.

Direct costs of charitable activities are those costs, which have been expended on delivery programmes. Support costs have been allocated to the key strategic areas of activity on the basis of the percentage of staff time spent on each of these areas.

**e) Funds**

Unrestricted funds are those which are available for use at the discretion of the Board of Trustees in furtherance of the general objectives of the charity. The Board may, at its discretion, set aside unrestricted funds for specific future purposes and these are referred to as designated funds. Where such funds are no longer required for the intended purposes they are released back to general unrestricted reserves.

Restricted funds are those which can only be used for purposes specified by the donor, or which have been raised under the terms of a specific bid. Expenditure under the terms of the grant agreement is shown as restricted expenditure.

**f) Depreciation**

Tangible fixed assets are stated at cost less provision for depreciation. Depreciation is calculated so as to write off the cost less the estimated residual value of tangible fixed assets by equal annual instalments over their estimated useful economic lives as follows:

Office equipment: 4 years

Computer equipment: 3 years

**g) Pensions**

The company contributes to two defined contribution schemes. Contributions are charged to the statement of financial activities as they become payable.

**h) Operating leases**

Rentals paid under operating leases are charged to the statement of financial activities on a straight-line basis over the life of the asset.

**i) Provisions**

Provisions for future liabilities are recognised when the charity has a legal or constructive obligation that can be reliably estimated and for which there is an expectation that payment will be made.

**j) Fixed asset investments**

Investments held are valued at market value. Unrealised gains and losses on the revaluation of investments are recognised in the statement of financial activities.

**k) Key judgements**

Grant awards are recognised as soon as awards are made at grant panels.

**l) Public Benefit Entity**

The company is a public benefit entity, whose primary objective is to provide goods or services for the general public or social benefit and where any risk capital has been provided with a view to supporting that primary objective rather than with a view to a financial return to its members.

Charity registration no. **291558**

Company registration no. **01900511**

## 2. Incoming resources from generated funds

	2024 Unrestricted	2024 Designated	2024 Restricted	2024 Total
	£	£	£	£
<b>VOLUNTARY INCOME</b>				
Donations and gifts	24,397	-	-	24,397
	<u>24,397</u>	<u>-</u>	<u>-</u>	<u>24,397</u>
<b>OTHER TRADING ACTIVITIES</b>				
Membership Fee	150,000	-	-	150,000
Car Parking	928			928
	<u>150,928</u>	<u>-</u>	<u>-</u>	<u>150,928</u>
<b>INVESTMENT INCOME</b>				
Dividends	65,113	-	-	65,113
Bank interest	144,936	-	-	144,936
	<u>210,049</u>	<u>-</u>	<u>-</u>	<u>210,049</u>
	2023 Unrestricted	2023 Designated	2023 Restricted	2023 Total
	£	£	£	£
<b>VOLUNTARY INCOME</b>				
Donations and gifts	76,061	-	-	76,061
	<u>76,061</u>	<u>-</u>	<u>-</u>	<u>76,061</u>
<b>OTHER TRADING ACTIVITIES</b>				
Membership Fee	135,000	-	-	135,000
Car Parking	756	-	-	756
	<u>135,756</u>	<u>-</u>	<u>-</u>	<u>135,756</u>
<b>INVESTMENT INCOME</b>				
Dividends	64,071	-	-	64,071
Bank interest	64,259	-	-	64,259
	<u>128,330</u>	<u>-</u>	<u>-</u>	<u>128,330</u>

### 3. Incoming resources from charitable activities

	2024 Unrestricted	2024 Designated	2024 Restricted	2024 Total
	£	£	£	£
<b>Income for project delivery was secured from the following sources:</b>				
Central government	587,851	-	138,485	726,336
Local authorities	28,071	-	17,613	45,684
Public agencies	441,362	-	2,286,895	2,728,257
Private sector	3,939,983	-	8,399,635	12,339,618
National Lottery and charitable foundations	494,815	-	4,586,910	5,081,725
	<u>5,492,082</u>	<u>-</u>	<u>15,429,538</u>	<u>20,921,620</u>
 <b>Income was allocated to:</b>				
Grant distribution	3,500,101	-	9,833,237	13,333,338
Programme delivery	1,408,775	-	3,957,835	5,366,610
Programme management	338,724	-	951,617	1,290,341
Federation support	68,869	-	193,480	262,349
Fundraising and communications	98,729	-	277,372	376,101
Running Groundwork UK	76,884	-	215,997	292,881
	<u>5,492,082</u>	<u>-</u>	<u>15,429,538</u>	<u>20,921,620</u>



