

THE GROUNDWORK SOUTH TRUST LIMITED

England & Wales · Charity number 293705

Details

Other names	THE COLNE VALLEY PARK GROUNDWORK TRUST LIMITED, THE THAMES VALLEY GROUNDWORK TRUST LIMITED, GROUNDWORK THAMES VALLEY
Status	Registered
Legal form	Charitable company
Company number	01982077
Registered	1986-02-18
Register	View on the Charity Commission register

Contact

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Activities

Objects: TO PROMOTE THE CONSERVATION, PROTECTION AND IMPROVEMENT OF THE PHYSICAL AND NATURAL ENVIRONMENT IN THE GEOGRAPHIC COUNTIES IN THE SOUTH EAST AND SOUTH WEST REGIONS OF ENGLAND, AND THE ADMINISTRATIVE AREAS OF THE LONDON BOROUGH OF HILLINGDON, THE LONDON BOROUGH OF HOUNSLOW , AND THE DISTRICT OF THREE RIVERS (THE BENEFICIAL AREA). AND; 2) TO PROVIDE FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION AND LEISURE TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE OF THOSE LIVING IN OR RESORTING TO THE BENEFICIAL AREA 3) TO ADVANCE PUBLIC EDUCATION IN ENVIRONMENTAL MATTERS AND OF THE WAYS OF BETTER CONSERVING, PROTECTING AND IMPROVING THE SAME WHERESOEVER 4)TO PROMOTE IN THE BENEFICIAL AREA, THE CARE, RESETTLEMENT AND REHABILITATION OF OFFENDERS, EX-OFFENDERS AND THOSE AT RISK OF OFFENDING, AND TO SUPPORT THEIR FAMILIES AND DEPENDANTS, WITHIN THE BENEFICIAL AREA IN PARTICULAR (BUT WITHOUT PREJUDICE TO THE GENERALITY) BY PROVIDING, PROMOTING, SUPPORTING OR ORGANISING THE RECRUITMENT, EMPLOYMENT, EDUCATION AND TRAINING OF OFFENDERS, EX-OFFENDERS AND THOSE AT RISK OF OFFENDING, AND TO ASSIST THEM IN FINDING EMPLOYMENT AND ACCOMMODATION AND IN REHABILITATING THEMSELVES; 5) TO PROMOTE THE PREVENTION OF CRIME BY SUPPORTING OR CARRYING ON EITHER ALONE OR IN CO-OPERATION WITH ANY OTHER BODY, AUTHORITY OR PERSON ANY PROJECT OR SCHEME AND BY PROVIDING MONEY FOR SUCH PURPOSES WHETHER BY LOAN OR OTHERWISE.

Activities: In relation to its "Beneficial Area":1. To promote conservation, protection and improvement of the physical/natural environment.2. To implement recreation/leisure solutions which enhance social welfare in the community.3. To advance public education in environmental/sustainability issues.4. Via a social enterprise, contribute to wider national strategies on crime reduction.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

Geography

- **Area of benefit:** SEE OBJECT DESCRIPTION
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£9,432,485	£9,384,754	£16,909	135
2024-03-31	£9,361,404	£9,319,720	£-30,822	167
2023-03-31	£7,590,322	£7,379,049	£-72,506	151
2022-03-31	£6,600,345	£6,408,439	£-283,779	108
2021-03-31	£4,707,895	£4,698,943	£-475,685	88

Trustees

Name	Role	Appointed
Professor Peter Head	Chair	2018-09-04
Daniel Joseph Davidson		2017-03-14
Janet Sutherland		2020-03-31
Mary Dowd		2020-10-20
Matthew Pearce		2024-06-25

THE GROUNDWORK SOUTH TRUST LIMITED

England & Wales - Charity number 293705

Accounts

Annual Report and Financial Statements 2024/25

The Groundwork South Trust Limited (A company limited by guarantee)

Registered Charity No. 293705
Registered Company No. 01982077 (England and Wales)

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Report of the Trustees for the year ending 31 March 2025

The trustees are pleased to present their annual directors report together with the financial statements of the charitable company for the year ending 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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

Groundwork South's operational area is the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park.

Chairman's Introduction

We are pleased to present Groundwork South's Annual Report and Accounts for the year ending March 2025. 2024/25 was another very demanding year for us all, one in which Groundwork South continued to manage their way out of the post-COVID problems, with some new challenges, with strong teamwork and seeking out emerging opportunities in a changed political landscape.

We had another successful year of residential courses at the Outdoor Centres and there was again excellent feedback of positive impacts for pupils-bookings look incredibly positive for next year.

This was another year when Groundwork South continued to build a more mature and resilient operation with impressive, substantial and growing impacts in many areas of community need. For example, the Communities Prepared programmes have grown nationally as resilience training and strategy become more important.

We saw major funders launch new approaches and strategies, particularly in areas affected by the continued cost of living crisis made worse by high energy prices. We've been able to apply our expertise and this new funding to launch and grow programmes to support these communities.

We are also delivering water saving and flood management projects related to increased focus on climate change risks. The team have been successful in getting new commissions as a result and are gaining UK wide interest for some of their work, including within the Groundwork Federation. A new strand of opportunity is being developed in creating and selling biodiversity credits through our land management activities. The aim is to align with our aims to grow our work with young people; and across our thematic.

Ending the year with a positive financial position and an increased set of beneficial community outcomes, is another incredible result and shows that firm foundations for the future are now being used and built upon. We are all very proud of these achievements. The outstanding leadership team continued to work very long hours with great skill to further evolve strategy and ways of working alongside a talented and dedicated staff team.

We would like to take this opportunity to extend our sincere thanks again to our staff team, who delivered work to high quality standards to meet the approval of our funders and clients; who sought new opportunities and succeeded in securing additional funding for existing programmes; as well as funding to launch new programmes; and who were incredibly creative and innovative; all so that we could continue to deliver services in support of communities and individuals in need.

Again, we sincerely thank Groundwork London (our sole company member) for their continued support through our shared Executive and specialist service management, partnership programme delivery, as well as loans, when needed, to underpin our cashflow. No loans were outstanding at the year end.

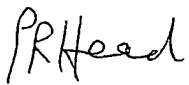
We continue to work closely with the rest of the Groundwork Federation and, in collaboration, deliver several national programmes of work. With a focus on Creating Better Places, we supported people to work collectively to make their surroundings greener, more resilient, safer, and healthier and to be actively involved in their communities and neighbourhoods.

We are even more aware of climate change impacts, increasing pressure on natural resources and rocketing energy prices. Our Greener Living and Working programmes raised awareness amongst individuals and communities on how to manage their environmental impact and to support them to cut energy and reduce water use.

To Improve Peoples Prospects, we delivered support to children, young people, families, and long-term unemployed to increase confidence, skills, well-being, and employability. We delivered on our commitment to improve life chances for young people, working with schools, local authorities, and a range of organisations from the public and private sectors, we provided accredited opportunities that increased access to education, employment, training, and citizenship. We supported people furthest from the job market to develop their skills and find work.

All of us at Groundwork South are passionate about helping to create a future where everywhere is vibrant and green, every community is strong and able to shape its own destiny and where everyone can reach their potential. That is why we've been working with partners for over 35 years, supporting local communities to tackle big social and environmental challenges.

A summary of our plans and activities is set out in this report demonstrating the breadth and impact of our work.

A handwritten signature in black ink, appearing to read 'P Head'.

Chairman

Peter Head

About Groundwork

Vision

Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment and where individuals and enterprise prosper.

Mission

Our mission is to transform lives and places in communities in the South-East and South-West of England.

Our core values are:

- **Empathy** - valuing differences and treating everybody with respect
- **Innovation** - always looking for new and better ways of working
- **Professionalism** - maintaining high personal and professional standards
- **Commitment** – dedicating time and energy to deliver quality projects and services
- **Passion** – having ambition, enthusiasm and pride in all that we do and achieve

Our Aim

We aim to be an outstanding deliverer of local environmental and community regeneration in areas of need. Our work will result in:

- better local environments for the benefit of local communities
- environments more resilient and adapted to changes in climate and increasing demands of a growing population
- people more empowered to engage in local decision-making and voluntary action to improve local communities
- young people and long term unemployed motivated to engage in education or training and taking up opportunities to develop their confidence and skills leading to employment
- more people and businesses helping the environment and saving money through cutting energy and water use and creating less waste

To achieve our vision, we are working together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector.

Our Approach

- **We put the right tools in people's hands** - we provide targeted support tailored to address the specific needs of vulnerable people and diverse communities
- **We engage with everyone who has a stake in a place** - we work together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector to deliver positive change across the South of England
- **We address as many issues as possible with the same investment** - we apply our skills and experience and build partnerships that enable us to deliver maximum impact for communities and maximum value for money for those who help us do it
- **We support those in most need** – we will operate as a professional, business-like organisation, delivering high quality services to achieve the greatest possible impact for the communities we serve

The trustees present the strategic report for the year ended 31 March 2025. The strategic report comprises our achievements and performance; financial review and plans for future periods.

Strategic Report

Objectives and Activities

Charitable Objectives

Groundwork South's charitable objectives are set down in the Memorandum of Association as amended at the Annual General Meeting on 30th November 2005 include:

- to promote the conservation, protection and improvement of the physical and natural environment in the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park ("the Beneficial Area");
- to provide facilities in the interest of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living or working anywhere in the Beneficial Area;
- to advance public education in environmental matters and other ways of better conserving, protecting and improving the same wheresoever;
- to promote the care, resettlement and rehabilitation of offenders, ex-offenders and those at risk of offending, and to support their families and dependents, within the Beneficial Area;
- to promote the prevention of crime by supporting or carrying on either alone or in co-operation with any other body, authority or person any project or scheme and by providing money for such purposes whether by loan or otherwise.

Strategic Objectives

During 2024/25 we worked to deliver two strategic objectives; the success of our work is reliant on delivering high quality, innovative actions with multiple economic, social and environmental benefits.

1. Creating and delivering services to meet the needs of communities in the South of England:

- **Creating better places** – supporting people to work collectively to make their surroundings greener, safer and healthier and to be actively involved in their communities and neighbourhoods
- **Improving people's prospects** – delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.
- **Promoting greener living and working** – helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health and wellbeing.

2. Creating a strong, viable business, achieving excellence in service delivery.

The performance of our business will be driven by:

- Increasing the quality, consistency and efficiency of our operations
- Innovation and development of our services.
- Securing income from diverse sources.
- Building long-term local and strategic partnerships and relationships.
- Fostering participative and integrated working across our staff teams.

Public Benefit Statement

All Groundwork South's activities contribute to the achievement of our strategic aims and objectives and are undertaken to further our charitable purposes for the public benefit. Our main activities and who we try to help are described below. We review our aims, objectives and activities each year in the Business Planning process. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are established to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Grant Making Policy

The Trust administers applications for various grant schemes in partnership with local authorities and other Private and Public Agencies. The applications are reviewed against specific criteria and business objectives, which are set out by the grants panels and awarded to constituted groups.

Achievements and Performance

During 2024/25, we delivered a diverse range of services to empower communities and individuals across the South East and South West of England—and we're proud to share the results. Groundwork South made a significant charitable impact by improving over 175,000 square metres of land and enhancing public access to more than 822,000 square metres across 4,719 sites, including parks, schools, and vital community spaces. Our environmental efforts included planting over 7,465 trees and implementing 713 nature-based solutions to tackle real-world challenges such as biodiversity loss, urban heat, and flooding.

We engaged 33,358 individuals in programmes spanning education, wellbeing, and environmental action, and supported 654 people into education, training, or employment—many of whom faced additional barriers. These achievements were powered by our dedicated staff and volunteers. Volunteers who contributed 33,782 hours of service, valued at nearly £487,500. We also helped 9,619 people make greener choices, leading to an estimated 757.7 tonnes of carbon savings. To further amplify community impact, we distributed over £2.6 million in grants, enabling local organisations to drive change from the ground up.

We continued to act as managing agent to the **Colne Valley Regional Park (CVRP)** and catchment host for the Colne Catchment Action Network. The Colne Valley Regional Park is 43 square miles of countryside on the edge of London and Herts, Bucks, Berks & Surrey. We continued our green team work in the Colne Valley Park delivering environmental and conservation improvements and training and supporting 10 people, helping them into full time employment. Green team work has included a planting scheme on a housing estate where they have learnt planting skills and plant identification; development of the Chalfont Nature Reserve project; improving habitats for adders and renovating a pond to improve the habitat for the Great Crested Newts. Rivers projects have continued with undertaking monitoring the condition of the rivers and engaging 100's of volunteers on controlling invasive Non-Native Species that are choking our waterways.

We have been raising awareness of challenges facing the Green Belt arising from changes to the National Planning Policy Framework and multiple development proposals across the area. Through the Colne Valley Regional Parks campaign 'Your Countryside in Crisis' we continue to promote the importance of the green belt for biodiversity, wellbeing and climate change protection and to make the case for increased investment into these vital areas of green space.

In the **Combe Valley Countryside Park**, we are the Managing Agent for Combe Valley Community Interest Company (CVCIC) and are working with the CIC board and a range of stakeholders to deliver the final year of a 5-year park improvement and activation plan (2020 -2025). The Combe Valley Community Nature Project continued to deliver strong community engagement and biodiversity improvements. These nature-based conservation, education and community activities have been made possible by support from Hastings Direct, Section 106 funding and other local funding sources, this has enabled us to engage with 1,100 adults and children and work with 95 volunteers.

We continue to work closely with stakeholder groups, including the Combe Valley Sub-Group, to work towards affording better protection for Combe Valley Countryside Park. We work collaboratively in partnership with Friends of Combe Valley who share our delivery space and continue to support the creation of the Combe Valley Community Garden space. Activities have included: construction of raised beds for growing vegetables, installation of educational space and creation of hardstanding area to improve access to the community garden. Ongoing development of the Native Tree Nursery; hedgerow care and maintenance. We have also run weekly practical conservation and community garden volunteering sessions, engaging over 200 community members, many of whom are vulnerable requiring additional support. We are supporting Hastings Borough Council with a scheme to create Biodiversity Net Gain units through land and biodiversity improvements within the Northwest area of the park.

We manage **The Bale House** - Visitor Centre and Café, built with financial support provided by European Interreg UpStraw Funding, in **Hastings Country Park and Nature Reserve**. We began to manage the Café in-house with positive feedback from visitors as The Bale House increases its popularity with an estimated 80,000 visitors in the year. The Bale House facilitates many unique interactions with a wide variety of user groups from walkers to bird watchers, historians, and in every age range from children to the elderly. Professionals use the space alongside young families, and it is extremely popular for people with learning difficulties and their carers. The interactive TV presentations about the straw bale building and the reference library with books about nature and the environment are popular. 250 family and community activities were delivered in 4 months over the summer.

We have also been working to increase access to the nature reserve and enhance biodiversity with support from partners such as Natural England, High Weald Natural Landscapes, Hastings Borough Council (HBC) and The Friends of Hastings Country Park Nature Reserve. This work has included weekly conservation volunteering in line with the park's management plan and works needed to manage the important habitats in the Nature Reserve.

The **Rare Bee Project** has created wildflower areas throughout Hastings and nesting habitat for bees. We have worked with HBC to implement bee friendly mowing regimes. We have planted hedgerows, prepared wildflower areas for this year's blooms and continued woodland edge improvements and the clearing of south facing banks to create mining bee nesting habitat.

Our **community cafes in Denham & Tilgate** aim to maintain cost effective and affordable offerings. Tilgate entered its last year of a ten-year contract with an extension for further six months. Our **Charity Shop** (now in its 11th year) provides recycling and reuse of household goods and clothing to the local community and is now branching out into plant sells and community events. Our team of volunteers completed over 3000 hours of volunteering at the shop, we also welcome numerous work placements for young people with additional needs. As well as providing affordable items to the community, we recycle approximately 24 tonnes of textiles, crockery and books.

We continued to provide grants administration support to the **Heathrow Community Trust (HCT)**. We also supported 1000's of organisations to achieve **Comic Relief Grants**, **ESFA** funding and **Tesco's Stronger Starts Community Grants** supporting schools and youth projects. Over the year community organisations received almost £2.32million in funding as well a 'enabler' support for small community projects such as lunch and breakfast clubs, school growing gardens, sports equipment and activities, healthy eating and arts projects.

We continued the management of the partnership for the **Business Improvement Districts (BID)** at the **Globe Park & Marlow** industrial estates and **Cressex Business Park**, High Wycombe supporting over 700 business. These initiatives aim to tackle challenges and create opportunities for improvement such as transport, image, signage, security and environment, providing a more enjoyable and attractive working area, supporting business growth and staff retention. Last year, we gave 310 businesses information and advice on acting with greater environmental and social responsibility and engaged 375 individuals to take part in wellbeing or social action activities.

In 2017 we took over the operation of the 25-year contract to manage three outdoor activity centres - the **Oxfordshire Outdoors Service**, for Oxfordshire County Council. Oxfordshire Outdoors comprises Kilvrough Manor and Woodlands in south Wales and Yenworthy in North Devon. The Service delivers high quality residential adventure based outdoor education courses, primarily but not exclusively to schools from Oxfordshire. This year we have provided experiences for over 13,500 individuals, made up of over 12,500 school pupils, (from 160 schools) and 1100 young people from a variety of community and social action groups, including NCS.

Goblin Combe, our residential site and woodland in North Somerset, has continued to get busier with over 2,050 day and overnight visitors to our site during the year. We've continued to make improvements to the lodge and cottage thanks to our latest REPF funding and with support from Bristol Airport Environmental Improvement Fund we were able to carry out energy efficiency improvements ranging.

We continued the planning and coordinating of community and corporate volunteering days and a range of forest school activities for school and SEND groups in partnership with Goblin Combe Adventures, thanks to smaller funding pots including the D'Oyly Carte Charitable Trust and Encirc. We also worked with the Centre for Sustainable Energy (CSE), welcoming over 100 visitors to the site.

Woodland management has also been in focus, as we continue to address issues of Ash dieback and the impact of storms requiring additional clearance work. We have created a Woodland Management Plan to guide this work, as well as a Habitat Management Plan to pursue Biodiversity Net Gain units to fund the management and restoration plans.

The **Iwer Environment Centre**, in partnership with National Grid, continues to provide high quality environmental education to schools, families and volunteers (with a particular focus on volunteering opportunities for adults with additional needs). During the year, we have had 1,325 community events attendees with 4,246 education visitors including primary, secondary and schools outreach. We have had 583 unique volunteers, providing 3000 hours of work over, and without them we could not have managed the improvements we have continued to make.

The Vench, Lockleaze's adventure playground and community centre, has been a cornerstone of the community for over 53 years. Dedicated to helping children and young people live happy and healthy lives, it offers a wide range of high-quality activities and services that support families in meaningful and sustainable ways. Thanks to a range of funders, including Bristol City Council, HAF, BYCA, Nisbets and The National Lottery Million Hours Fund, open access play sessions provide safe, engaging spaces for children to build confidence and friendships, while targeted youth work, Cooking Club and one-to-one school sessions help young people develop new skills and resilience.

Food sits at the heart of The Vench's work, bringing people together and tackling food poverty. Last year's HAF programme delivered 25 sessions of freshly cooked meals and adventurous play, supported by volunteers whose dedication ensured children enjoyed nutritious food and puddings at every session. Alongside these highlights, a new food resilience programme was set up at The Vench in partnership with Bristol South Gloucestershire Food Bank, once a week, blending affordable groceries with wraparound support such as benefits advice and employability guidance, helping families build long-term stability. Additional to this, FOODclub, run in partnership with Family Action at the Vench, not only supported the community, but also diverted more than 10 tonnes of food from landfill last year.