## Incoming resources from charitable activities (continued)

	2023 Unrestricted	2023 Designated	2023 Restricted	2023 Total
<b>Income for project delivery was secured from the following sources:</b>	£	£	£	£
Central government	385,892	–	590,674	976,566
Local authorities	31,922	–	–	31,922
Public agencies	554,883	–	3,817,166	4,372,049
Private sector	2,135,177	–	9,779,146	11,914,323
National Lottery and charitable foundations	503,708	–	4,625,404	5,129,112
	<u>3,611,582</u>	<u>–</u>	<u>18,812,390</u>	<u>22,423,972</u>
<b>Income was allocated to:</b>				
Grant distribution	2,572,627	–	13,400,572	15,973,199
Programme delivery	649,768	–	3,384,582	4,034,350
Programme management	211,744	–	1,102,955	1,314,699
Federation support	50,077	–	260,845	310,922
Fundraising and communications	63,345	–	329,958	393,303
Running Groundwork UK	64,021	–	333,478	397,499
	<u>3,611,582</u>	<u>–</u>	<u>18,812,390</u>	<u>22,423,972</u>

For definitions of the above categories, see section 5.5 of the strategic report

4. Cost of raising funds

	2024 Unrestricted	2024 Designated	2024 Restricted	2024 Total
	£	£	£	£
Staff costs	65,658	-	184,459	250,117
Other costs	10,219	-	28,710	38,929
	75,877	-	213,169	289,046

	2023 Unrestricted	2023 Designated	2023 Restricted	2023 Total
	£	£	£	£
Staff costs	26,160	-	136,266	162,426
Other costs	8,610	-	44,850	53,460
	34,770	-	181,116	215,886

## 5. Charitable activities

	2024 Unrestricted	2024 Designated	2024 Restricted	2024 Total
	£	£	£	£
<b>Expenditure on projects related to the following activities:</b>				
Grant Distribution	3,644,095	31,986	10,558,617	14,234,698
Programme delivery	1,466,732	12,874	4,249,797	5,729,403
Programme management	352,659	3,095	1,021,816	1,377,570
Federation support	71,702	629	207,753	280,084
Fundraising and communications	102,791	902	297,833	401,526
Running Groundwork UK	80,048	704	231,931	312,683
	<u>5,718,027</u>	<u>50,190</u>	<u>16,567,747</u>	<u>22,335,964</u>

	2024 Grants payable	2024 Other direct costs of activities	2024 Support costs	2024 Total
	£	£	£	£
<b>Expenditure on projects comprised:</b>				
Grant Distribution	11,157,306	2,453,016	624,376	14,234,698
Programme delivery	4,490,767	987,328	251,308	5,729,403
Programme management	1,079,755	237,392	60,424	1,377,571
Federation support	219,533	48,266	12,285	280,084
Fundraising and communications	314,720	69,194	17,612	401,526
Running Groundwork UK	245,083	53,884	13,715	312,682
	<u>17,507,164</u>	<u>3,849,080</u>	<u>979,720</u>	<u>22,335,964</u>

## Charitable activities (continued)

	2023 Unrestricted	2023 Designated	2023 Restricted	2023 Total
	£	£	£	£
<b>Expenditure on projects related to the following activities:</b>				
Grant Distribution	2,584,614	88,310	13,561,762	16,234,686
Programme delivery	652,796	22,305	3,404,384	4,079,485
Programme management	212,731	7,268	1,109,409	1,329,408
Federation support	50,310	1,719	262,371	314,400
Fundraising and communications	63,640	2,174	331,889	397,703
Running Groundwork UK	64,319	2,198	335,429	401,946
	<u>3,628,410</u>	<u>123,974</u>	<u>19,005,244</u>	<u>22,757,628</u>

	2023 Grants payable	2023 Other direct costs of activities	2023 Support costs	2023 Total
	£	£	£	£
<b>Expenditure on projects comprised:</b>				
Grant Distribution	13,626,050	1,930,597	678,039	16,234,686
Programme delivery	3,420,621	487,611	171,253	4,079,485
Programme management	1,114,700	158,901	55,807	1,329,408
Federation support	263,622	37,579	13,199	314,400
Fundraising and communications	333,472	47,536	16,695	397,703
Running Groundwork UK	337,029	48,044	16,873	401,946
	<u>19,095,494</u>	<u>2,710,268</u>	<u>951,866</u>	<u>22,757,628</u>