The Vench is also a hub for creativity, play, and community events. From Supper & Play in all weathers to Cinema Club, Capoeira Club, Art and DIY club, Forest School sessions, graffiti art workshops, bike repair sessions, and birthday parties, children and young people continue to be supported to grow, explore, and connect. 15 young volunteers supported The Vench and gained valuable skills in the past year. Partnerships with Incredible Kids, the Bristol Autism Project, DigiLocal, local schools, Lockleaze Foxes Netball, and local home education networks extend the centre's reach, while community gatherings such as the Christmas Community Meal highlighted its role as an intergenerational space. In the last year we hosted 12 corporate volunteer days, which have helped maintain and transform both indoor and outdoor areas, creating vibrant, sustainable spaces for all. 6500 m2 of land were improved last year, whilst our support reached 2,152 individuals through our own sessions. Furthermore, thanks for funding from YIF, Thrive Renewables and Grundon, The Vench improved the MUGA court surface and drainage around the site, installed a water fountain and rain water collection to reduce water consumption, insulated the loft of the playroom to reduce energy use, and redesigned some of the internal spaces to improve useability and accessibility. We also secured funding from Bristol City Council's Community Resilience Fund and Avison Young to develop a new community café, due to launch in September 2025.

Outside of The Vench, we deliver a range of other youth programmes. **Fusion Youth Adoption Project** provides activity sessions for Young People aged 7-17 from Hampshire and the Isle of Wight. The project supported 416 adopted young people (20% identifying additional support needs) to take part in informal sessions to help them engage with each other to share the experience of adoption, social action and climate training. **NCS (National Citizenship Service)** is a youth led project funded by central government and managed by GWL. The aim is to support and deliver 48 hours of experiences – Employability, Life Skills and Social Action to 16–17-year-olds.

In 2024/25 we worked with South Devon College and delivered 255 experiences, and at Swindon UTC we engaged over 90 students. Through the **Groundwork Blue Influencers** programme, we engaged 138 young people in Torbay across 23 activities that delivered targeted nature-based solutions and biodiversity improvement actions. These activities were specifically designed to address habitat and biodiversity loss, empowering young people to take meaningful environmental action within their local communities. The programme focused on four key themes: campaigns and awareness, community education, nature and climate, and youth empowerment.

Saltmill Pitch and Pavilion, continues to thrive with the pitch hosting a broad range of user groups, men's and women's teams, youth and children's groups, veterans with games from competition to casual and caters for a variety of abilities. Our **Saltmill Social Action Team** offers support to local 400 young people via six-week programmes which include social action projects in and around Saltmill and Saltash. These young people also engaged in accredited learning with functional skills, level 1 & 2 in English and Maths qualifications and certified awards in level 1 & 2 Food Safety & Hygiene, England Boxing awards and First Aid. 62 participants were also supported with education and career path through opportunities for work experience and mentoring and pastoral support. The young people engaged in the Friends of **Saltmill Skatepark Group** provide an advocacy voice for the ongoing maintenance and improvements to the skate park and the wider development of the spaces at Saltmill for the benefit of the whole community

Saltash Community Connections – Shared Prosperity Good Growth Fund. South East Cornwall secured capital and revenue funding to enable us to extend the changing rooms and office accommodation at Saltmill Park and create a community hub which will be home to our staff team, youth work projects and community engagement sessions. The revenue funding supports young people who find themselves outside of mainstream education. This built upon pilot work carried out as part of the iWill project and has gone from strength to strength with schools and other agencies referring so many young people that we have had to cap the numbers we can work with.

Our England-wide community resilience programme, **Communities Prepared** supports communities across the country to feel better prepared when facing a range of challenges, including those linked to climate change. During the year we were delighted to secure further funding from The National Lottery Community Fund to enable us to continue to run the programme through until 2029. During 24/25 the Communities Prepared team engaged approximately 230 participants in training and workshop sessions, focusing on topics including flooding, snow, heatwaves, community emergency planning and incident awareness. Alongside this, the programme's website (www.communitiesprepared.org.uk) has continued to grow in its offer and membership, which stood at approximately 1,800 members by the end of 24/25 – these members are able to access a wide range of resources and self-led learning, to complement our training sessions and workshops.

Alongside programme delivery, we have continued to follow and be part of strategic conversations around the national community resilience space. We have maintained and strengthened relationships with key players in the sector, including the Voluntary and Community Sector Emergencies Partnership (VCSEP), National Consortium for Societal Resilience (NCSR+) and the Environment Agency amongst others, to ensure that we're working together to build resilience across the country. This has included reconfiguring our Partnership Board to strengthen its strategic focus – bringing in new partners (VCSEP, Met Office, British Red Cross).

We continued to work with the British Red Cross on Building Resilience Together (BRT, funded by Aviva) to develop the concept of community resilience hubs, partnering with resilience organisations in six pilot areas to test and launch hubs that meet specific community needs. Finally, our relationship with the Greater London Authority continued to grow, seeing us work in partnership with Groundwork London to deliver three projects for London – a community resilience toolkit, the mobilisation of community venues in an emergency (building on our experience through BRT), and launching a new community climate leaders programme.

Finally, we have taken time to focus on the strategic direction of Communities Prepared, recognising that our work will have greater impact in communities if we're able to offer more in-person, tailored support and training which takes into account the specific contexts of individual communities / areas. This has led to the development of our scaling up strategy, through which we will prioritise building relationships with other Groundwork trusts and securing funding for local / regional partnership projects – the first of these got underway towards the end of 24/25, in partnership with Groundwork Greater Manchester and Groundwork CLM, funded by Electricity North West.

Project Groundwater is led by Buckinghamshire Council, with Groundwork South as the community engagement delivery lead. It aims to transform how communities prepare for and respond to groundwater flooding through collaboration with residents and businesses in 9 high-risk pilot communities across the Chiltern Hills and Berkshire Downs. In 24/25, Project Groundwater built on the progress in the previous year forming Flood Groups, the South Oxford Flood Action Group (SOFLAG) in Hinksey Park, and the Chalfont St Peter Community Flood Group. Both groups are now establishing themselves in their respective communities. SOFLAG are looking at how to raise awareness of its existence amongst the public as well as developing a website, and the Chalfont St Peter Flood Action Group have created a leaflet to promote how to minimise waste going into the town's drainage to reduce pressure on the system (a significant issue for the town during winter 2023/2024). The Community Engagement team arranged a packed schedule of community engagement, attending 66 events across our 9 communities, engaging 1,034 people. These events included community meetings and events such as the Chesham Environmental Group litter picking, The Feast of St Peter in Chalfont St Peter, the Luton Resilience Fair (organised by our team).

Our **Green Doctors** team continued to develop and deliver projects in Kent, Medway and the Thames Valley. Through the **Cadent project** we supported 168 fuel poor households in the Thames Valley area with in-depth advice via home visits and telephone support. Through **British Gas Warmer Homes** which delivered home visits across Kent, Medway and the Thames Valley we supported 416 fuel poor households with in-depth advice via home visits and telephone support. Also in Kent, we completed the delivery of the **Energy Crisis Response Programme**, funded by Energy Redress, -we have supported a total of 151 households through home visits and telephone support since the start of the projects, 56 of these households have also received follow up support. Across these three programmes the Green Doctor team delivered the highest number of in-depth appointments since 2020. In addition to our in-depth appointments, we continue our outreach and training programme reaching 165 people with light touch energy advice in the community and training 416 frontline workers in fuel poverty awareness.

We have continued to deliver **Water Efficiency** programmes across the south of England. We delivered 17,312 domestic water efficiency visits for Affinity Water and 2,724 visits for customers of Wessex Water, both programmes achieving their annual targets. During the year non household (NHH) water efficiency visits achievements included: water savings of 5 MLD (mega litres per day) for South-West Water customers; the successful delivery of a 1.67MLD pilot NHH programme for Southern Water customers which has been extended and increased in volume in 2025/26. We also delivered water savings of 10.75 mega litres per day for Thames Water non-household customers, many of whom were in the Thames Valley region. We secured new NHH programmes for delivering in 2025/26 and beyond with Wessex Water and Affinity Water. We delivered a successful pilot storm water planter programme for Thames Water in Oxford to helping them to address their storm water overflow challenges, which we hope will lead to more opportunities for this type of work with Thames Water and other water company clients in future years.

In terms of our employment programmes, the **ASCEND project** assisted Support for Carers, Extra Needs and Disabilities in West Berkshire. We are now in our fifth and final year of delivering intense one to one support to 41 individuals who have complex needs, are neuro diverse and have mental health struggles. The aim is to provide them with a pathway to healthier lives, volunteering, education, and employment. We have had a successful year supporting 14 of our clients into voluntary roles, education and 8 into employment. **Jobs for HongKongers** despite the very short window of Nov 24 to March 25 to deliver this project, we supported 294 participants, over 155 attended ESOL sessions; 166 attended effective job search sessions; 181 had their CVs amended; 36 participants found sustainable job roles in the lifetime of the project.

Groundwork South Financial Review

Groundwork South shows income achieved in the year of £9.437m with expenditure of £9.390m, resulting in a surplus for the year of £47k

The Trust has been able to manage its cash flow, meeting its obligations as they fell due via 3 separate loan facilities provided by Groundwork London and closer monitoring and management of its cashflow position. In addition, a full cost recovery financial model is used, which enables the Trust to allocate costs appropriately; to prepare financially sound grant and funding applications and effectively monitor projects that are underachieving or are not meeting their targets.

How we raised our money

Funding for Groundwork South was provided by the following sources:

	£
Central Government	311,311
Local Authorities	3,567,277
Private Sector	5,417,833
National Lottery	136,064
	<u>9,432,485</u>

How we spent our money

The money we raise from our clients and partners is entirely focused on building our capability with local communities to deliver our three charitable outcomes. An overview of the split of expenditure against our different themes is given below:

	£
Greener Living & Working	7,647,903
Youth & Employment	242,631
Parks & Open Spaces	1,494,220
	<u>9,384,754</u>

Reserves Policy

The Board recognises the need to build up unrestricted reserves to:

- Provide the working capital required to manage the usual retrospective nature of the programme funding which can result in considerable timing difference between expenditure and receipt of income.
- Set aside funds for other appropriate capital assets such as IT equipment and for properly equipping the Trust.
- Invest in the development of new services and training & development of staff.

Going Concern

The Trust is a going concern and operates solvently. In 2017 Groundwork London provided loans to Groundwork South to the value of £1.355m, in order that Groundwork South could guarantee that all debts would be paid as they fell due. This facility operated on a 'draw down' basis as and when Groundwork South required the funds. From December 2022 a £620k secured loan is in place indefinitely for use as and when Groundwork South requires it. The balance outstanding on the loan at 31st March 2025 was £0 (2024: £0).

Future Plans 2025/26

In line with the Groundwork Federation strategy: Groundwork 2020, we will deliver Groundwork Services across the South East and South West of England. We will:

1. Create and deliver services to meet the needs of communities across three key themes

During 2025/26 we will progress projects that focus on:

Creating better places – *supporting people to work collectively to make their surroundings greener, more resilient, safer and healthier and be actively involved in their communities and neighbourhoods.*

We will plan, develop and deliver a programme of community projects that will focus on:

- Building empowered, engaged and resilient communities through community engagement, consultation and capacity building projects and skills development.
- Supporting community led improvements to spaces and neighbourhood environments.
- Supporting the integration of marginalised groups, including refugees and migrants through teaching English, cultural creative activities and building social networks.
- Enhancing communities' and individuals' health and wellbeing through projects that increase physical activity, improve mental health, promote healthy eating and connect people to green space.
- Engaging communities in the effective management and maintenance of green and open spaces and rivers.
- Encouraging young people to engage with others in their community and positively contribute to their local area.
- Promoting and conserving the natural environment and enhancing access to nature and heritage.
- Providing outdoor and education centres with activities for empowering, environmental or therapeutic purposes, including IVER Environment Centre and Goblin Combe Lodge
- Nature study centres providing organised activities for educational, environmental or therapeutic activities.
- Inspiring and promoting volunteering including youth citizenship and employee engagement.
- Tackling the social, physical and practical barriers to inclusion, including knowledge and skills, perceptions and confidence

We will continue integrating landscape design and community development, delivering urban and rural environments that meet the needs of local communities, offering design, consultation and master planning services, our work will focus on:

- Parks and open spaces, play and active spaces and rivers
- Climate adaptive design using low-cost, light-engineering flood risk management and climate change adaptation solutions
- Biodiversity enhancements, and opportunities created through the new Biodiversity Net Gain planning requirements

We will continue to build our reputation and competence in providing sustainable landscape management and river enhancement:

- Managing the Colne Valley Regional Park and Combe Valley Country Park; supporting Hastings Country Park Nature Reserve through the management of the Bale House Visitor and own Goblin Combe Woodland

- We will act as catchment hosts and deliver Defra's catchment-based approach in the Colne and East Hampshire Catchment Partnership catchments

We will provide a grant management service to strategic partners:

- Managing open grant programme for Heathrow Community Trust and managing Buckinghamshire Council Project Groundwater innovation fund for project communities
- Provide grant 'enabler' support for community groups for the Tesco Stronger Starts Scheme

Promoting greener living and working – *helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health and wellbeing.* We will plan, develop and deliver programmes which focus on:

- Behaviour change; helping adults and young people adopt more sustainable and healthy lifestyles, tackling climate change, reducing resource consumption and addressing fuel poverty
- Encouraging and supporting young people and adults to participate in and lead positive action for the environment
- Running our Charity shop, recycling and reusing household goods and clothing
- Providing tailored packages of advice and guidance on energy and water efficiency to residents, organisations and businesses
- Ensuring the successful delivery of the water efficiency contracts and pilot programmes with water companies in the region to maximise water savings for domestic and commercial customers and help tackle water stress
- Providing opportunities for the corporate sector to engage with local communities by volunteering
- Continue to expand our service offer for Green Doctors enabling us to support more vulnerable household through the impact of rising fuel costs and cost of living
- Manage Globe & Cressex business parks with a focus on sustainable and environmental improvements

Improving people's prospects – *delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.* We will deliver projects that engage, motivate and inspire people to make and lead positive lives by:

- Encouraging and supporting participation and leadership of positive action for the local and global environment
- Running clubs and providing safe places for young people to develop themselves and learn new skills
- Delivering the National Citizenship Service and other lifelong learning and citizenship activities in and out of schools
- Providing high quality outdoor learning experiences for children, young people and adults at our Oxford Outdoors centres
- We will help the most disadvantaged young people and adults improve their skills and move from welfare into sustainable employment by:
 - Providing Information Advice and Guidance (IAG), supporting people to address their barriers to securing work and helping people make the positive decisions about jobs and careers
 - Delivering job brokerage that links the right client to the right vacancy and "in work support" that helps them stay in their job

- Providing work placements and trials, with integrated training and access to volunteering placements
- Providing non-traditional pathways to employment designed to increase 'soft skills' through conservation and horticulture activities
- Supporting integration, building resilience, confidence and wellbeing in vulnerable and socially isolated adults & young people through engagement in cultural, environmental, language and preparation for work activities and volunteering opportunities, as well as connecting to wider services

2. Maintaining a strong, viable business, achieving excellence in service delivery

The performance of our business will be driven by increasing the quality, consistency and efficiency of our operations; by innovation and development of our services; by securing income from diverse sources; and by building long-term local and strategic partnerships and relationships.

We will:

- Continue to ensure the effectiveness and efficiency of our operations by managing our finances on a full cost recovery basis
- Focus our fundraising efforts on prioritising areas of our work most critical or valuable to our diverse range of funding partners
- Strengthening existing and developing new strategic partnerships with stakeholders and funders
- Measure the quality of our delivery and the impact we make
- Foster a culture to attract, develop and retain highly skilled and motivated staff
- Deliver communications to raise the profile of the organisation and our services
- Build long-term, local and regional strategic partnerships
- Develop and commit to a Carbon Reduction Plan that will plot a GHG emissions reduction pathway to 50% carbon by 2035 and net-zero by 2050

We will work with Groundwork London to sustain and develop Groundwork activity across the South of England. We will do this by working together with an executive leadership team and management of defined specialist activities.

Principal Risks and Uncertainties

The Board accepts its responsibility under the Charity Commission's Statement of Recommended Practice (SORP) for ensuring the major risks to which the charity is exposed are identified and reviewed and that there are systems in place to mitigate against them.

The risk management analysis continues to be an integral part of the business planning and business review and reporting process. The Trust maintains a comprehensive risk register in which all risks are evaluated and graded. Each risk is allocated both an Impact and Probability rating to provide an overall risk score. The Board reviews the most significant risks quarterly.

The principal risks to Groundwork South are:

- Failure to secure funding for the projected operations plans
- Poor performance and partner dissatisfaction with the quality of delivery
- Failure to deliver targets and performance requirements in contracts
- Failure to achieve our full cost recovery strategy, missing utilisation targets and chargeable rates

Whilst our response to each of these will vary, there are some key actions that will help us address these risks:

- Ensure we are delivering high quality products and services for all of our partners and customers that are based on our good understanding of our partner organisations and their challenges
- Effective coordination and targeting of fundraising and development to expand and diversify our offer in key geographic areas
- Investing in our competencies and specialist skills
- Effective evaluation and monitoring of delivery, output and financial performance
- Effective implementation of internal processes and procedures

Financial management of projects is undertaken through Enqueueer and via project budget sheets. The amount of secured and unsecured income and the expenditure and revenue on all projects is analysed on a monthly basis.

Performance against the plan will be reviewed by the Executive Team monthly and by the Board quarterly and adjustments will be made in year to income and expenditure budgets accordingly. The Trust has been working with Groundwork London on a new Project Management System which will be integrated with financial accounting, it is planned for this system to be rolled out across the Trust during the 2024/25 financial year.

In addition to reviewing the risk register, quarterly reports to the Board monitor income & expenditure and progress towards financial targets. Detailed management accounts are examined at each meeting. The Trust submits these accounts to Groundwork Federation on a quarterly basis and is monitored by the Federation on security of income and financial stability.

Reference and Administrative Details

Registered Company number
01982077 (England and Wales)

Registered Charity number
293705

Registered office of the company and principal office of the charity

The Colne Valley Park Centre
Denham Court Drive
Denham
Uxbridge
UB9 5PG

Our advisers

Independent Auditors	Hartley Fowler LLP	Chartered Accountants Statutory Auditor Fourth Floor Tuition House 27/37 St George's Road Wimbledon London, SW19 4EU
Bankers	Lloyds	Lewisham Branch PO Box 1000 BX1 1LT
	CAF	25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
Solicitors	IBB	Capital Court 30 Windsor Street Uxbridge Middlesex, UB8 1AB

Key management personnel: Directors and Trustees

The directors of the charity are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Trustees	P Head (appointed 4 th September 2018) D Davidson (appointed 14 th March 2017) M Dowd (appointed 20 th October 2020) J Sutherland (appointed 31 st March 2020) M Pearce (appointed 25 th June 2024)
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Company Secretary	S Harrison
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Key management personnel:	Executive Director Lindy Kelly
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Structure, Governance and Management

Structure

Groundwork South is a registered charity and company limited by guarantee and is governed by its Memorandum of Association amended on the 30 November 2005.

Groundwork South is a member of the Federation of Groundwork Trusts in England, Wales and Northern Ireland, each working with partners to improve the quality of the local environment, the lives of local people and the success of local businesses in areas in need of investment and support. The Federation Membership Agreement is a bilateral agreement jointly signed by both the Trust and the Federation, setting out the obligations, defining the minimum quality and ethical standards, setting out the core values and defining the circumstances and procedures whereby Trusts may be required to leave the Federation.

The Members of the Groundwork South Trust

Groundwork South is a wholly owned subsidiary of Groundwork London.

Governance

Board of Trustees

The Board of Trustees comprises the Trustees of the Trust in accordance with the Charities Act 2011 who are also the Directors of the company in accordance with the Companies Act 2006. The Board currently comprises of 5 Trustees.

Recruitment and Appointment

The Board began a process of Trustee recruitment at the end of the year aiming to make two appointments. The process resulted in the appointment of a new Trustee in 24/25. The Board is continuing its search and is aiming to make a further appointment by the end of 24/25.

Induction & Training

Groundwork South provides key information to any new Trustees including the governing document, recent accounts and meeting Minutes as part of the induction process. New and existing Trustees are encouraged to regularly attend visits to see our programmes of work in action, meet the charity's officers and beneficiaries and understand our impact.

Management

The Board delegates day-to-day financial and managerial control of the organisation to the Executive Director who reports to the Chair of the Board. The Executive Director executes their duties with the support of senior managers.

Executive Director - Lindy Kelly

Finance Director - Stuart Harrison

Director, Youth, Employment & Skills - Graham Parry

Director, Development & Strategic Partnerships - Ben Coles

Operational Delivery Manager - Becky Spake

Central Services Manager - Claire Woodcock

Our staff

Groundwork South has tremendous staff – talented and committed to making positive change for those communities they support through our projects.

We know that the passion, hard work and commitment of our staff and volunteers is critical to ensuring high quality outcomes for partners and beneficiaries, it is therefore a priority for the Trust is to attract, develop and retain highly skilled and motivated staff.

We celebrate equality and diversity and aim to promote a culture where differences between people are respected and valued. We treat people as individuals, whilst recognising that many people share common experiences based on their background. We will continue to create and maintain an environment that meets the needs and aspirations of our own people, clients, partners and beneficiaries irrespective of race, gender, disability, sexual orientation, religion or age.

Furthermore, our policies and procedures are continually reviewed in line with best practice and legislation and will continue to reflect Groundwork South's commitment to equal opportunities. As part of our commitment to a diverse workforce, we hold 'Positive about Disabled People' status with the Disability Two Ticks mark.

2025/26 we will:

- Work towards ensuring 'Real Living Wage' as a baseline for all staff
- Focus on delivering on a robust recruitment process, attracting the right candidates and implementing an in-depth induction programme.
- Develop and implement new strategies for the recruitment of experienced staff to manage and deliver our services
- Support a professional and business-like culture, fostering open, participative and integrated working.
- Ensure effective training and development, and performance management of all our staff
- Continue to review staff structures to respond to changes in the operating environment
- Deliver internal communications that help staff share knowledge and ideas and present a united organisation with a strong vision for the future

Trustees' responsibilities in relation to the financial statements

The charity Trustees (who are also the directors of The Groundwork South Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

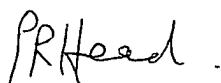
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
- the Trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees



.....
Trustee

Date: 9 September 2025

Report of the Independent Auditors

To the members of The Groundwork South Trust

Opinion

We have audited the financial statements of The Groundwork South Trust Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2025 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

Matters on which we are required to report by exception

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

We identify and assess risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and the charities activities;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;

- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud. In common with all audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in. The key laws and regulations we considered in this context included the Charities Act 2011, UK Companies Act and tax legislation.

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 may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

As a result of performing the above, we did not identify any key matters related to the potential risk of fraud or non-compliance with laws and regulations.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provision of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reviewing minutes of meetings of those charged with governance, reviewing internal reports, and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale for any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.


Jonathan Askew FCA (Senior Statutory Auditor)
Hartley Fowler LLP Hartley Fowler LLP
Statutory Auditors
Chartered Accountants

4th Floor Tuition House
27-37 St George's Road
Wimbledon
London, SW19 4EU

Date: 8 December 2025

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Statement of Financial Activities for the year ended 31st March 2025

Including the Income and Expenditure Account

		Unrestricted Funds	Restricted Funds	31.3.25 Total Funds	31.3.24 Total Funds
	Notes	£	£	£	£
INCOME					
Donations and legacies	3	22,555	-	22,555	32,246
Charitable activities	4	7,177,339	2,232,591	9,409,930	9,329,158
Total Income		7,199,894	2,232,591	9,432,485	9,361,404
EXPENDITURE					
Charitable activities	5	7,497,207	1,887,547	9,384,754	9,319,720
Total expenditure		7,497,207	1,887,547	9,384,754	9,319,720
Net Income		(297,313)	345,044	47,731	41,684
Transfers between funds	14	345,044	(345,044)	-	-
Net Income before other recognised gains and losses		47,731	-	47,731	41,684
Net movement in funds		47,731	-	47,731	41,684
RECONCILIATION OF FUNDS					
Total Funds brought forward	14	(30,822)	-	(30,822)	(72,506)
TOTAL FUNDS CARRIED FORWARD		16,909	-	16,909	(30,822)

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 28 to 37 form part of these financial statements.

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Balance Sheet as at 31st March 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Intangible Assets	9	-	-
Tangible Assets	10	967,246	981,315
TOTAL FIXED ASSETS		967,246	981,315
CURRENT ASSETS			
Debtors	11	1,819,338	2,065,815
Cash at bank and in hand	17	521,875	922,430
TOTAL CURRENT ASSETS		2,341,213	2,988,245
LIABILITIES			
Creditors: amounts falling due within one year	12	(3,291,550)	(4,000,382)
NET CURRENT LIABILITIES		(950,337)	(1,012,137)
TOTAL ASSETS LESS CURRENT LIABILITIES		16,909	(30,822)
NET ASSETS		16,909	(30,822)
THE FUNDS OF THE CHARITY	14		
Unrestricted funds		16,909	(30,822)
TOTAL CHARITY FUNDS		16,909	(30,822)

The financial statements were approved by the Board of Trustees on 9th September 2025 and were signed on its behalf by:

PR Head

Trustee

The notes on pages 28 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Cashflow statement for the year ended 31st March 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities	16	(400,555)	455,002
Cash flow from investing activities			
Investment income received		-	-
Purchase of tangible fixed assets		-	-
Net cash used in investing activities		-	-
Repayments of borrowings			
Cash outflows from new borrowings		-	-
Cash inflows from new borrowings		-	-
Interest paid		-	-
Net cash provided by financing activities		-	-
Net Increase/(decrease) in cash and cash equivalents		(400,555)	455,002
Cash and cash equivalents at the beginning of the year		922,430	467,428
Cash and cash equivalents at the end of the year	17	<u>521,875</u>	<u>922,430</u>

The notes on pages 28 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Notes to the financial statements for the year ended 31st March 2025

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

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

The Groundwork South Trust 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 note(s).

1.2 Legal Form

The company is limited by guarantee. The member of the company is Groundwork London. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1.

1.3 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 charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity 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.

1.4 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.

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.

Grants are credited to the Statement of Financial Activities in the year in which they are received or become receivable under the terms of the grant agreements. Where grants are considered to be performance related, income is recognised to the extent that the services outlined in the funding agreement have been performed by the year end. Where income had been received but the related service had not been performed by the year end the balance is carried forward as deferred income.

1.5 Government Grants

Government grants are recognised when the entity has reasonable assurance that conditions attached to the grant will be complied with and that the grant will be received.

Revenue grants are recognised using the accrual model and are therefore recognised as income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate. Revenue grants are measured at fair value, being the amount of cash receivable.

1.6 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management costs.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.7 Going concern

The financial statements have been prepared on a going concern basis. This follows the agreement that is in place with Groundwork London for the provision of financial support.

1.8 Intangible fixed assets and amortisation

Amortisation is provided at the following rates:

Software	- 20% straight line
----------	---------------------

1.9 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments.

Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- 2% straight line
Floating classroom superstructure	- 25 years
Floating classroom fixtures and fittings	- 5 years
Motor vehicles	- 20% straight line
Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

1.10 Interest receivable

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

1.11 Operating leases

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

1.12 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.

1.13 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.

1.14 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. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.15 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.16 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.

1.17 Pensions

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

2 Significant judgments and estimates

In the application of the charitable company's accounting policies, which are described in note 1, the trustees are required to make judgemental, estimates and assumptions on accrued and deferred income.

Actual results may differ from their estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.3.25	31.3.24
	£	£	£	£
Donations	<u>22,555</u>	<u>-</u>	<u>22,555</u>	<u>32,246</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.3.25 £	31.3.24 £
Grant income	<u>7,177,339</u>	<u>2,232,591</u>	<u>9,409,930</u>	<u>9,329,158</u>
Total 2024	<u>7,320,622</u>	<u>2,008,536</u>	<u>9,329,158</u>	

Grant income	31.3.25 £	31.3.24 £
Central Government	311,311	654,469
Local Authority	3,567,277	2,255,800
Lottery	136,064	310,304
Private	5,395,278	6,108,585
	<u>9,409,930</u>	<u>9,329,158</u>

5. Total resources expended

	Greener living and working £	Youth and employment £	Parks and open spaces £	31.3.25 £	31.3.24 Restated See Note 8 £
Charitable activities					
Staff costs	3,896,931	154,732	785,685	4,837,348	4,573,070
Project costs	<u>3,189,396</u>	<u>60,142</u>	<u>562,285</u>	<u>3,811,823</u>	<u>4,075,962</u>
Sub total	<u>7,086,327</u>	<u>214,874</u>	<u>1,347,970</u>	<u>8,649,171</u>	<u>8,649,032</u>
Support costs					
Staff costs	159,919	7,904	41,648	209,471	195,311
Travel	1,665	82	434	2,181	6,155
Administration	48,812	2,413	12,712	63,937	69,979
Communications and IT	13,238	654	3,447	17,339	16,132
Accommodation	115,926	5,730	30,191	151,847	137,457
Recruitment & training	24,253	1,199	6,316	31,768	22,708
Marketing	-	-	-	-	954
Professional fees	65,749	3,250	17,123	86,122	51,182
Depreciation and amortisation	9,966	493	2,595	13,054	13,307
Management fee	45,807	2,264	11,929	60,000	60,000
Infrastructure costs	45,807	2,264	11,929	60,000	60,000
Other	23,569	1,165	6,138	30,872	28,603
Governance costs	6,865	339	1,788	8,992	8,900
Sub total	<u>561,576</u>	<u>27,757</u>	<u>146,250</u>	<u>735,583</u>	<u>670,688</u>
Total	<u>7,647,903</u>	<u>242,631</u>	<u>1,494,220</u>	<u>9,384,754</u>	<u>9,319,720</u>

Total resources expended 2024

Charitable activities	7,112,286	231,918	1,304,828	8,649,032
Support costs	<u>520,602</u>	<u>40,548</u>	<u>109,538</u>	<u>670,688</u>
Total 2024	<u>7,632,888</u>	<u>272,466</u>	<u>1,414,366</u>	<u>9,319,720</u>

	31.3.25	31.3.24
6. NET OUTGOING RESOURCES		
	£	£
Auditors' remuneration – statutory audit	8,500	8,900
Depreciation – owned assets	14,069	14,466
Operating lease payments	<u>61,631</u>	<u>88,929</u>

During the year no Trustees received any remuneration, benefits in kind or reimbursement for expenses (2024 - £NIL)

7. INTEREST PAYABLE AND FINANCING COSTS

Interest payable on the loans from group undertakings are included within Administration costs.

	31.3.25	31.3.24
	£	£
Interest on loans from group undertakings	<u>-</u>	<u>-</u>

8. STAFF COSTS

Staff costs were as follows

	31.3.25	31.3.24
	£	£
		<i>restated</i>
Wages and salaries	4,538,835	4,323,746
Social security costs	326,607	303,862
Pension costs	<u>181,377</u>	<u>140,773</u>
	<u>5,046,819</u>	<u>4,768,381</u>

	31.3.24		31.3.24
	as reported	reclassified	restated
Wages and salaries	4,078,178	245,568	4,323,746
Social security costs	303,717	145	303,862
Pension costs	<u>276,459</u>	<u>(135,686)</u>	<u>140,773</u>
	<u>4,658,354</u>	<u>110,027</u>	<u>4,768,381</u>

The table above shows the reclassification of expenditure for the year ended 31st March 2024. There was no impact on the net assets or the surplus for the year ended 31st March 2024.

The additional £110,027 relates to non-payroll staff costs which had been included within project costs in 2024.

The average number of employees during the year was as follows:	31.3.25	31.3.24
	<u>161</u>	<u>167</u>

Average expressed as a full time equivalent	31.3.25	31.3.24
	<u>135</u>	<u>139</u>

There is 1 employee whose emoluments exceeded £60,000 throughout the year (2024: 1).

The key management personnel gross remuneration, which consisted of the executive management team and operations managers amounted to £122,141 in the year (2024: £103,745) and pension contributions of £7,352 (2024: £10,484).

9. INTANGIBLE FIXED ASSETS

Cost	Software £
At 1 April 2024	69,442
At 31 March 2025	69,442
Amortisation	
At 1 April 2024	69,442
Disposals	-
Charge for year	-
At 31 March 2025	69,442
Net Book Value	
At 31 March 2025	-
At 31 March 2024	-

10. TANGIBLE FIXED ASSETS

	Freehold property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Floating Classroom £
COST					
At 1 st April 2024	1,005,000	20,503	132,300	74,102	116,250
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 st March 2025	1,005,000	20,503	132,300	74,102	116,250
DEPRECIATION					
At 1 st April 2024	80,500	20,503	131,285	74,102	60,450
Charge for year	8,400	-	1,015	-	4,654
Disposals	-	-	-	-	-
At 31 st March 2025	88,900	20,503	132,300	74,102	65,104
NET BOOK VALUE					
At 31 st March 2025	916,100	-	-	-	51,146
At 31 st March 2024	924,500	-	1,015	-	55,800

	Total Tangible Fixed Assets £
Cost	
At 1 April 2024	1,348,155
Additions	-
Disposals	-
At 31 March 2025	1,348,155
Depreciation	
At 1 April 2024	366,840
Charge for year	14,069
Disposals	-
At 31 March 2025	380,909

Net Book Value
At 31 March 2025
At 31 March 2024

967,246
981,315

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade debtors	821,277	1,275,676
Other debtors	141,957	22,512
Prepayments and accrued income	856,104	767,627
	<u>1,819,338</u>	<u>2,065,815</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade creditors	994,517	912,000
Taxation and social security	179,022	236,550
Other creditors	31,708	120,783
Accruals	66,151	152,260
Deferred Income	2,020,152	2,578,789
	<u>3,291,550</u>	<u>4,000,382</u>

Deferred Income

	Balance at 1 April 2024	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2025
	£	£	£	£
Movements during the year	<u>2,578,789</u>	<u>2,578,789</u>	<u>2,020,152</u>	<u>2,020,152</u>

	Balance at 1 April 2023	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2024
	£	£	£	£
Movements during the year	<u>2,228,666</u>	<u>2,228,666</u>	<u>2,578,789</u>	<u>2,578,789</u>

Deferred income relates to income received for programmes with delivery in the following year.

14. STATEMENT OF FUNDS - 2025

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(30,822)	7,199,894	(7,497,207)	345,044	16,909
Restricted Funds					
Greener living and working	-	1,563,058	(1,257,376)	(305,682)	-
Youth and employment	-	139,789	(146,487)	6,698	-
Parks and open spaces	-	529,744	(483,684)	(46,060)	-
Total Restricted Funds	-	2,232,591	(1,887,547)	(345,044)	-
Total Funds	(30,822)	9,432,485	(9,384,754)	-	16,909

Restricted Funds

Greener Living and Working - to help people save energy, water, money and reduce their impact on the environment.

Youth and Employment - to support Young People to develop their skills and find jobs. To provide employment and to support offenders, ex-offenders and those likely to offend. Parks and Open Spaces - to protect and improve parks and open spaces for the benefit of local communities.

Transfer between funds:

During the year a transfer from restricted funds to unrestricted funds of £345,044 (2024: £26,685).

Funds are transferred from restricted to unrestricted at the year- end on the basis that no restrictions exist on the income and expenditure recognised.

STATEMENT OF FUNDS - 2024

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(72,506)	7,352,868	(7,337,869)	26,685	(30,822)
Restricted Funds					
Greener living and working	-	1,308,124	(1,336,604)	28,480	-
Youth and employment	-	227,035	(200,892)	(26,143)	-
Parks and open spaces	-	473,377	(444,355)	(29,022)	-
Total Restricted Funds	-	2,008,536	(1,981,851)	(26,685)	-
Total Funds	(72,506)	9,361,404	(9,319,720)	-	(30,822)

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	31.3.25 Unrestricted funds £	31.3.24 Unrestricted funds £
Intangible fixed assets	-	-
Tangible fixed assets	967,246	981,315
Current assets	2,341,213	2,988,245
Creditors due within one year	(3,291,550)	(4,000,382)
Creditors due in more than one year	-	-
	<u>16,909</u>	<u>(30,822)</u>

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.25 £	31.3.24 £
Net Income for the year (as per Statement of Financial Activities)	47,731	41,684
Adjustment for:		
Depreciation and Amortisation charges	14,069	14,466
Interest paid	-	-
(Increase) /Decrease in debtors	246,477	(878,307)
Increase in creditors	(708,832)	1,277,159
Cash flows from operating activities	<u>(400,555)</u>	<u>455,002</u>

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	31.3.25 £	31.3.24 £
Cash in hand	521,875	922,430
	<u>521,875</u>	<u>922,430</u>

18. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Contributions totalling £30,348 (2024: £30,027) were payable to the fund at the balance sheet date and are included in creditors.

19. OPERATING LEASE COMMITMENTS

	31.3.25 £	31.3.24 £
Amounts payable		
Within 1 year	61,631	88,929
Between 1 and 5 years	18,348	42,979
After more than 5 years	-	-
	<u>-</u>	<u>-</u>

20. RELATED PARTY TRANSACTIONS

The charity is a wholly controlled subsidiary of Groundwork London therefore transactions between the entities are not disclosed, as permitted by the exemptions set out in Section 33.1A of FRS 102 (Related Party Disclosures).

There were no other related party transactions.

21. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The Charity's ultimate parent undertaking is Groundwork London. The charity is controlled by its Trustees. The results of the charity are consolidated in the accounts of Groundwork London and consolidated accounts can be obtained from its registered office at 18-21 Morley Street, London, SE1 7QZ or from the Charity Commission website.

THE GROUNDWORK SOUTH TRUST LIMITED

England & Wales - Charity number 293705

Accounts

Annual Report and Financial Statements 2023/24

The Groundwork South Trust Limited
(A company limited by guarantee)

Registered Charity No. 293705

Registered Company No. 01982077 (England and Wales)

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Report of the Trustees for the year ending 31 March 2024

The trustees are pleased to present their annual directors report together with the financial statements of the charitable company for the year ending 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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

Groundwork South's operational area is the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park.