## Charitable activities (continued)

	Grants to institutions	Grants to individuals	Grant support costs	2024 Total
	£	£	£	£
<b>Analysis of grants</b>				
Creating better places	4,920,481	–	275,356	5,195,837
Improving peoples prospects	7,236,708	–	404,974	7,641,682
Promoting greener living and working	5,349,975	–	299,390	5,649,365
	<b>17,507,164</b>	<b>–</b>	<b>979,720</b>	<b>18,486,884</b>

	Grants to institutions	Grants to individuals	Grant support costs	2023 Total
	£	£	£	£
<b>Analysis of grants</b>				
Creating better places	6,669,517	–	333,908	7,003,425
Improving peoples prospects	8,358,181	–	414,305	8,772,486
Promoting greener living and working	4,067,796	–	203,653	4,271,449
	<b>19,095,494</b>	<b>–</b>	<b>951,866</b>	<b>20,047,360</b>

	2024	2023
	£	£
<b>Support costs are analysed as follows:</b>		
Staff costs	709,810	687,912
Temporary staff and recruitment	3,071	2,524
Legal and professional	33,062	33,380
Travel and subsistence	8,650	8,761
Training and meetings	17,783	17,594
IT support	90,800	94,283
Other costs	116,544	107,412
	<b>979,720</b>	<b>951,866</b>

## 6. Employees

	2024	2023
	£	£
<b>The average monthly number of employees during the year was as follows:</b>		
Programme management	37	37
Management and administration	5	4
Fundraising and communications	12	10
	<u>54</u>	<u>51</u>

	2024	2023
	£	£
<b>The aggregated cost of these persons was as follows:</b>		
Wages and salaries	1,758,417	1,600,363
Social security costs	177,050	164,562
Pension costs (see note 19)	289,556	248,940
	<u>2,225,023</u>	<u>2,013,865</u>

	2024	2023
	£	£
<b>The emoluments of employees (excluding pension contributions) over £60,000 per annum are disclosed in £10,000 bands as follows:</b>		
£60,000 - £70,000	2	2
£80,000 - £90,000	1	1
	<u>3</u>	<u>3</u>

The key senior management personnel of the charity are the Chief Executive Officer, Director of Finance and Corporate Services, Director of Partnerships and Programmes , Head of Contracts and Communications Manager with a total cost in 2024 of £369,717 (2023 - £350,061)

Total contributions under defined contribution schemes on behalf of these higher paid employees in 2024 were £24,780 (2024 - £23,485)

## 7. Transactions with trustees

During the year ending 31st March 2024 2 trustees were reimbursed for travel costs amounting to £825 (2023 - 5 trustees £388 travel costs).

No Trustees received any remuneration during the year.

## 8. Net incoming resources

	2024	2023
	£	£
<b>Net incoming resources for the year is stated after charging:</b>		
Auditor's remuneration:		
Audit – company	17,385	16,400
Depreciation	16,381	17,513

Premiums in 2024 £699 (2023: £659) were paid on a professional indemnity policy to protect the charity and trustees from loss arising from neglect or defaults of trustees.

## 9. Tangible assets

	Office equipment	Total
	£	£
<b>COST OR VALUATION</b>		
At 1 April 2023	71,215	71,215
Additions	7,235	7,235
At 31 March 2024	78,450	78,450
<b>DEPRECIATION</b>		
At 1 April 2023	51,100	51,099
Charged for the year	16,381	16,381
At 31 March 2024	67,481	67,480
<b>NET BOOK VALUE</b>		
At 31 March 2024	10,969	10,969
At 31 March 2023	20,115	20,115



## 10. Investments held as fixed assets

	Shares in subsidiary undertakings
	£
<b>COST</b>	
At 1 April 2023	3
Disposals	-
At 31 March 2024	3

NAME	Nature of business registration	Country of registration	Class of shares held	Proportion
Groundwork Trade Association Ltd	Dormant	England	Ordinary	100%
Groundwork Enterprises Ltd	Dormant	England	Ordinary	100%
Groundwork UK Ltd	Dormant	England	Ordinary	100%

	2024	2023
	£	£
<b>SUBSIDIARY UNDERTAKING</b>		
Groundwork Trade Association Ltd	4,000	4,000
Groundwork Enterprises Ltd	25,002	25,002
Groundwork UK Ltd	1	1

## 11. Fixed asset investments

	£
<b>COST</b>	
At 1 April 2023	1,951,524
Investments	-
Net loss on revaluation	119,276
At 31 March 2024	2,070,800

Investments are held in a managed mixed fund, which is designed to deliver a return of between 3% and 4% above the Consumer Price Index, over a rolling three-year period.