Chairman's Introduction

We are pleased to present Groundwork South's Annual Report and Accounts for the year ending March 2024. 2023/24 was another very demanding year for us all, one in which Groundwork South managed their way out of the post-COVID problems, with some new challenges, with strong teamwork and seeking out emerging opportunities in a changing political landscape.

We had our second post COVID full year of residential courses at the Outdoor Centres and there was again excellent feedback of positive impacts for pupils after long periods of lockdowns and more bookings continued to come as a result. This was a year when Groundwork South continued to build a more mature and resilient operation with impressive, substantial and growing impacts in many areas of community need.

We saw major funders launch new approaches and strategies particularly in areas affected by the deepening cost of living crisis. We have been able to apply our expertise and this new funding to launch and grow programmes to support these communities, particularly with energy costs.

We are also delivering water saving and flood management projects related to increased focus on climate change risks. The team have been successful in getting new commissions as a result and are gaining UK wide interest for some of their work, including within the Groundwork Federation.

Ending the year with a positive financial position and an increased set of beneficial community outcomes, is another incredible result and shows that firm foundations for the future are now being used and built upon.

We are all very proud of these achievements. The outstanding leadership team continued to work very long hours with great skill to further evolve strategy and ways of working alongside a talented and dedicated staff team.

We would like to take this opportunity to extend our sincere thanks again to our staff team who delivered work to high quality standards to meet the approval of our funders and clients; who sought new opportunities and succeeded in securing additional funding for existing programmes as well as funding to launch new programmes; who were incredibly creative and innovative, all so that we could continue to deliver services in support of communities and individuals in need.

We again sincerely thank Groundwork London (our sole company member) for their continued support through our shared Executive and specialist service management, partnership programme delivery, as well as loans, when needed, to underpin our cashflow. No loans were outstanding at the year end.

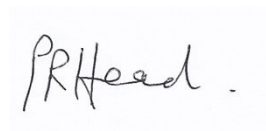
We continue to work closely with the rest of the Groundwork Federation and, in collaboration, deliver several national programmes of work.

With a focus on Creating Better Places, we supported people to work collectively to make their surroundings greener, more resilient, safer, and healthier and to be actively involved in their communities and neighbourhoods.

We are even more aware of climate change impacts, increasing pressure on natural resources and rocketing energy prices. Our Greener Living and Working programmes raised awareness amongst individuals and communities on how to manage their environmental impact and to support them to cut energy and reduce water use.

To Improve Peoples Prospects, we delivered support to children, young people, families, and long term unemployed to increase confidence, skills, well-being, and employability. We delivered on our commitment to improve life chances for young people, working with schools, local authorities, and a range of organisations from the public and private sectors, we provided accredited opportunities that increased access to education, employment, training, and citizenship. We supported people furthest from the job market to develop their skills and find work.

All of us at Groundwork South are passionate about helping to create a future where everywhere is vibrant and green, every community is strong and able to shape its own destiny and where everyone can reach their potential. That is why we've been working with partners for over 35 years, supporting local communities to tackle big social and environmental challenges. A summary of our plans and activities is given in this report demonstrating the breadth and impact of our work.

A handwritten signature in black ink, reading "P Head", followed by a period. The signature is written in a cursive, slightly stylized font.

Chairman

Peter Head

About Groundwork

Vision

Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment and where individuals and enterprise prosper.

Mission

Our mission is to transform lives and places in communities in the South-East and South-West of England.

Our core values are:

- **Empathy** - valuing differences and treating everybody with respect
- **Innovation** - always looking for new and better ways of working
- **Professionalism** - maintaining high personal and professional standards
- **Commitment** – dedicating time and energy to deliver quality projects and services
- **Passion** – having ambition, enthusiasm and pride in all that we do and achieve

Our Aim

We aim to be an outstanding deliverer of local environmental and community regeneration in areas of need. Our work will result in:

- better local environments for the benefit of local communities
- environments more resilient and adapted to changes in climate and increasing demands of a growing population
- people more empowered to engage in local decision-making and voluntary action to improve local communities
- young people and long term unemployed motivated to engage in education or training and taking up opportunities to develop their confidence and skills leading to employment
- more people and businesses helping the environment and saving money through cutting energy and water use and creating less waste

To achieve our vision, we are working together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector.

Our Approach

- **We put the right tools in people's hands** - we provide targeted support tailored to address the specific needs of vulnerable people and diverse communities
- **We engage with everyone who has a stake in a place** - we work together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector to deliver positive change across the South of England
- **We address as many issues as possible with the same investment** - we apply our skills and experience and build partnerships that enable us to deliver maximum impact for communities and maximum value for money for those who help us do it
- **We support those in most need** – we will operate as a professional, business-like organisation, delivering high quality services to achieve the greatest possible impact for the communities we serve

Objectives and Activities

Charitable Objectives

Groundwork South's charitable objectives are set down in the Memorandum of Association as amended at the Annual General Meeting on 30th November 2005 include:

- to promote the conservation, protection and improvement of the physical and natural environment in the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park ("the Beneficial Area");
- to provide facilities in the interest of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living or working anywhere in the Beneficial Area;
- to advance public education in environmental matters and other ways of better conserving, protecting and improving the same wheresoever;
- to promote the care, resettlement and rehabilitation of offenders, ex-offenders and those at risk of offending, and to support their families and dependents, within the Beneficial Area;
- to promote the prevention of crime by supporting or carrying on either alone or in co-operation with any other body, authority or person any project or scheme and by providing money for such purposes whether by loan or otherwise.

Strategic Objectives

During 2023/24 we worked to deliver two strategic objectives; the success of our work is reliant on delivering high quality, innovative actions with multiple economic, social and environmental benefits.

1. Creating and delivering services to meet the needs of communities in the South of England:

- **Creating better places** – supporting people to work collectively to make their surroundings greener, safer and healthier and to be actively involved in their communities and neighbourhoods
- **Improving people's prospects** – delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.
- **Promoting greener living and working** – helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health and wellbeing.

2. Creating a strong, viable business, achieving excellence in service delivery.

The performance of our business will be driven by:

- Increasing the quality, consistency and efficiency of our operations
- Innovation and development of our services.
- Securing income from diverse sources.
- Building long-term local and strategic partnerships and relationships.
- Fostering participative and integrated working across our staff teams.

Public Benefit Statement

All Groundwork South's activities contribute to the achievement of our strategic aims and objectives and are undertaken to further our charitable purposes for the public benefit. Our main activities and who we try to help are described below. We review our aims, objectives and activities each year in the Business Planning process. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are established to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Grant Making Policy

The Trust administers applications for various grant schemes in partnership with local authorities and other Private and Public Agencies. The applications are reviewed against specific criteria and business objectives, which are set out by the grants panels and awarded to constituted groups.

Strategic Report

Our operational area is the South East & South West of England covering 14 Counties, with 104 local government districts, of which 80 are non-metropolitan districts and 23 are unitary authorities and the Isles of Scilly.

Our Achievements and Performance

During 2023/24 we delivered a wide range of services to support communities and individuals across the South East and South West of England. We are proud to report our achievements.

We continued to act as managing agent to the **Colne Valley Regional Park** (CVRP) and catchment host for the Colne Catchment Action Network. The Colne Valley Regional Park is 43 square miles of countryside on the edge of London and Herts, Bucks, Berks & Surrey.

We continued our green team work in the Colne Valley Park delivering environmental and conservation improvements and training and supporting 10 people, helping them into full time employment. Green team work has included a planting scheme on a housing estate where they have learnt planting skills and plant identification; development of the Chalfont Nature Reserve project; improving habitats for adders and renovating a pond to improve the habitat for the Great Crested Newts. Rivers projects have continued with undertaking monitoring the condition of the rivers and engaging 100's of volunteers on controlling invasive Non-Native Species that are choking our waterways.

We have been raising awareness of challenges facing the Green Belt arising from multiple ad-hoc development proposals. Through the Colne Valley's campaign 'Your Countryside in Crisis' we continue to promote the importance of the green belt for biodiversity, wellbeing and climate change protection.

In the **Combe Valley Countryside Park**, we are the Managing Agent for Combe Valley Community Interest Company (CVCIC) and are working with the CIC board and a range of stakeholders to deliver the 5 year park improvement and activation plan (2020 -2025). We completed the Defra funded Recovering Combe Valley project which over its two years engaged 2,433 members of the community. The legacy project, Combe Valley Community Nature Project continued to deliver strong community engagement and biodiversity improvements. These nature-based conservation, education and community activities have been made possible by support from Section 106 funding via the CIC and has engaged 1,318 adults and children and worked with 65 volunteers.

We continue to work closely with stakeholder groups, including the Combe Valley Sub-Group, to work towards affording better protection for Combe Valley Countryside Park. We work collaboratively in partnership with Friends of Combe Valley who share our delivery space and are working with GWS on the development of the Combe Valley Community Garden. Activities have included: native hedge and tree planting; wildflower meadow; improved pedestrian access; new footpath (wheelchair accessible); development of Native Tree Nursery; hedgerow care and maintenance. We have also run a new community volunteering project focused on the Community Garden and conservation sessions. Since commencing mid-year, 32 sessions have taken place, engaging an average of 29 participants, many of whom are vulnerable community members requiring additional support.

We manage **The Bale House** - Visitor Centre and Café, built with financial support provided by European Interreg UpStraw Funding, in Hastings Country Park and Nature Reserve. The Bale House continues to grow in popularity with an estimated 80,000 visitors in the year. The management of The Bale House is in collaboration with Hastings Borough Council. The Bale House facilitates many unique interactions with a wide variety of user groups from walkers to bird watchers, historians, and in every age range from children to the elderly. Professionals use the space alongside young families, and it is extremely popular for people with learning difficulties and their carers. The interactive TV presentations about the straw bale building and the reference library with books about nature and the environment are popular. 250 family and community activities were delivered in 4 months over the summer.

Our **community cafes in Denham & Tilgate** aim to maintain cost effective and affordable offerings. Denham Café continued to diversify its delivery model, offering a wide range of affordable seasonal community events and activities. Our **Charity Shop** (now in its 9th year) provides recycling and reuse of household goods and clothing to the local community and is much loved customers and our volunteers a like.

The shop is a hub for the local community and has strong bonds with several organisations such as Hillingdon Homeless and local Children Centre to which we often donate stock.

We welcome students with learning difficulties for work experience, with over eight volunteers this year securing employment through valuable work experience. As well as providing affordable items to the community, we recycle approximately 24 tonnes of textiles, crockery and books. We now also recycle household batteries and ink cartridges and accept electrical goods for resale.

'Greening for Well-being' continues to draw in participants beginning to reconnect with their community. This work takes place through a community asset-based approach and participant led initiatives and can move around Hastings and Rother to work in partnership with local organisations and develop individual participant initiatives. To date we have supported over 20 local organisations.

We continued to provide grants administration support to the **Heathrow Community Trust (HCT)**, which is now awarding funding back to pre-Covid levels. The HCT board have approved additional Groundwork resource to support the programme delivery in 2024. We have supported 1000's of organisations to achieve **Comic Relief Grants**, **ESFA** funding along with our biggest contract partnering with **Tesco's** and the current **Stronger Starts Community Grants** supporting schools and youth projects to gain up to £1.5 k each quarter. Stronger Starts Community Grants, cover the whole of the South of England providing community support for grass roots organisations to apply for funding. Over the year community organisations will receive almost £2,232,000 in funding for small community projects from this Tesco funded scheme. Projects supported with enabler help include lunch and breakfast clubs, school growing gardens, sports equipment and activities, healthy eating and arts projects.

We continued the management of the partnership for the **Business Improvement Districts (BID)** at the **Globe Park & Marlow** industrial estates and Cressex Business Park, High Wycombe. These initiatives aim to tackle challenges and create opportunities for improvement such as transport, image, signage, security and environment, providing a more enjoyable and attractive working area, supporting business growth and staff retention.

In 2017 we took over the operation of the 25-year contract to manage three outdoor activity centres - the **Oxfordshire Outdoors Service**, on a 25-year contract with Oxfordshire County Council. Oxfordshire Outdoors comprises Kilvrough Manor and Woodlands in south Wales and Yenworthy in North Devon. The Service delivers high quality residential adventure based outdoor education courses, primarily but not exclusively to schools from Oxfordshire. The residential courses have been a fantastic success with schools reporting positive impacts for their pupils after long periods of lockdowns and isolation caused by COVID. During the year we ran courses for more than 110 schools and over 4,000 pupils attended.

Goblin Combe, our residential site and woodland in North Somerset, has continued to get busier with 1,723 day and overnight visitors to our site in 23/24, almost doubling the number of visitors in 22/23. In September 2023 we were delighted to install a new ground source heat pump (thanks to funding from Ennort and Bristol Airport), improving the efficiency of our lodge site and enabling us to open all year round again. New staff resources enabled us to oversee site maintenance and improvements (including bringing the toilet block back into use for day hirers and campers), as well as planning and coordinating community and corporate volunteering days and a range of forest school activities for school and SEND groups in partnership with Goblin Combe Adventures. Woodland management has also been in focus, with funding secured via Encirc to enable us to address priority issues such as ash die back, and our new Woodland Management Plan is in the final stages of approval with the Forestry Commission.

The **Iver Environment Centre**, in partnership with National Grid, continues to provide high quality environmental education to schools, families and volunteers (with a particular focus on volunteering opportunities for adults with additional needs). During the year there were 958 community events with 1,990 education visitors including primary, secondary and schools outreach. We have had 220 unique volunteers, with 81 returning to Iver over the year. These volunteers delivered 2,200 hours of work over 344 days of activity, and without them we could not have managed the improvements we have continued to make. We also began our refurbishment of outdoor teaching areas with new raised planting beds in one of our allotments.

The Vench, Lockleaze is our adventure playground & community centre in Bristol. We work closely with children, young people, their families, and local residents to provide a safe and vibrant space for children and young people (CYP) to play, access a hot meal/ food, gain information such as signposting to support services, meet with friends and feel part of a community.

Over the past year we have supported over 1,500 children, young people, and community members by providing a wide range of sessions such as after school Supper and Play, Cooking Club, Capoeira Club and Holiday Lunch Club. Adventure play sessions for our children and young people are our primary focus, with support from over 60 volunteers helping to make this possible – either by cooking and serving food or helping out on the playground. This is woven in with food resilience and every session we run is centred around everyone sharing snacks and a home cooked meal. Our food resilience work extends to local people, both through hosting a weekly FOOD club and through ensuring that our garden is producing food that invites session participants to have seed-to-plate connection.

We are continuously improving our site. Our garden and outdoor spaces, play equipment and structure have all had attention to them over the past year. More than 500m² of the green space on our site have been improved. 10 teams of corporate volunteers have given their time to support our work, with more focused involvement from Avison Young, who are supporting with planning and development of a new project on our site. We have also been successful in securing funding for essential capital works, some of which have already been completed. This includes MUGA (multi use games area) resurfacing, a new water fountain, new floodlights and energy improvement measures. We have also secured funding from the Youth Investment Fund to improve our internal spaces, alongside funding from the Bristol City Council Community Resilience Fund. Which will enable a new space at the front of our building. “The Vench Corner” will house a community cafe and bike maintenance hub. Our spaces are thriving and have been home to many different sessions and events over the last year. The Vench cafe and kitchen were home to Lunch with Santa, a Christmas Meal on Christmas day in collaboration with local volunteers. Our playground is used regularly by local organisations such as Incredible Kids, Khaas, Beyond the Mix and Bristol Autism Project. We were also host of a Warm and Welcoming Cafe over the winter months, supporting local residents facing cost of living challenges.

Our support for local families has also grown into sustainable travel training and advice. We have partnered with local charity Life Cycle to host free Dr. Bike sessions, 1-2-1 cycling lessons and bike maintenance courses in order to support sustainable travel in our community.

Saltmill Pitch and Pavilion, continues to thrive since the refurbishment of the pitch in 2021 and further work in Summer of 2022 to install new LED lighting a new spectator area and dugouts. The pitch hosts a broad range of user groups, men’s and women’s teams, youth and children’s groups, veterans with games from competition to casual and caters for a variety of abilities. We have also secured funding to purchase a stock of studded football boots so that we can start a lending scheme to local youngsters who are not able to afford the correct footwear to play on the pitch. Our **Saltmill Social Action Team** offers support to local young people via social action projects in and around Saltmill and Saltash and has also allowed us to invest funding into repair work on the Skatepark. We have also supported some local young people to form a Friends of **Saltmill Skatepark Group**, with an agreed formal constitution and a bank account. This group provides an advocacy voice for the ongoing maintenance and improvements to the skate park and the wider development of the spaces at Saltmill for the benefit of the whole community. We also secured further funding of £5k to install a dedicated graffiti space.

Saltash Community Connections – Shared Prosperity Good Growth Fund. South East Cornwall secured capital and revenue funding to enable us to extend the changing rooms and office accommodation at Saltmill Park and create a community hub which will be home to our staff team, youth work projects and community engagement sessions. The revenue funding supports young people who find themselves outside of mainstream education. This built upon pilot work carried out as part of the iWill project and has gone from strength to strength with schools and other agencies referring so many young people that we have had to cap the numbers we can work with.

The **Alternative Education Provision** in Plymouth has been delivered in 6-week packages, since February 2024. 3 days a week small groups of 8 young people engage in sessions including: music workshops, art, boxing, cookery, fashion design & textiles, climbing, social action, first aid, employability skills & healthy relationship workshops. In year we supported 24 young people. 10 of those also enrolled with our accredited learning packages, studying English, Maths & ICT. All our participants are either inactive from education, employment or training or electively home educated.

In partnership with Groundwork London, with funding from the European Union’s Asylum Migration and Integration Fund (AMIF) we continued to assist refugees and non-EU migrants to integrate into UK society through our holistic **IMPACT** (Bristol) and **Together South** (Hastings and Kent) programmes, focusing on 3 key areas: language, preparation for work and culture.

Working across deprived areas in Bristol, Hastings, Rother and Kent we supported 432 participants with 95% stating the programme had helped with their confidence; 89% felt they had been helped to settle in the UK and 86% said the sessions had helped improve their English.

Thanks to donations from The Childwick Trust, Swale CVS, The Lawson Trust, and The David Pickford Foundation we have continued to provide English language support in Hastings & Kent following the end of the EU funding. And thanks to funding from DLUHC and the Great Western Railway foundation we were also able to continue to the end of the financial year in Bristol.

Our England-wide community resilience programme, **Communities Prepared**, has recently been awarded further funding from the National Lottery Community Fund, securing its future until August 2029. This clearly shows the value of, and need for, the work we are doing to support communities across the country to feel better prepared when facing a range of challenges, including those linked to climate change. Between May 2022 and May 2024 the programme team engaged 460 participants in training and workshop sessions, focusing on topics including flooding, snow, heatwaves, community emergency planning and incident awareness. Alongside this, the programme's website (www.communitiesprepared.org.uk) has continued to grow in its offer and membership, which now stands at approximately 1,600 members – these members are able to access a wide range of resources and self-led learning, which we have spent time improving over this past year thanks to funding from DLUHC's Local Resilience Forum Innovation Fund (in partnership with County Durham and Darlington LRF).

Alongside programme delivery, we have continued to follow and be part of strategic conversations around the national community resilience space, contributing to Cabinet Office developments including a new government resilience website and plans for a new National Resilience Academy which is due to launch in 2025.

We have strengthened relationships with key players in the sector, including the Voluntary and Community Sector Emergencies Partnership (VCSEP), National Consortium for Societal Resilience (NCSR+) and the Environment Agency amongst others, to ensure that we're working together to build resilience across the country.

We have also continued to work with the British Red Cross on Building Resilience Together (BRT, funded by Aviva) to develop the concept of community resilience hubs, partnering with resilience organisations in pilot areas to test and launch hubs that meet specific community needs – this project comes to an end in December 2024, so project legacy is at the forefront of our thinking in the final months. Finally, in 23/24 we developed a strong relationship with the Greater London Authority, working in partnership with Groundwork London to deliver two projects for London – a community resilience toolkit, and later the mobilisation of community venues in an emergency (building on our experience through BRT).

Project Groundwater continues to be delivered by Groundwork South, with involvement from Groundwork East. The project is led by Buckinghamshire Council, with Groundwork South as the community engagement delivery lead. It aims to transform how communities prepare for and respond to groundwater flooding through collaboration with residents and businesses in 9 high-risk pilot communities across the Chiltern Hills and Berkshire Downs.

In 23/24, the main focus of our work was around building relationships in the communities and within the partnership, understanding community experiences and priorities through surveys and discussions, and developing individual community engagement plans based on these findings and the project's aims.

The next steps include supporting the communities to establish and/or grow their community flood groups and help them to develop flood plans, as well as build their knowledge, skills and confidence so that they are better prepared for future floods. Other activities will depend on plan priorities, but are likely to include a focus on growing awareness and take-up of property flood resilience measures, encouraging communities to engage with a new groundwater flood warning service, and exploring the potential for nature-based solutions to help reduce flooding risk.

Green Doctors in Groundwork South continued to develop and deliver projects in Kent, Medway and the Thames Valley. Through the **Cadent project** we supported 63 fuel poor households in the Thames Valley area with in-depth advice via home visits and telephone support, 182 households with energy saving advice at events and outreach sessions and trained 46 frontline workers.

Through **Home Energy Action Thanet** our project focusing on Thanet, Kent and funded by British Gas Energy Trust we supported 160 fuel poor households with in-depth advice via home visits and telephone support. Through this programme we have saved an estimate £8,051 off people energy bills, helped people manage energy debt to the value of £50,324.72 and saved an estimated 16,584.86kg household CO2e emissions.

Also in Kent, we delivered the **Energy Crisis Response Programme**, funded by Energy Redress, - we have supported a total of 189 households through home visits and telephone support since the start of the projects, 56 of these households have also received follow up support.

In Kent we supported 359 people with light touch advice and support at our outreach events. We also trained 140 frontline workers so they can recognise the signs of fuel poverty and support people through the cost-of-living crisis. In total across all our Green Doctor programmes we supported 953 households in 23/24.

We have been delivering **Water Efficiency** programmes across the south of England. We delivered 21,503 domestic water efficiency visits for Affinity Water and 4,133 visits for customers of Wessex Water. During the year non household water efficiency visits achievements included: water savings of 8.15 mega litres per day for South-West Water customers; 30 schools in the Wessex Water supply area implementing water efficiency measures; and we piloted water saving visits for 8 business customers of Southern Water in advance of a new funded NHH programme for the next financial year. We also delivered water savings of 10.5 mega litres per day for Thames Water customers, many of whom were in the Thames Valley region.

We delivered a significant programme for Southern Water helping them to address their storm water overflow challenges, through the feasibility and design of Sustainable Drainage Schemes (SUDS), both in the public domain (parks, highways) and within school grounds in Kent and the Isle of Wight to divert rainwater way from the combined sewers and ultimately bring less contamination into the area's rivers and coastal areas. The **'SuDS for Schools'** programme is now complete with 4 schools having installed large scale SuDS provisions. We also worked with over 50 schools to install SuDS planters. 13 schools on the Isle of Wight also got to include planting and an educational element to the planter scheme learning about rainwater conservation, slowing the flow of rainwater into the combined sewer and how appropriate vegetation planting can support this aim. The school schemes won the 'Alliance / Partnership of the Year award at the Water Industry Awards 2024'.

We also delivered pilot programmes for Southern Water, Wessex Water and Thames Water (customers in Cirencester) engaging domestic residents to play their part through the installation of water butts and storm water planters. The Thames Water programme, **'Community Centric Rainwater Management'** delivered in London and Cirencester won the 'Regeneration & Retrofit' award at the 2024 'Susdrain' awards. In one Wessex Water customers home, we built a rain garden to understand the time and costs of delivering this type of intervention in domestic properties, and to measure its effectiveness at diverting rainfall from the sewage system into the property's garden.

NCS (National Citizenship Service) is a youth led project funded by central government and led by GWL. The aim is to support and deliver 48 hours of experiences – Employability, Life Skills and Social Action to 16-17 year olds. GWS are delivering NCS in Torbay, Plymouth and Gloucester. Having started delivery mid contract, we were delighted to have delivered 574 experiences across the region with some fantastic feedback from the young people and from the education and youth settings. A quote from a school in Cirencester 'Isabel made the pupils engage exceptionally well and even one young man that normally doesn't smile in lessons joined in and was smiling on both Tuesday and Wednesday'.

ASCEND our assisted Support for Carers, Extra Needs and Disabilities, is a 5-year project in West Berkshire. We are now in our fifth and final year of delivering one to one support to individuals who have complex needs, are neuro diverse and have mental health struggles. The aim is to provide them with a pathway to healthier lives, volunteering, education, and employment. We have had a successful year supporting 4 of our clients into voluntary roles, 2 into education and 8 into employment.

In partnership with Adopt South, **Fusion Youth Adoption Project** provides activity sessions for Young People aged 7-17 from Hampshire and the Isle of Wight. Fusion enables young people to work through the experience of adoption, which can sometimes be a confusing and lonely experience when none of your peer group understand. The project supports adopted young people to take part in exciting but informal sessions to help them engage with each other to share the experience of adoption.

Groundwork South Financial Review

Groundwork South shows income achieved in the year of £9.361m with expenditure of £9.320m, resulting in a surplus for the year of £42k

The Trust has been able to manage its cash flow, meeting its obligations as they fell due via 3 separate loan facilities provided by Groundwork London and closer monitoring and management of its cashflow position. In addition, a full cost recovery financial model is used, which enables the Trust to allocate costs appropriately; to prepare financially sound grant and funding applications and effectively monitor projects that are underachieving or are not meeting their targets.

How we raised our money

Funding for Groundwork South was provided by the following sources:

	£
Central Government	654,469
Local Authorities	2,255,800
Private Sector	6,140,831
National Lottery	310,304
	<u>9,361,404</u>

How we spent our money

The money we raise from our clients and partners is entirely focused on building our capability with local communities to deliver our three charitable outcomes. An overview of the split of expenditure against our different themes is given below:

	£
Greener Living & Working	7,632,888
Youth & Employment	272,466
Parks & Open Spaces	1,414,366
	<u>9,319,720</u>

Reserves Policy

The Board recognises the need to build up unrestricted reserves to:

- Provide the working capital required to manage the usual retrospective nature of the programme funding which can result in considerable timing difference between expenditure and receipt of income.
- Set aside funds for other appropriate capital assets such as IT equipment and for properly equipping the Trust.
- Invest in the development of new services and training & development of staff.

Going Concern

The Trust is a going concern and operates solvently. In 2017 Groundwork London provided loans to Groundwork South to the value of £1.355m, in order that Groundwork South could guarantee that all debts would be paid as they fell due. This facility operated on a 'draw down' basis as and when Groundwork South required the funds. From December 2022 a £620k secured loan is in place indefinitely for use as and when Groundwork South requires it. The balance outstanding on the loan at 31st March 2024 was £0 (2023 £0).

Future Plans 2024/25

In line with the Groundwork Federation strategy: Groundwork 2020, we will deliver Groundwork Services across the South East and South West of England. We will:

1. Create and deliver services to meet the needs of communities in the South of England

During 2024/25 we will progress projects that focus on:

Creating better places – *supporting people to work collectively to make their surroundings greener, safer and healthier and be actively involved in their communities and neighbourhoods.* We will plan, develop and deliver a programme of community projects that will focus on:

- Building empowered, engaged and resilient communities through community engagement, consultation and capacity building projects and skills development.
- Supporting community led improvements to spaces and neighbourhood environments.
- Supporting the integration of marginalised groups, including refugees and migrants through teaching English, cultural creative activities and building social networks.
- Enhancing communities' and individuals' health and wellbeing through projects that increase physical activity, improve mental health, promote healthy eating and connect people to green space.
- Engaging communities in the effective management and maintenance of green and open spaces.
- Encouraging young people to engage with others in their community and positively contribute to their local area.
- Promoting and conserving the natural environment and enhancing access to nature and heritage.
- Nature study centres providing organised activities for educational, environmental or therapeutic activities.
- Inspiring and promoting volunteering including youth citizenship and employee engagement.
- Tackling the social, physical and practical barriers to inclusion, including knowledge and skills, perceptions and confidence

We will continue integrating landscape design and community development, delivering urban and rural environments that meet the needs of local communities, offering design, consultation and master planning services, our work will focus on:

- Parks and open spaces, play and active spaces
- Climate adaptive design in particular using low-cost, light-engineering flood risk management and climate change adaptation solutions
- Biodiversity

We will continue to build our reputation and competence in providing sustainable landscape management:

- Managing the Colne Valley Regional Park and Combe Valley Country Park; supporting Hastings Country Park Nature Reserve through the management of the Bale House Visitor and own Goblin Combe Woodland
- We will act as catchment hosts and deliver Defra's catchment based approach in the Colne and East Hampshire Catchment Partnership catchments

We will provide a grant management service to strategic partners:

- Managing open grant programme for Heathrow Community Trust
- Provide grant 'enabler' support for community groups bidding to Tesco's Community Grants

Promoting greener living and working – *helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health and wellbeing.* We will plan, develop and deliver programmes which focus on:

- Behaviour change; helping people adopt more sustainable and healthy lifestyles, tackling climate change, reducing resource consumption and addressing fuel poverty
- Encouraging and supporting young people and adults to participate in and lead positive action for the environment
- Running our Charity shop, recycling and reusing household goods and clothing
- Providing tailored packages of advice and guidance on energy and water efficiency to residents, organisations and businesses
- Ensuring the successful delivery of the water efficiency contracts and pilot programmes with water companies in the region to maximise water savings for domestic and commercial customers
- Providing opportunities for the corporate sector to engage with local communities by volunteering
- Continue to expand our service offer for Green Doctors enabling us to support more vulnerable household through the impact of rising fuel costs and cost of living
- Manage Globe & Cressex business parks with a focus on environmental improvements

Improving people's prospects – *delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.* We will deliver projects that engage, motivate and inspire people to make and lead positive lives by:

- Encouraging and supporting participation and leadership of positive action for the local and global environment
- Running clubs and providing safe places for young people to develop themselves and learn new skills
- Delivering the National Citizenship Service and other lifelong learning and citizenship activities in and out of schools
- Providing high quality outdoor learning experiences for children, young people and adults at our Oxford Outdoors centres

We will help the most disadvantaged young people and adults improve their skills and move from welfare into sustainable employment by:

- Providing Information Advice and Guidance (IAG), supporting people to address their barriers to securing work and helping people make the positive decisions about jobs and careers
- Delivering job brokerage that links the right client to the right vacancy and “in work support” that helps them stay in their job
- Providing work placements and trials, with integrated training and access to volunteering placements
- Providing non-traditional pathways to employment designed to increase ‘soft skills’ through conservation and horticulture activities
- Supporting integration, building resilience, confidence and wellbeing in vulnerable and socially isolated adults & young people through engagement in cultural, environmental, language and preparation for work activities and volunteering opportunities, as well as connecting to wider services

2. Maintaining a strong, viable business, achieving excellence in service delivery

The performance of our business will be driven by increasing the quality, consistency and efficiency of our operations; by innovation and development of our services; by securing income from diverse sources; and by building long-term local and strategic partnerships and relationships.

We will:

- Continue to ensure the effectiveness and efficiency of our operations by managing our finances on a full cost recovery basis
- Focus our fundraising efforts on areas of our work most critical or valuable to our diverse range of funding partners
- Strengthening existing and developing new strategic partnerships with stakeholders and funders
- Measure the quality of our delivery and the impact we make
- Foster a culture to attract, develop and retain highly skilled and motivated staff
- Deliver communications to raise the profile of the organisation and our services
- Build long-term, local and regional strategic partnerships

We will work with Groundwork London to sustain and develop Groundwork activity across the South of England. We will do this through Groundwork London providing executive leadership and management of defined specialist activities.

Principal Risks and Uncertainties

The Board accepts its responsibility under the Charity Commission's Statement of Recommended Practice (SORP) for ensuring the major risks to which the charity is exposed are identified and reviewed and that there are systems in place to mitigate against them.

The risk management analysis continues to be an integral part of the business planning and business review and reporting process. The Trust maintains a comprehensive risk register in which all risks are evaluated and graded. Each risk is allocated both an Impact and Probability rating to provide an overall risk score. The Board reviews the most significant risks quarterly.

The principal risks to Groundwork South are:

- Failure to secure funding for the projected operations plans
- Poor performance and partner dissatisfaction with the quality of delivery
- Failure to deliver targets and performance requirements in contracts
- Failure to achieve our full cost recovery strategy, missing utilisation targets and chargeable rates

Whilst our response to each of these will vary, there are some key actions that will help us address these risks:

- Ensure we are delivering high quality products and services for all of our partners and customers that are based on our good understanding of our partner organisations and their challenges
- Effective coordination and targeting of fundraising and development to expand and diversify our offer in key geographic areas
- Investing in our competencies and specialist skills
- Effective evaluation and monitoring of delivery, output and financial performance
- Effective implementation of internal processes and procedures

Financial management of projects is undertaken through Enqueueur and via project budget sheets. The amount of secured and unsecured income and the expenditure and revenue on all projects is analysed on a monthly basis.

Performance against the plan will be reviewed by the Executive Team monthly and by the Board quarterly and adjustments will be made in year to income and expenditure budgets accordingly. The Trust has been working with Groundwork London on a new Project Management System which will be integrated with financial accounting, it is planned for this system to be rolled out across the Trust during the 2024/25 financial year.

In addition to reviewing the risk register, quarterly reports to the Board monitor income & expenditure and progress towards financial targets. Detailed management accounts are examined at each meeting. The Trust submits these accounts to Groundwork Federation on a quarterly basis and is monitored by the Federation on security of income and financial stability.

Reference and Administrative Details

Registered Company number
01982077 (England and Wales)

Registered Charity number
293705

Registered office of the company and principal office of the charity

The Colne Valley Park Centre
Denham Court Drive
Denham
Uxbridge
UB9 5PG

Our advisers

Independent Auditors	Hartley Fowler LLP	Chartered Accountants Statutory Auditor Fourth Floor Tuition House 27/37 St George's Road Wimbledon London, SW19 4EU
Bankers	Lloyds	Lewisham Branch PO Box 1000 BX1 1LT
	HSBC	31 St Peter's Court, High Street, Chalfont St Peter SL9 9QQ
	CAF	25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
Solicitors	IBB	Capital Court 30 Windsor Street Uxbridge Middlesex, UB8 1AB

Key management personnel: Directors and Trustees

The directors of the charity are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Trustees	P Head (appointed 4 th September 2018) D Davidson (appointed 14 th March 2017) M Dowd (appointed 20 th October 2020) J Sutherland (appointed 31 st March 2020) M Pearce (appointed 25 th June 2024)
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Company Secretary	S Harrison
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Key management personnel:	Executive Director Lindy Kelly
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Structure, Governance and Management

Structure

Groundwork South is a registered charity and company limited by guarantee and is governed by its Memorandum of Association amended on the 30 November 2005.

Groundwork South is a member of the Federation of Groundwork Trusts in England, Wales and Northern Ireland, each working with partners to improve the quality of the local environment, the lives of local people and the success of local businesses in areas in need of investment and support. The Federation Membership Agreement is a bilateral agreement jointly signed by both the Trust and the Federation, setting out the obligations, defining the minimum quality and ethical standards, setting out the core values and defining the circumstances and procedures whereby Trusts may be required to leave the Federation.

The Members of the Groundwork South Trust

Groundwork South is a wholly owned subsidiary of Groundwork London.

Governance

Board of Trustees

The Board of Trustees comprises the Trustees of the Trust in accordance with the Charities Act 2011 who are also the Directors of the company in accordance with the Companies Act 2006. The Board currently comprises of 5 Trustees.

Recruitment and Appointment

The Board began a process of Trustee recruitment at the end of the year aiming to make two appointments. The process resulted in the appointment of a new Trustee in 24/25. The Board is continuing its search and is aiming to make a further appointment by the end of 24/25.

Induction & Training

Groundwork South provides key information to any new Trustees including the governing document, recent accounts and meeting Minutes as part of the induction process. New and existing Trustees are encouraged to regularly attend visits to see our programmes of work in action, meet the charity's officers and beneficiaries and understand our impact.

Management

The Board delegates day-to-day financial and managerial control of the organisation to the Executive Director who reports to the Chair of the Board. The Executive Director executes their duties with the support of senior managers.

Executive Director - Lindy Kelly

Finance Director - Stuart Harrison

Director, Youth, Employment & Skills - Graham Parry

Director, Development & Strategic Partnerships - Ben Coles

Operational Delivery Manager - Becky Spake

Central Services Manager - Claire Woodcock

Our staff

Groundwork South has tremendous staff – talented and committed to making positive change for those communities they support through our projects.

We know that the passion, hard work and commitment of our staff and volunteers is critical to ensuring high quality outcomes for partners and beneficiaries, it is therefore a priority for the Trust is to attract, develop and retain highly skilled and motivated staff.

We celebrate equality and diversity and aim to promote a culture where differences between people are respected and valued. We treat people as individuals, whilst recognising that many people share common experiences based on their background. We will continue to create and maintain an environment that meets the needs and aspirations of our own people, clients, partners and beneficiaries irrespective of race, gender, disability, sexual orientation, religion or age.

Furthermore, our policies and procedures are continually reviewed in line with best practice and legislation and will continue to reflect Groundwork South's commitment to equal opportunities. As part of our commitment to a diverse workforce, we hold 'Positive about Disabled People' status with the Disability Two Ticks mark.

2024/25 we will:

- Work towards ensuring 'Real Living Wage' as a baseline for all staff
- Focus on delivering on a robust recruitment process, attracting the right candidates and implementing an in-depth induction programme.
- Develop and implement new strategies for the recruitment of experienced staff to manage and deliver our services
- Support a professional and business-like culture, fostering open, participative and integrated working.
- Ensure effective training and development, and performance management of all our staff
- Continue to review staff structures to respond to changes in the operating environment
- Deliver internal communications that help staff share knowledge and ideas and present a united organisation with a strong vision for the future

Trustees' responsibilities in relation to the financial statements

The charity Trustees (who are also the directors of The Groundwork South Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

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

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
- the Trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees



Trustee

Date: 23rd September 2024

Report of the Independent Auditors

To the members of The Groundwork South Trust

Opinion

We have audited the financial statements of The Groundwork South Trust Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

Matters on which we are required to report by exception

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

We identify and assess risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and the charities activities;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;

- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud. In common with all audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in. The key laws and regulations we considered in this context included the Charities Act 2011, UK Companies Act and tax legislation.