## 12. Debtors

	2024	2023
	£	£
Grants receivable	2,142,454	5,930,069
Other debtors	335	–
Prepayments and accrued income	7,145,816	6,835,282
	<b>9,288,605</b>	<b>12,765,351</b>

## 13. Creditors

	2024	2023
	£	£
Grants due and payable	8,690,487	11,312,641
Agency creditor	768,065	1,663,104
Social security and other taxes	43,803	62,914
Other creditors	117,802	260,538
Accruals	1,237,793	662,839
Deferred income (note 14)	695,108	822,098
	<b>11,553,058</b>	<b>14,784,134</b>

	Balance at 1 April 2023	Amount paid in year	Amount accrued in the year	Balance at 31 March 2024
	£	£	£	£
Grants due and payable	11,312,641	8,487,412	5,865,258	8,690,487
Agency creditor	1,663,104	2,947,789	2,052,750	768,065

	Balance at 1 April 2022	Amount paid in year	Amount accrued in the year	Balance at 31 March 2023
	£	£	£	£
Grants due and payable	9,451,765	3,631,112	5,491,988	11,312,641
Agency creditor	5,932,240	6,831,748	2,562,612	1,663,104

14. Deferred income

	Balance at 1 April 2023	Amount released to incoming resources	Amount deferred in the year	Balance at 31 March 2024
Movements in deferred income during the year were as follows:	£	£	£	£
Community projects	822,098	822,098	695,108	695,108
	822,098	822,098	695,108	695,108

	Balance at 1 April 2022	Amount released to incoming resources	Amount deferred in the year	Balance at 31 March 2023
	£	£	£	£
Community projects	425,587	425,587	822,098	822,098
	425,587	425,587	822,098	822,098

Income is deferred where it is linked to milestones in future periods.

## 15. Analysis of net assets

	Unrestricted funds	Restricted funds	Total 2024
	£	£	£
Tangible fixed assets	10,969	-	10,969
Investments	2,070,803	-	2,070,803
Net current assets	791,378	1,175,666	1,967,044
Provision for liabilities	-10,000	-	-10,000
	<b>2,863,150</b>	<b>1,175,666</b>	<b>4,038,816</b>
	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>Total 2023</i>
	£	£	£
<i>Tangible fixed assets</i>	20,116	-	20,116
<i>Investments</i>	1,951,527	-	1,951,527
<i>Net current assets</i>	748,869	2,527,044	3,275,913
<i>Provision for liabilities</i>	-10,000	-	-10,000
	<b>2,710,512</b>	<b>2,527,044</b>	<b>5,237,556</b>

## 16. Statement of funds

	Designated fund	General fund	Total
	£	£	£
<b>UNRESTRICTED FUNDS</b>			
At 1st April 2023	411,305	2,299,207	2,710,512
Incoming resources	-	5,877,456	5,877,456
Resources expended	-50,190	-5,793,904	-5,844,094
Transfers	121,615	-121,615	-
Loss on investment	-	119,276	119,276
<b>At 31 March 2024</b>	<b>482,730</b>	<b>2,380,420</b>	<b>2,863,150</b>

## Statement of Funds (continued)

	Designated fund £	General fund £	Total £
<b>UNRESTRICTED FUNDS</b>			
At 1 April 2022	293,479	2,413,978	2,707,457
Incoming resources	-	3,951,729	3,951,729
Resources expended	-123,974	-3,663,180	-3,787,154
Transfers	-	-161,520	-161,520
Surplus on investments	241,800	-241,800	-
At 31 March 2023	411,305	2,299,207	2,710,512

Designated funds include £200k to support a new fundraising strategy, £126k to support collaboration across the Groundwork federation and £159k to promote programmes aligned to our strategic priorities.