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 may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

As a result of performing the above, we did not identify any key matters related to the potential risk of fraud or non-compliance with laws and regulations.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provision of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reviewing minutes of meetings of those charged with governance, reviewing internal reports, and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale for any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Askew FCA (Senior Statutory Auditor)
Hartley Fowler LLP Hartley Fowler LLP
Statutory Auditors
Chartered Accountants

4th Floor Tuition House
27-37 St George's Road
Wimbledon
London, SW19 4EU

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Statement of Financial Activities for the year ended 31st March 2024

Including the Income and Expenditure Account

		Unrestricted Funds	Restricted Funds	31.3.24 Total Funds	31.3.23 Total Funds
	Notes	£	£	£	£
INCOME					
Donations and legacies	3	32,246	-	32,246	34,644
Charitable activities	4	7,320,622	2,008,536	9,329,158	7,555,678
Total Income		7,352,868	2,008,536	9,361,404	7,590,322
EXPENDITURE					
Charitable activities	5	7,337,869	1,981,851	9,319,720	7,379,049
Total expenditure		7,337,869	1,981,851	9,319,720	7,379,049
Net Income		14,999	26,685	41,684	211,273
Transfers between funds	14	26,685	(26,685)	-	-
Net Income before other recognised gains and losses		41,684	-	41,684	211,273
Net movement in funds		41,684	-	41,684	211,273
RECONCILIATION OF FUNDS					
Total Funds brought forward	14	(72,506)	-	(72,506)	(283,779)
TOTAL FUNDS CARRIED FORWARD		(30,822)	-	(30,822)	(72,506)

The Statement of Financial Activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

The notes on pages 28 to 37 form part of these financial statements.

The Groundwork South Trust Limited

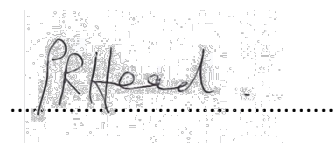
(A company limited by guarantee)

Registered Number: 01982077

Balance Sheet as at 31st March 2024

	Notes	31.3.24 £	31.3.23 £
FIXED ASSETS			
Intangible Assets	9	-	-
Tangible Assets	10	981,315	995,781
TOTAL FIXED ASSETS		981,315	995,781
CURRENT ASSETS			
Debtors	11	2,065,815	1,187,508
Cash at bank and in hand	17	922,430	467,428
TOTAL CURRENT ASSETS		2,988,245	1,654,936
LIABILITIES			
Creditors: amounts falling due within one year	12	(4,000,382)	(2,723,223)
NET CURRENT LIABILITIES		(1,012,137)	(1,068,287)
TOTAL ASSETS LESS CURRENT LIABILITIES		(30,822)	(72,506)
NET LIABILITIES		(30,822)	(72,506)
THE FUNDS OF THE CHARITY	14		
Unrestricted funds		(30,822)	(72,506)
TOTAL CHARITY FUNDS		(30,822)	(72,506)

The financial statements were approved by the Board of Trustees on 23rd September 2024 and were signed on its behalf by:



Trustee

The notes on pages 28 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Cash Flow statement for the year ended 31st March 2024

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities	16	455,002	(397,980)
Cash flow from investing activities			
Investment income received		-	-
Purchase of tangible fixed assets		-	-
Net cash used in investing activities		-	-
Repayments of borrowings			
Cash outflows from new borrowings		-	(860,000)
Cash inflows from new borrowings		-	860,000
Interest paid		-	(5,179)
Net cash provided by financing activities		-	(5,179)
Net Increase/(decrease) in cash and cash equivalents		455,002	(403,159)
Cash and cash equivalents at the beginning of the year		467,428	870,587
Cash and cash equivalents at the end of the year	17	<u>922,430</u>	<u>467,428</u>

The notes on pages 28 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Notes to the financial statements for the year ended 31st March 2024

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

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

The Groundwork South Trust 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 note(s).

1.2 Legal Form

The company is limited by guarantee. The member of the company is Groundwork London. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1.

1.3 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 charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity 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.

1.4 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.

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.

Grants are credited to the Statement of Financial Activities in the year in which they are received or become receivable under the terms of the grant agreements. Where grants are considered to be performance related, income is recognised to the extent that the services outlined in the funding agreement have been performed by the year end. Where income had been received but the related service had not been performed by the year end the balance is carried forward as deferred income.

1.5 Government Grants

Government grants are recognised when the entity has reasonable assurance that conditions attached to the grant will be complied with and that the grant will be received.

Revenue grants are recognised using the accrual model and are therefore recognised as income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate. Revenue grants are measured at fair value, being the amount of cash receivable.

1.6 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management costs.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.7 Going concern

The financial statements have been prepared on a going concern basis. This follows the agreement that is in place with Groundwork London for the provision of financial support.

1.8 Intangible fixed assets and amortisation

Amortisation is provided at the following rates:

Software	- 20% straight line
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1.9 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments.

Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- 2% straight line
Floating classroom superstructure	- 25 years
Floating classroom fixtures and fittings	- 5 years
Motor vehicles	- 20% straight line
Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

1.10 Interest receivable

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

1.11 Operating leases

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

1.12 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.

1.13 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.

1.14 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. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.15 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.16 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.

1.17 Pensions

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

2 Significant judgments and estimates

In the application of the charitable company's accounting policies, which are described in note 1, the trustees are required to make judgemental, estimates and assumptions on accrued and deferred income.

Actual results may differ from their estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.3.24	31.3.23
	£	£	£	£
Donations	32,246	-	32,246	34,644

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.3.24 £	31.3.23 £
Grant income	7,320,622	2,008,536	9,329,158	7,555,678
Total 2023	4,139,741	3,415,937	7,555,678	

Grant income	31.3.24 £	31.3.23 £
Central Government	654,469	817,621
Local Authority	2,255,800	2,382,124
Lottery	310,304	485,122
Private	6,108,585	3,870,811
	9,329,158	7,555,678

5. Total resources expended

	Greener living and working £	Youth and employment £	Parks and open spaces £	31.3.24 £	31.3.23 £
Charitable activities					
Staff costs	3,516,482	161,279	503,188	4,180,949	3,458,501
Project costs	3,595,804	70,639	801,640	4,468,083	3,442,893
Sub total	7,112,286	231,918	1,304,828	8,649,032	6,901,394
Support costs					
Staff costs	151,605	11,808	31,898	195,311	181,832
Travel	4,778	372	1,005	6,155	-
Administration	54,321	4,231	11,427	69,979	20,614
Communications and IT	12,522	975	2,635	16,132	102,143
Accommodation	106,697	8,310	22,450	137,457	61,813
Recruitment & training	17,626	1,373	3,709	22,708	16,313
Marketing	740	58	156	954	886
Professional fees	39,729	3,094	8,359	51,182	42,560
Depreciation and amortisation	10,329	805	2,173	13,307	13,392
Management fee	46,573	3,627	9,800	60,000	-
Infrastructure costs	46,573	3,627	9,800	60,000	-
Other	22,201	1,730	4,672	28,603	30,602
Governance costs	6,908	538	1,454	8,900	7,500
Sub total	520,602	40,548	109,538	670,688	477,655
Total	7,632,888	272,466	1,414,366	9,319,720	7,379,049
Total resources expended 2023					
Charitable activities	4,677,782	695,558	1,528,054	6,901,394	
Support costs	361,693	35,099	80,863	477,655	
Total 2023	5,039,475	730,657	1,608,917	7,379,049	

	31.3.24	31.3.23
6. NET OUTGOING RESOURCES		
	£	£
Auditors' remuneration – statutory audit	8,900	7,500
Depreciation – owned assets	14,466	14,770
Operating lease payments	<u>88,929</u>	<u>85,059</u>

During the year no Trustees received any remuneration, benefits in kind or reimbursement for expenses (2023 - £NIL)

7. INTEREST PAYABLE AND FINANCING COSTS

Interest payable on the loans from group undertakings are included within Administration costs.

	31.3.24	31.3.23
	£	£
Interest on loans from group undertakings	<u>-</u>	<u>5,179</u>

8. STAFF COSTS

Staff costs were as follows

	31.3.24	31.3.23
	£	£
Wages and salaries	4,078,178	3,489,094
Social security costs	303,717	266,678
Pension costs	<u>276,459</u>	<u>212,161</u>
	<u>4,658,354</u>	<u>3,967,933</u>

	31.3.24	31.3.23
The average number of employees during the year was as follows:	<u>167</u>	<u>151</u>

	31.3.24	31.3.23
Average expressed as a full time equivalent	<u>139</u>	<u>124</u>

There were no contributions to defined contribution pension schemes on behalf of employees whose emoluments exceeded £60,000 (2023: £0)

The key management personnel gross remuneration, which consisted of the executive management team and operations managers amounted to £103,745 in the year (2023: £92,810) and pension contributions of £10,484 (2023: £10,020).

9. INTANGIBLE FIXED ASSETS

	Software £
Cost	
At 1 April 2023	69,442
At 31 March 2024	<u>69,442</u>
Amortisation	
At 1 April 2023	69,442
Disposals	-
Charge for year	-
At 31 March 2024	<u>69,442</u>
Net Book Value	
At 31 March 2024	-
At 31 March 2023	<u>-</u>

10. TANGIBLE FIXED ASSETS

	Freehold property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Floating Classroom £
COST					
At 1 st April 2023	1,005,000	20,503	132,300	74,102	116,250
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 st March 2024	<u>1,005,000</u>	<u>20,503</u>	<u>132,300</u>	<u>74,102</u>	<u>116,250</u>
DEPRECIATION					
At 1 st April 2023	72,100	20,503	129,869	74,102	55,800
Charge for year	8,400	-	1,416	-	4,650
Disposals	-	-	-	-	-
At 31 st March 2024	<u>80,500</u>	<u>20,503</u>	<u>131,285</u>	<u>74,102</u>	<u>60,450</u>
NET BOOK VALUE					
At 31 st March 2024	<u>924,500</u>	<u>-</u>	<u>1,015</u>	<u>-</u>	<u>55,800</u>
At 31 st March 2023	<u>932,900</u>	<u>-</u>	<u>2,431</u>	<u>-</u>	<u>60,450</u>

	Total Tangible Fixed Assets £
Cost	
At 1 April 2023	1,348,155
Additions	-
Disposals	-
At 31 March 2024	<u>1,348,155</u>
Depreciation	
At 1 April 2023	352,374
Charge for year	14,466
Disposals	-
At 31 March 2024	<u>366,840</u>
Net Book Value	
At 31 March 2024	<u>981,315</u>
At 31 March 2023	<u>995,781</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade debtors	1,275,676	1,118,463
Other debtors	22,512	-
Prepayments and accrued income	767,627	69,045
	<u>2,065,815</u>	<u>1,187,508</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade creditors	912,000	190,569
Taxation and social security	236,550	247,334
Other creditors	120,783	22,510
Accruals	152,260	33,944
Deferred income	2,578,789	2,228,866
	<u>4,000,382</u>	<u>2,723,223</u>

There are no transactions requiring disclosure under FRS102

Deferred Income

	Balance at 1 April 2023	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2024
	£	£	£	£
Movements during the year	<u>2,228,866</u>	<u>2,228,866</u>	<u>2,578,789</u>	<u>2,578,789</u>

	Balance at 1 April 2022	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2023
	£	£	£	£
Movements during the year	<u>1,914,227</u>	<u>1,914,227</u>	<u>2,228,866</u>	<u>2,228,866</u>

Deferred income relates to income received for programmes with delivery in the following year.

14. STATEMENT OF FUNDS - 2024

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(72,506)	7,352,868	(7,337,869)	26,685	(30,822)
Restricted Funds					
Greener living and working	-	1,308,124	(1,336,604)	28,480	-
Youth and employment	-	227,035	(200,892)	(26,143)	-
Parks and open spaces	-	473,377	(444,355)	(29,022)	-
Total Restricted Funds	-	2,008,536	(1,981,851)	(26,685)	-
Total Funds	<u>(72,506)</u>	<u>9,361,404</u>	<u>(9,319,720)</u>	<u>-</u>	<u>(30,822)</u>

Restricted Funds

Greener Living and Working - to help people save energy, water, money and reduce their impact on the environment.

Youth and Employment - to support Young People to develop their skills and find jobs. To provide employment and to support offenders, ex-offenders and those likely to offend. Parks and Open Spaces - to protect and improve parks and open spaces for the benefit of local communities.

Transfer between funds:

During the year a transfer from restricted funds to unrestricted funds of £26,685 (2023: £160,200).

Funds are transferred from restricted to unrestricted at the year- end on the basis that no restrictions exist on the income and expenditure recognised.

STATEMENT OF FUNDS - 2023

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(283,779)	4,174,385	(4,123,311)	160,200	(72,506)
Restricted Funds					
Greener living and working	-	1,733,627	(1,668,541)	(65,084)	-
Youth and employment	-	357,931	(344,300)	(13,634)	-
Parks and open spaces	-	1,324,379	(1,242,896)	(81,481)	-
Total Restricted Funds	-	3,415,937	(3,255,737)	(160,200)	-
Total Funds	<u>(283,779)</u>	<u>7,590,322</u>	<u>(7,379,049)</u>	<u>-</u>	<u>(72,506)</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	31.3.24 Unrestricted funds £	31.3.23 Unrestricted funds £
Intangible fixed assets	-	-
Tangible fixed assets	981,315	995,781
Current assets	2,988,245	1,654,936
Creditors due within one year	(4,000,382)	(2,723,223)
Creditors due in more than one year	-	-
	<u>(30,822)</u>	<u>(72,506)</u>

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.24 £	31.3.23 £
Net Income for the year (as per Statement of Financial Activities)	41,684	211,273
Adjustment for:		
Depreciation and Amortisation charges	14,466	14,770
Interest paid	-	5,159
(Increase) /Decrease in debtors	(878,307)	(27,519)
Increase in creditors	1,277,159	(601,683)
Cash flows from operating activities	<u>455,002</u>	<u>(397,980)</u>

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	31.3.24 £	31.3.23 £
Cash in hand	922,430	467,428
	<u>922,430</u>	<u>467,428</u>

18. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge representing contributions payable to the fund amounted to £276,459 (2023: £212,161).

Contributions totalling £30,027 (2023: £22,636) were payable to the fund at the balance sheet date and are included in creditors.

19. OPERATING LEASE COMMITMENTS

	31.3.24 £	31.3.23 £
Amounts payable		
Within 1 year	88,929	88,929
Between 1 and 5 years	42,979	131,908
After more than 5 years	-	-
	<u>-</u>	<u>-</u>

20. RELATED PARTY TRANSACTIONS

During the year, Groundwork London provided £0 funds (2023: £860,000) to the charity, and £0 (2023: £860,000) was repaid during the year. At the year-end, £0 (2023: £0) was due to Groundwork London. Interest is charged at 2.85% above the Bank of England base rate, monthly in arrears. The freehold property of the charity has been pledged as security on these funds.

21. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The Charity's ultimate parent undertaking is Groundwork London. The charity is controlled by its Trustees. The results of the charity are consolidated in the accounts of Groundwork London and consolidated accounts can be obtained from its registered office at 18-21 Morley Street, London, SE1 7QZ or from the Charity Commission website.

THE GROUNDWORK SOUTH TRUST LIMITED

England & Wales - Charity number 293705

Accounts

Annual Report and Financial Statements 2022/23

The Groundwork South Trust Limited
(A company limited by guarantee)

Registered Charity No. 293705
Registered Company No. 01982077 (England and Wales)

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Report of the Trustees for the year ending 31 March 2023

The trustees are pleased to present their annual directors report together with the financial statements of the charitable company for the year ending 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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

Groundwork South's operational area is the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park.

Chairman's Introduction

We are pleased to present Groundwork South's Annual Report and Accounts for the year ending March 2023. 2022/23 was another very challenging year for us all, one in which Groundwork South managed their way through many difficulties, some new-some old, with strong teamwork and seeking out emerging opportunities in what still felt like a post-COVID landscape.

We had our first full year of residential courses at the Outdoor Centres once more and there was excellent feedback of positive impacts for pupils after long periods of lockdowns and isolation caused by COVID and more bookings came as a result. This felt like a year when Groundwork South was becoming a more mature and resilient operation with growing substantial impacts in many areas of community need.

We saw major funders launch new approaches and strategies particularly in areas affected by the cost of living crisis, and we have been able to apply our expertise and this new funding to launch and grow programmes to support these communities, particularly with energy costs.

We are also delivering water saving and flood management projects related to increased focus on climate change risks. The team have been successful in getting new commissions as a result and are gaining UK wide interest for some of their work.

Ending the year with a positive financial position and an increased set of beneficial community outcomes, is another incredible result and shows that firm foundations for the future that are now being laid down.

We are all very proud of these achievements.

The outstanding leadership team continued to work very long hours with great skill to further evolve strategy and ways of working alongside a talented and dedicated staff team.

We would like to take this opportunity to extend our sincere thanks again to our staff team who delivered work to high quality standards to meet the approval of our funders and clients; who sought new opportunities and succeeded in securing additional funding for existing programmes as well as funding to launch new programmes; who were incredibly creative and innovative, all so that we could continue to deliver services in support of communities and individuals in need.

We again sincerely thank Groundwork London (our sole company member) for their continued support through our shared Executive and specialist service management, partnership programme delivery, as well loans, when needed, to underpin our cashflow. No loans were outstanding at the year end.

We continue to work closely with the rest of the Groundwork Federation and, in collaboration, deliver several national programmes of work.

With a focus on Creating Better Places, we supported people to work collectively to make their surroundings greener, more resilient, safer, and healthier and to be actively involved in their communities and neighbourhoods.

We are even more aware of climate change impacts, increasing pressure on natural resources and rocketing energy prices. Our Greener Living and Working programmes raised awareness amongst individuals and communities on how to manage their environmental impact and to support them to cut energy and reduce water use.

To Improve Peoples Prospects, we delivered support to children, young people, families, and long term unemployed to increase confidence, skills, well-being, and employability. We delivered on our commitment to improve life chances for young people, working with schools, local authorities, and a range of organisations from the public and private sectors, we provide accredited opportunities that increase access to education, employment, training, and citizenship. We supported people furthest from the job market to develop their skills and find work.

All of us at Groundwork South are passionate about helping to create a future where everywhere is vibrant and green, every community is strong and able to shape its own destiny and where everyone can reach their potential.

That is why we've been working with partners for over 35 years, supporting local communities to tackle big social and environmental challenges. A summary of our plans and activities is given in this report demonstrating the breadth and impact of our work.

A handwritten signature in black ink, reading "P Head .", on a light blue background.

Chairman

Peter Head

About Groundwork

Vision

Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment and where individuals and enterprise prosper.

Mission

Our mission is to transform lives and places in communities in the South-East and South-West of England.

Our core values are:

- **Empathy** - valuing differences and treating everybody with respect
- **Innovation** - always looking for new and better ways of working
- **Professionalism** - maintaining high personal and professional standards
- **Commitment** – dedicating time and energy to deliver quality projects and services
- **Passion** – having ambition, enthusiasm and pride in all that we do and achieve

Our Aim

We aim to be an outstanding deliverer of local environmental and community regeneration in areas of need. Our work will result in:

- better local environments for the benefit of local communities
- environments more resilient and adapted to changes in climate and increasing demands of a growing population
- people more empowered to engage in local decision-making and voluntary action to improve local communities
- young people and long term unemployed motivated to engage in education or training and taking up opportunities to develop their confidence and skills leading to employment
- more people and businesses helping the environment and saving money through cutting energy and water use and creating less waste

To achieve our vision, we are working together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector.