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
<b>Restricted funds comprise performance related grants as follows:</b>				
<b>RESTRICTED FUNDS</b>				
Bupa	-	615,467	-556,577	58,890
Tesco Community Grants	-	6,281,569	-6,281,569	-
HS2 Grants	-	2,272,090	-2,272,090	-
Comic Relief	841,923	391,375	-1,193,443	39,855
Cadent Foundation	693,507	1,658,304	-1,882,613	469,198
DCMS - Energy Efficiency Scheme	-	688,846	-688,846	-
Home Office	174,697	138,485	-221,665	91,517
Firethorn Trust	135,547	-	-135,547	-
Onestop Carriers for Causes	65,544	35,000	-27,800	72,744
Redress - Energy Efficiency Scheme	-	421,928	-445,947	-24,019
The National Lottery Community Fund	17,415	14,768	-1,271	30,912
The National Lottery Heritage Fund	-	1,755,300	-1,736,767	18,533
Other Programmes	598,411	1,156,406	-1,336,781	418,036
	2,527,044	15,429,538	-16,780,916	1,175,666

## Large programmes include:

Tesco Community Grants	Grants to fund local community projects, voted for by Tesco customers
HS2 Grants	Grants to organisations to mitigate the disruption of HS2 construction.
Comic Relief	Grant funding to community led organisations to support capacity building and project delivery.
Cadent Foundation	Funding for energy efficiency advice and measures to vulnerable households, delivered by Groundwork 'Green Doctors'.
DCMS - Energy Efficiency Scheme	Grants to Community organisations to improve energy efficiency
Redress - Energy Efficiency Scheme	Support to vulnerable customers to reduce energy bills
The National Lottery Community Fund	Coaching for young people who are furthest away from the labour market
The National Lottery Heritage Fund	Work placements in the green job sector aimed at participants from diverse backgrounds



	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
<b>RESTRICTED FUNDS</b>				
Tesco Community Grants	-	8,727,550	-8,727,550	-
HS2 Grants	-	2,335,165	-2,335,165	-
Comic Relief	864,000	1,552,000	-1,574,077	841,923
ESF Community Grants	29,645	1,457,773	-1,481,300	6,118
Cadent Foundation	815,578	537,608	-875,113	478,073
Home Office	-	377,313	-202,616	174,697
Firethorn Trust	-	362,500	-226,953	135,547
Onestop Carriers for Causes	138,034	293,000	-365,490	65,544
The National Lottery Community Fund	46,067	1,280,037	-1,308,689	17,415
The National Lottery Heritage Fund	8,082	-	-8,082	-
Other Programmes	999,608	1,889,444	-2,081,325	807,727
	<u>2,901,014</u>	<u>18,310,814</u>	<u>-19,186,360</u>	<u>2,527,044</u>

Programme funds are only available for expenditure in accordance with the funders' directions.



## 17. Commitments under operating leases

As at 31st March 2024, the charity had total commitments under a non-cancellable lease for premises as set out below.

	2024	2023
	£	£
Within 1 Year	<b>53,704</b>	53,704
1-2 Years	<b>46,032</b>	53,704
2-5 Years	-	46,032
	<b>99,736</b>	153,440

£53,704 was expensed during the year (2023: £57,204)

## 18. Provision for dilapidation

A provision of £10,000 has been included to cover the possible dilapidation costs associated with the lease of the Walker Building. This will be reviewed annually to ensure it is sufficient to cover future possible liabilities.

## 19. Pensions

During the year ended 31 March 2024 Groundwork UK paid contributions into a defined contribution scheme. The total charge to the defined contribution scheme amounted to £289,556 (2023: £248,940). Contributions outstanding at the year-end amounted to £24,420 (2023: £22,351).

## 20. Related party transactions

At the year-end a balance of £4,000 (2023: £4,000) was owed to Groundwork Trade Association Limited, a wholly owned subsidiary of the company. There are no other related party transactions.



## 21. Reconciliation of net income to net cash flow from operating activities

	2024	2023
	£	£
Net income for the reporting period (as per the SOFA)	-1,198,740	-370,915
<b>ADJUSTED FOR:</b>		
Losses / (Gains) on Investments	-119,276	161,520
Depreciation charge	16,381	17,513
Investment income	-210,049	-128,330
(Increase) / Decrease in debtors	3,476,746	608,610
Increase / (Decrease) in creditors	-3,231,076	-3,949,221
Net cash provided by (used in) operating activities	-1,266,014	-3,660,823

## 22. Grants payable

All grants payable relate to institutional grants paid to Groundwork Trusts, delivery partners and community groups. The detailed breakdown of all grant payments is available on request from the charity's principal address.

## 23. Financial Instruments

	2024	2023
	£	£
<b>Groundwork UK's financial instruments may be analysed as follows:</b>		
<b>FINANCIAL ASSETS</b>		
Financial assets measured at fair value through profit and loss:		
Investments	2,070,800	1,951,524
	<u>2,070,800</u>	<u>1,951,524</u>

Financial assets measured at fair value through profit or loss comprise fixed asset investments in a trading portfolio of listed company shares.

Groundwork UK would like to thank all its funders and partners. Our work to support communities has benefited significantly from funds provided by the following organisations:

	£
Access - The Foundation for Social Investment	143,431
Balfour Beatty	21,451
Bupa Foundation	627,927
Cadent Foundation	1,561,807
Cadent Gas Limited	647,083
CAF	90,338
Capgemini	3,200
Centrica	308,437
City & Guilds	181,107
Comic Relief Community Fund (England)	486,213
Central England Coop	160,501
Deloitte	12,900
Department for Digital, Cultural, Media & Sport	808,281
Encirc	131,000
Energy Saving Trust	498,823
Grosvenor	143,395
GVA	14,977
Hatch Enterprise	187,076
Home Office	171,396
HS2 Limited	3,143,971
Jones Lang Lasalle Limited	33,514
KPMG LLP	19,440
Lacka Foods	133,128
Long Harbour	12,000
Department for Levelling up, Housing & Communities	2,183,264
UK Year CIC	45,750
NPC - Everyone's Environment	17,613
NHS Property Services	142,736
Northern Gas Network	320,871
One Stop Stores	175,515
Price Waterhouse Coopers	42,782
Segro	205,581
Education & Skills Funding Agency	16,285
Sopra Steria	25,000
Swire Charitable Trust	50,000
Teacheractive Limited	10,000
Tesco PLC	10,631,693
Thrive	30,812
The National Lottery Community Fund	14,768
The National Lottery Heritage Fund	1,311,844
Veolia	46,508
Way of Life	5,437
WWF- UK	16,593

These figures are based on invoiced amounts during the financial year.

# Advisers

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## Auditors

### **Crowe U.K. LLP**

Black Country House  
Rounds Green Road  
Oldbury B69 2DG

## Investment Managers

### **Cazenove Capital**

1 London Wall Place  
London EC2Y 5AU

## Bankers

### **The Co-operative Bank plc**

PO Box 82  
118-120 Colmore Row  
Birmingham B3 3BA

### **HSBC**

114 High Street  
Stourbridge DY8 1DZ

### **Scottish Widows Bank plc**

PO Box 12757  
67 Morrison Street  
Edinburgh EH3 8YJ

## Solicitors

### **Anthony Collins Solicitors LLP**

134 Edmund Street  
Birmingham B3 2ES

# The Board of Trustees

The trustees (who are the directors of the company in accordance with the Companies Act 2006) on the date of approval of this report, or who served as trustees at any time during the year reported on, are as follows:

Appointed trustees	First appointed	Last appointed	Retired/resigned
Stuart Bonham	December 2019	AGM 2023	
Katrina Cunliffe	March 2023	AGM 2023	
Jeff Greenidge	March 2019	AGM 2022	Resigned June 2024
Patrick Hughes	September 2021	AGM 2021	
Margot Madin	September 2022	AGM 2022	
Antony Nelson	March 2019	AGM 2022	
James Parkin	June 2024		
Nigel Reader	July 2021	AGM 2021	
Paul Roots	March 2019	AGM 2022	
Anne-Marie Simpson	AGM 2023	AGM 2023	
Alan Smith	June 2014	AGM 2020	Resigned September 2023
Andrew Thurston	January 2021	AGM 2021	

Co-opted trustees	First appointed	Last appointed	Retired/resigned
Faiza Amin	September 2019	AGM 2022	
Karen Balmer	September 2022	AGM 2022	
Graham Hartley (Chair)	August 2015	AGM 2021	Retired September 2024
Claire Marshall	December 2021	AGM 2022	
Oona Muirhead	June 2024		
Graham Parry	September 2022	AGM 2022	
Jack White	September 2019	AGM 2022	

## Company Secretary

Paul Viles

Committees of the Board

Chairs' Committee	Chair	Graham Hartley
Federation Executive Team	Chair	Graham Parry
Groundwork UK Committee	Chair	Claire Marshall
Audit Committee	Chair	Stuart Bonham

Chief Executive

Graham Duxbury



## GROUNDWORK

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To find out more about Groundwork,  
**please get in touch:**

[www.groundwork.org.uk](http://www.groundwork.org.uk)

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Groundwork UK is the operating name of the Federation of Groundwork Trusts, a company limited by guarantee.  
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