Our Approach

- **We put the right tools in people's hands** - we provide targeted support tailored to address the specific needs of vulnerable people and diverse communities
- **We engage with everyone who has a stake in a place** - we work together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector to deliver positive change across the South of England
- **We address as many issues as possible with the same investment** - we apply our skills and experience and build partnerships that enable us to deliver maximum impact for communities and maximum value for money for those who help us do it
- **We support those in most need** – we will operate as a professional, business-like organisation, delivering high quality services to achieve the greatest possible impact for the communities we serve

Objectives and Activities

Charitable Objectives

Groundwork South's charitable objectives are set down in the Memorandum of Association as amended at the Annual General Meeting on 30th November 2005 include:

- to promote the conservation, protection and improvement of the physical and natural environment in the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park ("the Beneficial Area");
- to provide facilities in the interest of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living or working anywhere in the Beneficial Area;
- to advance public education in environmental matters and other ways of better conserving, protecting and improving the same wheresoever;
- to promote the care, resettlement and rehabilitation of offenders, ex-offenders and those at risk of offending, and to support their families and dependents, within the Beneficial Area;
- to promote the prevention of crime by supporting or carrying on either alone or in co-operation with any other body, authority or person any project or scheme and by providing money for such purposes whether by loan or otherwise.

Strategic Objectives

During 2022/23 we worked to deliver two strategic objectives; the success of our work is reliant on delivering high quality, innovative actions with multiple economic, social and environmental benefits.

1. Creating and delivering services to meet the needs of communities in the South of England:

- **Creating better places** – supporting people to work collectively to make their surroundings greener, safer and healthier and to be actively involved in their communities and neighbourhoods
- **Improving people's prospects** – delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.
- **Promoting greener living and working** – helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health and wellbeing.

2. Creating a strong, viable business, achieving excellence in service delivery.

The performance of our business will be driven by:

- Increasing the quality, consistency and efficiency of our operations
- Innovation and development of our services.
- Securing income from diverse sources.
- Building long-term local and strategic partnerships and relationships.
- Fostering participative and integrated working across our staff teams.

Public Benefit Statement

All Groundwork South's activities contribute to the achievement of our strategic aims and objectives and are undertaken to further our charitable purposes for the public benefit. Our main activities and who we try to help are described below. We review our aims, objectives and activities each year in the Business Planning process. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are established to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Grant Making Policy

The Trust administers applications for various grant schemes in partnership with local authorities and other Private and Public Agencies. The applications are reviewed against specific criteria and business objectives, which are set out by the grants panels and awarded to constituted groups.

Strategic Report

Our operational area is the South East & South West of England covering 14 Counties, with 104 local government districts, of which 80 are non-metropolitan districts and 23 are unitary authorities and the Isles of Scilly.

Our Achievements and Performance

During 2022/23 we delivered a wide range of services to support communities and individuals across the Southeast and Southwest of England. We are proud to report our achievements.

We continued to act as managing agent for the **Colne Valley Regional Park (CVRP)**, 43 square miles of countryside on the edge of London and Herts, Bucks, Berks & Surrey. We also continued our role as catchment host for the Colne Catchment and leading the £2.5M Colne Valley Landscape Partnership to deliver landscape, biodiversity and public access improvements and community engagement. This four-year programme is now in its final stages as we work on developing a legacy for this successful partnership

We continued our green team work in the Colne Valley Park delivering environmental/conservation improvements and training/supporting 15 people and helping them into full time employment. Rivers projects have continued including installing fish-passes on weirs to help Eels complete their 3000-mile journey from their breeding grounds in the Sargasso Sea; engaging 100's of volunteers on controlling invasive Non-Native Species that are choking our waterways; and citizen science projects to monitor the health of our rivers addressing poor river quality through Watford (in partnership with Groundwork East).

We have been raising awareness on the challenges facing the Green Belt arising from multiple ad-hoc development proposals, most of which are made outside of local democratic planning processes. The cumulative effects of this loss of huge areas of Green Belt are not being planned for or properly mitigated for. Through the Colne Valley's 'planning for the Green Belt' project we are seeking to change local and national government perceptions of green belt to focus on its positive benefits to local people including access to nature, food production, and the proven health and wellbeing benefits that high quality green space brings.

In the **Combe Valley Countryside Park**, we are the Managing Agent for Combe Valley CIC (CVCIC) and are working with the CIC board and a range of stakeholders to deliver the 5 year 'activation' and fundraising plan (2020 -2025). We delivered the Defra funded Green Recovery Challenge Fund programme in the park, creating 12 new job opportunities and delivering a range of biodiversity enhancement projects.

Our schools and education programme has seen 7 x Schools/educational groups engaged in high quality; national curriculum linked sessions. 675 children and 113 adults actively engaged. We have facilitated or support 25 community activities ranging from Dormice mitigation path work; Harvest mouse ecology and survey training, basic tree ID course and conservation volunteering at Filsham reedbeds.

We manage **The Bale House** - Visitor Centre and Café, built with financial support provided by European Interreg UpStraw Funding, is in Hastings Country Park and Nature Reserve. The Bale House continues to grow in popularity with an estimated 56,500 visitors since April 2022. The Bale House facilitates many unique interactions with a wide variety of user groups from walkers to bird watchers, historians, and in every age range from children to the elderly. Professionals use the space alongside young families, and it is extremely popular for people with learning difficulties and their carers. The interactive TV presentations about the straw bale building and the radar live website helps identify types of marine vessels in the Channel in real time. 250 family and community activities were delivered in 4 months over the summer.

The Heritage Lottery funded **Hidden Hastings Heritage (HHH) Project** concluded and has improved access to the park and nature reserve through new and improved paths, interpretation, and signage. As a legacy to the HHH project, National Lottery Jubilee funding was secured in partnership with the Friends of Hastings Country Park Nature Reserve to continue providing a wide range of conservation, heritage, and nature-based arts activities in the park, with over 130 volunteers involved and the production of a comprehensive education package to engage future generations.

For a third year we continued to lead the sustainable development of **Westerland Valley Country Park** in Paignton, Devon, a 32 Acre disused Country Park that sits in one of the most deprived wards in the Southwest.

The project is primarily funded through the Green Recovery Challenge Fund, employing three members of staff, 10 Kickstart countryside trainees and volunteer River Rangers. The fund gave us the opportunity to make capital improvements to the park through incorporating natural flood management techniques into the catchment which also enhances the area for the local community and wildlife.

Since the project began, 1.16 acres of wet woodland has been created along with ponds, dam repaired, 200m bankside stabilisation and the naturalisation of the upper reaches of the Clennon waterway. Our engagement programme has seen 294 school children involved in river conservation and 1643 volunteering hours delivered. Our successful community engagement work around Westerland Valley has enabled us to extend our portfolio of projects in Torbay, including **Edible Earth** a 'test and learn' project to enable the Community to create growing schemes across the Bay to support Torbay Council's agenda to reduce food poverty and improve health and wellbeing.

In 2022/23 the Trust continued to deliver the **Tesco Community Grants**. This was the sixth year of the programme. The scheme funds a wide array of activities and projects and designed by community groups. During the year we helped over 500 projects to receive almost £500k in grant allocation. We have also continued to provide grants administration support to the **Heathrow Community Trust**, which has slowly started to award funding to pre-Covid levels.

We continued the management of the partnership for the **Business Improvement District (BID)** at the **Globe Park & Marlow** industrial estates, High Wycombe. This initiative improves the local environment in business areas, providing a more enjoyable and attractive working area, supporting business growth and staff retention. We also supported businesses at Cressex to establish the Cressex Business Park aimed at tackling challenges and creating opportunities for improvement linked to transport, image, signage, and security.

Our **Environment Centres** offer a wide range of groups and communities' fantastic opportunities to build their knowledge and understanding of the natural world. From the various centres we deliver outdoor curriculum based educational activities for schools, informal learning events for families and when possible, volunteering opportunities (included supported volunteering) for individuals and teams from corporate partners.

Our **Goblin Combe Centre** reopened as planned in spring 2022, with the aid of a group of dedicated volunteers, the 'Guardians' of Goblin Combe and friends of Goblin Combe group who undertake weekly activities at the site. During the year, the Centre has been used by community-based organisations supporting adults, young people, and children, and alongside this we have continued to build local partnerships, most notably with Bristol Airport Ltd, and secure other funding to enhance the site.

The **Iver Environment Centre**, in partnership with National Grid continues to provide high quality environmental education to schools, families and volunteers (with a particular focus on volunteering opportunities for adults with additional needs). During the year there were 958 community events with 1990 education visitors including primary, secondary and schools outreach. We have had 220 unique volunteers, with 81 returning to IVER over the year. These volunteers delivered 2200 hours of work over 344 days of activity, without them we could not have managed the improvements we have continued to make: ongoing work on the meadow and maze, installation of a mud kitchen and we have rebuilt the play area with a bespoke adventure playground, it has a natural theme with a beehive climbing frame and spiders web as well as plenty of natural play with balancing logs and slides. The design is inclusive and challenging. **Braywick Nature Centre**, managed in partnership with the Royal Borough of Windsor and Maidenhead, has continued to thrive as a local go-to location for schools outdoor education. We have concluded the delivery of a new woodland creation project at Ockwells Park, supported other conservation and interpretation projects in neighbouring nature reserves and wildlife sites, and continue to seek funding for an extensive wetland creation scheme from the Highways Agency.

The Vench, Lockleaze is our adventure playground & community centre in Bristol. We work closely with children, young people, their families, and local residents to provide a safe and vibrant space for children and young people (CYP) to play, access a hot meal/ food, gain information such as sign posting to support services, met with friends and feel part of a community.

During term time we deliver 4 after school play & youth sessions focusing on our outside play equipment, arts and crafts, music, games, team building, mental health and well-being, employment. We have also introduced topics from the curriculum calendar such as Black History month, LGBTQ+ awareness and have also delivered knife crime workshops. And we have weekly cooking clubs and netball sessions, enabling children and young people to learn new skills, gain confidence and build positive relationships. We also deliver additional community events, which in 2022 included a Bonfire night, intergenerational Christmas lunch and a Christmas fair – all attended by a range of local community members.

Alongside this, we have been successful in securing funding to operate as one of several local warm and welcoming spaces, and for essential capital works including a new accessible ramp, MUGA resurfacing and new floodlights.

Our **community cafes in Denham & Tilgate** went through menu updates to accommodate the rising costs of food and beverages, our focus was to maintain cost effective and affordable offer. Denham Café continued to diversity its delivery model, offering a wide range of seasonal community events and activities. Our **Charity Shop** providing recycling and reuse of household goods and clothing continues to be a valuable resource to the local community and is much loved customers and our volunteers a like. The Christmas Markets event was extremely popular offering recycled cheap presents and decorations.

Greener Futures our CHART (Connecting Hastings and Rother Together) ESF funded project commenced during Covid-19 social distancing/lockdown in 2020. This project aimed to support residents from areas of high deprivation to move closer to employment and enable residents to engage in volunteering in local green spaces to improve their health and wellbeing. The project began during Covid-19 and completed in November 2022. Despite the challenges of this time, 570 people who were struggling to secure employment were referred to us from East Sussex Recovery Alliance, DWP Disability Advisors, Sussex Partnership, Change, Live, Grow and local social prescribers. The project was so well received by local organisations funding from generous donors has allowed us to transform the project into '**Greening for Well-being**' which continues to draw in participants beginning to reconnect with their community. This work continues to take place through a community asset-based approach and participant led initiatives and can move around Hastings and Rother to work in partnership with local organisations and develop individual participant initiatives. To date we have supported over 20 local organisations.

In partnership with Groundwork London, we successfully secured an additional 12 months of funding from the European Union's Asylum Migration and Integration Fund (AMIF) to continue to assist refugees and non-EU migrants to integrate into UK society through our holistic **IMPACT** (Bristol) and **Together** (Hastings and Kent) programmes, focusing on 3 key areas: language, preparation for work and culture. Working across deprived areas in Bristol, Hastings, Rother and Kent we have been mirroring Groundwork's successful integration model in London and using our existing national/regional links and infrastructure in Bristol to trial a common framework for Third Country Nationals (TCN) integration in urban areas. In Bristol only had over 300 participants from 34 nationalities registered to the programme, referred to us through our partners, networks and word of mouth. The projects enrolled participants attend ESOL classes, employment sessions and/or create and communicate sessions, and we have been running sessions exploring green spaces as part of our series of workshops 'City Nature', co-facilitated by local organisation EcoWild.

In Plymouth and South East Cornwall, a number of **NEET or 'at risk' of becoming NEET programmes and Employability projects** successfully ended or entered their final project phase in late 22/23. These included **STEP employability programme**, a two year project to support unemployed and inactive residents in South Cornwall to secure employment or to return to education, which includes a 20% match contribution from Cornwall Council. A National Lottery funded programme **Empowering Enterprise** ESF, which finished in March 2023, supported 32, 18-24 years olds in Plymouth. And, **Experience Works**, project subcontracted through Petroc College to support at risk of NEET 15–18-year-olds in schools in Plymouth.

During the year we continued to see a significant increase in our referral rates to support young people affected by the pandemic and breaks in education. The **#iwill project** in particular supported those struggling to re-engage with education or were at risk of becoming NEET. Over half of the attendees, on this project, have disclosed SEN (Special Educational Needs) conditions, a high number are from low socioeconomic backgrounds such as overcrowded houses and low income and non-working families. The success of the programme led to **#will** getting continuation funding into 23/24.

In 2017 we took over the operation of the 25-year contract to manage three outdoor activity centres - the **Oxfordshire Outdoors Service**, on a 25-year contract with Oxfordshire County Council. Oxfordshire Outdoors comprises Kilvrough Manor and Woodlands in south Wales and Yenworthy in North Devon. The Service delivers high quality residential adventure based outdoor education courses, primarily but not exclusively to schools from Oxfordshire. The residential courses have been a fantastic success with schools reporting positive impacts for their pupils after long periods of lockdowns and isolation caused by COVID. During the year we run courses for 112 schools with 4,297 pupils attending.

With our National Lottery funding in place until May 2024, our nationwide community resilience programme – **Communities Prepared**, continues to focus on both delivery and strategic priorities. At the end of 2022, the UK Government finally published its long-awaited National Resilience Framework, placing 'whole of society resilience' at the centre of it and helping us to frame our current and future work within this context.

The implications of this framework remain to be seen, but we are in discussion with several key stakeholders about how we can work together to ensure that community resilience efforts are both strengthened and well supported as the framework's implementation gets underway. We also continue to build relationships at the regional level to support programme delivery. Across the country, this includes engaging with the Environment Agency's Flood Resilience Engagement Advisers and with other Groundwork Trusts – both of which will continue to be key to ensuring the programme can continue to be delivered when Lottery funding ends.

Region-specific projects that are currently being delivered, or are under development, include our **SSEN** funded work in Hampshire (continuing until September 2023, in partnership with Eastleigh Borough Council), **Project Groundwater** in Buckinghamshire (led by Buckinghamshire Council, with Groundwork as the community engagement lead), and considerable interest in further support for communities in Milton Keynes, Greater Manchester, Cambridgeshire, Shropshire and Kent amongst others. For communities across the country, our new online learning hub (part of www.communitiesprepared.org.uk) is continuing to grow – with an extensive range of learning resources available for self-led learning, complemented by 'live' online workshops and webinars led by our core project team. We have also recently commenced a partnership with Aviva and the British Red Cross, 'Building Resilience Together,' which will run until December 2024 with a view to piloting community resilience hubs in partnership with Local Resilience Forums.

Green Doctors in Groundwork South continued to develop and deliver projects in Kent, Medway and the Thames Valley. **Spark** funded by Energy Redress has enabled us to deliver our Green Doctor Advice service across Kent and Medway. Ending in October 2022, during the year we supported 833 households with in-depth advice including home visits and telephone support, we supported 874 households with energy saving advice at events and outreach sessions and trained 281 of frontline workers.

Through the **Cadent** project we supported 48 households fuel poor households in the Thames Valley area with in-depth advice via home visits and telephone support, 128 households with energy saving advice at events and outreach sessions and trained 136 frontline workers. As part of proposals submitted to the project funder we are hoping to expand our reach through this project into other areas in the Thames Valley and the surrounding region.

In November 2022 we launched **Home Energy Action Thanet** and **Energy Crisis Response Programme**, these projects funded by the British Gas Energy Trust and Energy Redress respectively have allowed us to continue our work in Kent and Medway after the end of the Spark project. In the period until the end of March 23 we supported 66 households with in-depth advice through home visits and telephone support, supported 76 households with energy saving advice at events and outreach sessions and trained 63 frontline workers. In total our work across these projects in 2022/23 we supported 947 households with in-depth energy saving advice and helped households save £76,381 on their energy bills, helped them manage £21,263 amount of energy debt and saved 111869CO2kge.

We have been delivering 2 major **Water Efficiency** programmes for the customers of Affinity Water and Wessex Water, as well as domestic, commercial and hybrid pilot programmes with South East Water, South East Surrey Water and South West Water. We delivered 20,000 domestic water efficiency visits for Affinity Water and a further 5,000 visits for customers of Wessex Water, both of which have water 'wastage' visits tackled by our in-house plumbing team. These pilot programmes have all been established throughout 2022/23 and are responding to water company challenges around water stress.

We began a significant programme with Southern Water helping them to address their **Storm Water Overflow** challenges, through the feasibility and design of Sustainable Drainage Schemes, both in the public domain (parks, highways) and within school grounds. We also delivered a pilot programme engaging domestic residents to play their part through the installation of water butts and water planters to their property downpipes.

Groundwork South Financial Review

Groundwork South shows income achieved in the year of £7.590m with expenditure of £7.379m, resulting in a surplus for the year of £211k

The Trust has been able to manage its cash flow, meeting its obligations as they fell due via 3 separate loan facilities provided by Groundwork London and closer monitoring and management of its cashflow position. In addition, a full cost recovery financial model is used, which enables the Trust to allocate costs appropriately; to prepare financially sound grant and funding applications and effectively monitor projects that are underachieving or are not meeting their targets.

How we raised our money

Funding for Groundwork South was provided by the following sources:

	£
Central Government	817,621
Local Authorities	2,382,124
Private Sector	3,905,455
National Lottery	485,122
	<u>7,590,322</u>

How we spent our money

The money we raise from our clients and partners is entirely focused on building our capability with local communities to deliver our three charitable outcomes. An overview of the split of expenditure against our different themes is given below:

	£
Greener Living & Working	5,063,231
Youth & Employment	718,617
Parks & Open Spaces	1,597,201
	<u>7,379,049</u>

Reserves Policy

The Board recognises the need to build up unrestricted reserves to:

- Provide the working capital required to manage the usual retrospective nature of the programme funding which can result in considerable timing difference between expenditure and receipt of income.
- Set aside funds for other appropriate capital assets such as IT equipment and for properly equipping the Trust.
- Invest in the development of new services and training & development of staff.

Going Concern

The Trust is a going concern and operates solvently. In 2017 Groundwork London provided loans to Groundwork South to the value of £1.355m, in order that Groundwork South could guarantee that all debts would be paid as they fell due. This facility operated on a 'draw down' basis as and when Groundwork South required the funds. From December 2022 a £620k secured loan is in place indefinitely for use as and when Groundwork South requires it. The balance on the loan at 31st March 2023 was £0 (2022 £0).

Future Plans 2023/24

In line with the Groundwork Federation strategy: Groundwork 2020, we will deliver Groundwork Services across the South East and South West of England. We will:

1. Create and deliver services to meet the needs of communities in the South of England

During 2023/24 we will progress projects that focus on:

Creating better places – *supporting people to work collectively to make their surroundings greener, safer and healthier and be actively involved in their communities and neighbourhoods.* We will plan, develop and deliver a programme of community projects that will focus on:

- Building empowered, engaged and resilient communities through community engagement, consultation and capacity building projects and skills development.
- Supporting community led improvements to spaces and neighbourhood environments.
- Supporting the integration of marginalised groups, including refugees and migrants through teaching English, cultural creative activities and building social networks.
- Helping socially isolated individuals through activities such as 1-2-1 support and creative group workshops.
- Enhancing communities' and individuals' health and wellbeing through projects that increase physical activity, improve mental health, promote healthy eating and connect people to green space.
- Engaging communities in the effective management and maintenance of green and open spaces.
- Encouraging young people to engage with others in their community and positively contribute to their local area.
- Promoting and conserving the natural environment and enhancing access to nature and heritage.
- Nature study centres providing educational, environmental or therapeutic activities.
- Inspiring and promoting volunteering including youth citizenship and employee engagement.
- Tackling the social, physical and practical barriers to inclusion

We will continue integrating landscape design and community development, delivering urban and rural environments that meet the needs of local communities, offering design, consultation and master planning services, our work will focus on:

- Parks and open spaces, play and active spaces
- Climate adaptive design in particular using low-cost, light-engineering flood risk management and climate change adaptation solutions
- Biodiversity

We will continue to build our reputation and competence in providing sustainable landscape management:

- Managing the Colne Valley Regional Park and Combe Valley Country Park; supporting Hastings Country Park Nature Reserve through the management of the Bale House Visitor and the development of Westerland Valley and our own Goblin Combe Woodland
- We will act as catchment hosts and deliver Defra's catchment based approach in the Colne and East Hampshire Catchment Partnership catchments

We will provide a grant management service to strategic partners:

- Managing open grant programme for Heathrow Community Trust
- Provide grant 'enabler' support for community groups bidding to Tesco's Community Grants and on the HS2 grant programmes managed by Groundwork UK

Promoting greener living and working – *helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health and wellbeing.*

We will plan, develop and deliver programmes which focus on:

- Behaviour change; helping people adopt more sustainable and healthy lifestyles, tackling climate change, reducing resource consumption and addressing fuel poverty
 - Encouraging and supporting young people and adults to participate in and lead positive action for the environment
 - Running our Charity shop, recycling and reusing household goods and clothing
 - Providing tailored packages of advice and guidance on energy and water efficiency to residents, organisations and businesses
 - Ensuring the successful delivery of the water efficiency contracts with Thames Water, Affinity Water, Wessex Water and pilot programmes with other water companies in the region to maximise water savings for domestic and commercial customers
 - Providing opportunities for the corporate sector to engage with local communities by volunteering
 - Expand our service offer for Green Doctors enabling us to support more vulnerable household through the impact of rising fuel costs and cost of living
- Providing a new Sustainable Business Services programme in the region, replicating the successful work in this area by other trusts in the Federation

Improving people's prospects – *delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.* We will deliver projects that engage, motivate and inspire people:

- Providing coaching and support to young people particularly those at risk of NEET or NEET (Not in Education, Employment or Training) to stay and succeed in education, to gain accredited qualifications or to progress into work
- Encouraging and supporting participation and leadership of positive action for the local and global environment
- Running clubs and providing safe places for young people to develop themselves and learn new skills
- Delivering the National Citizenship Service and other lifelong learning and citizenship activities in and out of schools
- Providing high quality outdoor learning experiences for children, young people and adults at our Oxford Outdoors centres

We will help the most disadvantaged young people and adults improve their skills and move from welfare into sustainable employment by:

- Providing Information Advice and Guidance (IAG), supporting people to address their barriers to securing work and helping people make the positive decisions about jobs and careers
- Delivering job brokerage that links the right client to the right vacancy and “in work support” that helps them stay in their job
- Providing work placements and trials, with integrated training and access to volunteering placements
- Delivering accredited training and skills development programmes
- Providing non-traditional pathways to employment designed to increase ‘soft skills’ through conservation and horticulture activities
- Supporting integration, building resilience, confidence and wellbeing in vulnerable and socially isolated adults & young people through engagement in cultural, environmental, language and preparation for work activities and volunteering opportunities, as well as connecting to wider services

2. Maintaining a strong, viable business, achieving excellence in service delivery

The performance of our business will be driven by increasing the quality, consistency and efficiency of our operations; by innovation and development of our services; by securing income from diverse sources; and by building long-term local and strategic partnerships and relationships.

We will:

- Improve the effectiveness and efficiency of our operations by managing our finances on a full cost recovery basis.
- Focus our fundraising efforts to build strong operational centres across the South.
- Measure the quality of our delivery and the impact we make.
- Foster a culture to attract, develop and retain highly skilled and motivated staff.
- Deliver communications to raise the profile of the organisation and our services.
- Build long-term, local and regional strategic partnerships.

We will work with Groundwork London to sustain and develop Groundwork activity across the South of England. We will do this through Groundwork London providing executive leadership and management of defined specialist activities.

Principal Risks and Uncertainties

The Board accepts its responsibility under the Charity Commission's Statement of Recommended Practice (SORP) for ensuring the major risks to which the charity is exposed are identified and reviewed and that there are systems in place to mitigate against them.

The risk management analysis continues to be an integral part of the business planning and business review and reporting process. The Trust maintains a comprehensive risk register in which all risks are evaluated and graded. Each risk is allocated both an Impact and Probability rating to provide an overall risk score. The Board reviews the most significant risks quarterly.

The principal risks to Groundwork South are:

- Poor performance and partner dissatisfaction with the quality of delivery
- Failure to secure funding for the projected operations plans
- Failure to deliver targets and performance requirements in 'payment by results and other contracts
- Failure to achieve our full cost recovery strategy, missing utilisation targets and chargeable rates
- Operational, reputational and financial issues from historical losses

Whilst our response to each of these will vary, there are some key actions that will help us address these risks:

- Ensure we are delivering high quality products and services for all of our partners and customers that are based on our good understanding of our partner organisations and their challenges
- Effective coordination and targeting of fundraising and development to expand and diversify our offer in key geographic areas
- Continuing to implement our financial strategy and full cost recovery model
- Investing in our competencies and specialist skills
- Effective evaluation and monitoring of delivery, output and financial performance
- Effective implementation of internal processes and procedures

Financial management of projects is undertaken through Enqueueer and via project budget sheets. The amount of secured and unsecured income and the expenditure and revenue on all projects is analysed on a monthly basis.

Performance against the plan will be reviewed by the Executive Team monthly and by the Board quarterly and adjustments will be made in year to income and expenditure budgets accordingly. The Trust has been working with Groundwork London on a new Project Management System which will be integrated with financial accounting, it is planned for this system to be rolled out across the Trust during the 2023/24 financial year.

In addition to reviewing the risk register, quarterly reports to the Board monitor income & expenditure and progress towards financial targets. Detailed management accounts are examined at each meeting. The Trust submits these accounts to Groundwork Federation on a quarterly basis and is monitored by the Federation on security of income and financial stability.

Reference and Administrative Details

Registered Company number
01982077 (England and Wales)

Registered Charity number
293705

Registered office of the company and principal office of the charity

The Colne Valley Park Centre
Denham Court Drive
Denham
Uxbridge
UB9 5PG

Our advisers

Independent Auditors	Hartley Fowler LLP	Chartered Accountants Statutory Auditor Fourth Floor Tuition House 27/37 St George's Road Wimbledon London, SW19 4EU
Bankers	Lloyds	Lewisham Branch PO Box 1000 BX1 1LT
Solicitors	IBB	Capital Court 30 Windsor Street Uxbridge Middlesex, UB8 1AB

Key management personnel: Directors and Trustees

The directors of the charity are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Trustees	D Davidson P Head M Dowd J Sutherland
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Company Secretary	S Harrison
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Key management personnel:	Executive Director Lindy Kelly
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Structure, Governance and Management

Structure

Groundwork South is a registered charity and company limited by guarantee and is governed by its Memorandum of Association amended on the 30 November 2005.

Groundwork South is a member of the Federation of Groundwork Trusts in England, Wales and Northern Ireland, each working with partners to improve the quality of the local environment, the lives of local people and the success of local businesses in areas in need of investment and support. The Federation Membership Agreement is a bilateral agreement jointly signed by both the Trust and the Federation, setting out the obligations, defining the minimum quality and ethical standards, setting out the core values and defining the circumstances and procedures whereby Trusts may be required to leave the Federation.

The Members of the Groundwork South Trust

Groundwork South is a wholly owned subsidiary of Groundwork London.

Governance

Board of Trustees

The Board of Trustees comprises the Trustees of the Trust in accordance with the Charities Act 2011 who are also the Directors of the company in accordance with the Companies Act 2006. The Board currently comprises of 4 Trustees. The Board will be undertaking a Trustee recruitment process during 2023/24 with the aim of attracting 2 new Trustees to the Board.

Induction & Training

Groundwork South provides key information to any new Trustees including the governing document, recent accounts and meeting Minutes as part of the induction process. New and existing Trustees are encouraged to regularly attend visits to see our programmes of work in action, meet the charity's officers and beneficiaries and understand our impact.

Management

The Board delegates day-to-day financial and managerial control of the organisation to the Executive Director who reports to the Chair of the Board. The Executive Director executes their duties with the support of senior managers.

Executive Director - Lindy Kelly

Finance Director - Stuart Harrison

Director, Youth, Employment & Skills - Graham Parry

Director, Development & Strategic Partnerships - Ben Coles

Operational Delivery Manager - Becky Spake

Central Services Manager - Claire Woodcock

Our staff

Groundwork South has tremendous staff – talented and committed to making positive change for those communities they support through our projects.

A strategic priority for Groundwork South is to foster a culture to attract, develop and retain highly motivated people. We know that it is the passion, hard work and commitment of our employees and volunteers that is critical to achieve our charitable outcomes. We also understand our quality of delivery is dependent on various factors such as IT systems, technology and materials, but the over-riding factor is the people we employ carrying out the work.

Consequently, we want to attract and keep talented people as they will deliver our charitable outcomes to the level of quality required to satisfy clients, partners and beneficiaries.

As part of our commitment to a diverse workforce, we hold 'Positive about Disabled People' status with the Disability Two Ticks mark.

We celebrate equality and diversity and aim to promote a culture where differences between people are respected and valued. We deal with people internally as individuals, whilst recognising that many people share common experiences based on their background. We will continue to create and maintain an environment that meets the needs and aspirations of our own people, clients, partners and beneficiaries irrespective of race, gender, disability, sexual orientation, religion or age. Furthermore, our policies and procedures are continually reviewed in line with best practice and legislation and will continue to reflect Groundwork South's commitment to equal opportunities.

Trustees' responsibilities in relation to the financial statements

The charity Trustees (who are also the directors of The Groundwork South Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

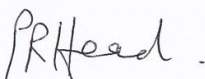
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
- the Trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees



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Trustee

Date: 25th September 2023

Report of the Independent Auditors

To the members of The Groundwork South Trust

Opinion

We have audited the financial statements of The Groundwork South Trust Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2023 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

Matters on which we are required to report by exception

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

We identify and assess risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and the charities activities;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;

- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud. In common with all audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in. The key laws and regulations we considered in this context included the Charities Act 2011, UK Companies Act and tax legislation.

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 may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

As a result of performing the above, we did not identify any key matters related to the potential risk of fraud or non-compliance with laws and regulations.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provision of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reviewing minutes of meetings of those charged with governance, reviewing internal reports, and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale for any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Askew FCA (Senior Statutory Auditor)
Hartley Fowler LLP Hartley Fowler LLP
Statutory Auditors
Chartered Accountants

4th Floor Tuition House
27-37 St George's Road
Wimbledon
London, SW19 4EU

Date: XX September 2023

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Statement of Financial Activities for the year ended 31st March 2023

Including the Income and Expenditure Account

		Unrestricted Funds	Restricted Funds	31.3.23 Total Funds	31.3.22 Total Funds
	Notes	£	£	£	£
INCOME					
Donations and legacies	3	34,644	-	34,644	29,823
Charitable activities	4	4,139,741	3,415,937	7,555,678	6,570,522
Total Income		4,174,385	3,415,937	7,590,322	6,600,345
EXPENDITURE					
Charitable activities	5	4,123,312	3,255,737	7,379,049	6,408,439
Total expenditure		4,123,312	3,255,737	7,379,049	6,408,439
Net expenditure		51,073	160,200	211,273	191,906
Transfers between funds	14	160,200	(160,200)	-	-
Net expenditure before other recognised gains and losses		211,273	-	211,273	191,906
Net movement in funds		211,273	-	211,273	191,906
RECONCILIATION OF FUNDS					
Total Funds brought forward	14	(283,779)	-	(283,779)	(475,685)
TOTAL FUNDS CARRIED FORWARD		(72,506)	-	(72,506)	(283,779)

The Statement of Financial Activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

The notes on pages 26 to 35 form part of these financial statements.

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Balance Sheet as at 31st March 2023

	Notes	31.3.23 £	31.3.22 £
FIXED ASSETS			
Intangible Assets	9	-	-
Tangible Assets	10	995,781	1,010,551
TOTAL FIXED ASSETS		995,781	1,010,551
CURRENT ASSETS			
Debtors	11	1,187,508	1,159,989
Cash at bank and in hand	17	467,428	870,587
TOTAL CURRENT ASSETS		1,654,936	2,030,576
LIABILITIES			
Creditors: amounts falling due within one year	12	(2,723,223)	(3,324,906)
NET CURRENT LIABILITIES		(1,068,287)	(1,294,330)
TOTAL ASSETS LESS CURRENT LIABILITIES		(72,506)	(283,779)
Creditors: Amounts falling due after more than one year	13	-	-
NET LIABILITIES		(72,506)	(283,779)
THE FUNDS OF THE CHARITY	14		
Unrestricted funds		(72,506)	(283,779)
TOTAL CHARITY FUNDS		(72,506)	(283,779)

The financial statements were approved by the Board of Trustees on 25th September 2023 and were signed on its behalf by:



.....

Trustee

The notes on pages 26 to 35 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Cashflow statement for the year ended 31st March 2023

	Notes	31.3.23 £	31.3.22 £
Cash flows from operating activities	16	(397,980)	647,689
Cash flow from investing activities			
Investment income received		-	-
Purchase of tangible fixed assets		-	-
Net cash used in investing activities		-	-
Repayments of borrowings			
Cash outflows from new borrowings		(860,000)	(440,948)
Cash inflows from new borrowings		860,000	425,000
Interest paid		(5,179)	(8,087)
Net cash provided by financing activities		(5,179)	(24,035)
Net Increase/(decrease) in cash and cash equivalents		(403,159)	623,654
Cash and cash equivalents at the beginning of the year		870,587	246,993
Cash and cash equivalents at the end of the year	17	<u>467,428</u>	<u>870,587</u>

The notes on pages 26 to 35 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Notes to the financial statements for the year ended 31st March 2023

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

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

The Groundwork South Trust 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 note(s).

1.2 Legal Form

The company is limited by guarantee. The member of the company is Groundwork London. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1.

1.3 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 charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity 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.

1.4 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.

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.

Grants are credited to the Statement of Financial Activities in the year in which they are received or become receivable under the terms of the grant agreements. Where grants are considered to be performance related, income is recognised to the extent that the services outlined in the funding agreement have been performed by the year end. Where income had been received but the related service had not been performed by the year end the balance is carried forward as deferred income.

1.5 Government Grants

Government grants are recognised when the entity has reasonable assurance that conditions attached to the grant will be complied with and that the grant will be received.

Revenue grants are recognised using the accrual model and are therefore recognised as income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate. Revenue grants are measured at fair value, being the amount of cash receivable.

1.6 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management costs.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.7 Going concern

The financial statements have been prepared on a going concern basis. This follows the agreement that is in place with Groundwork London for the provision of financial support. This financial support is expected to reduce once the new projects initiated in the year start to generate incoming resources.

1.8 Intangible fixed assets and amortisation

Amortisation is provided at the following rates:

Software	- 20% straight line
----------	---------------------

1.9 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments.

Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- 2% straight line
Floating classroom superstructure	- 25 years
Floating classroom fixtures and fittings	- 5 years
Motor vehicles	- 20% straight line
Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

1.10 Interest receivable

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

1.11 Operating leases

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

1.12 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.

1.13 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.

1.14 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. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.15 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.16 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.

1.17 Pensions

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

2 Significant judgments and estimates

In the application of the charitable company's accounting policies, which are described in note 1, the trustees are required to make judgemental, estimates and assumptions on accrued and deferred income.

Actual results may differ from their estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.3.23	31.3.22
	£	£	£	£
Donations	34,644	-	34,644	29,823
	<u>34,644</u>	<u>-</u>	<u>34,644</u>	<u>29,823</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.3.23 £	31.3.22 £
Grant income	4,139,741	3,415,937	7,555,678	6,570,522
Total 2022	3,401,088	3,169,434	6,570,522	

Grant income	31.3.23 £	31.3.22 £
Central Government	817,621	658,705
Local Authority	2,382,124	1,732,391
Lottery	485,122	578,437
Private	3,870,811	3,600,989
	7,555,678	6,570,522

5. Total resources expended

	Greener living and working £	Youth and employment £	Parks and open spaces £	31.3.23 £	31.3.22 £
Charitable activities					
Staff costs	2,285,734	623,869	548,898	3,458,501	2,729,508
Project costs	2,392,048	71,689	979,156	3,442,893	3,101,524
Sub total	4,677,782	695,558	1,528,054	6,901,394	5,831,032
Support costs					
Staff costs	137,687	13,361	30,783	181,831	174,904
Administration	15,609	1,515	3,490	20,614	25,063
Communications and IT	77,345	7,506	17,292	102,143	86,992
Accommodation	46,806	4,542	10,465	61,813	53,499
Recruitment & training	12,352	1,199	2,762	16,313	15,210
Marketing	671	65	150	886	773
Professional fees	32,228	3,127	7,205	42,560	45,253
Depreciation and amortisation	10,141	984	2,267	13,392	14,952
Management fee	0	0	0	0	60,000
Infrastructure costs	0	0	0	0	60,000
Other	23,174	2,249	5,179	30,602	33,261
Governance costs	5,679	551	1,270	7,500	7,500
Sub total	361,692	35,099	80,863	477,654	577,407
Total	5,039,474	730,657	1,608,917	7,379,049	6,408,439

Total resources expended 2022

Charitable activities	3,793,745	616,297	1,420,990	5,831,032
Support costs	399,749	70,868	106,790	577,407
Total 2022	4,193,494	687,165	1,527,780	6,408,439

6. NET INCOMING RESOURCES

	31.3.23	31.3.22
	£	£
Government furlough grants	-	54,944

NET OUTGOING RESOURCES

	31.3.22	31.3.22
	£	£
Auditors' remuneration – statutory audit	7,500	7,500
Depreciation – owned assets	14,770	16,331
Operating lease payments	85,059	83,500
Amortisation of intangible fixed assets	-	-

During the year no Trustees received any remuneration, benefits in kind or reimbursement for expenses (2022 - £NIL)

7. INTEREST PAYABLE AND FINANCING COSTS

Interest payable on the loans from group undertakings are included within Administration costs.

	31.3.23	31.3.22
	£	£
Interest on loans from group undertakings	5,179	8,087

8. STAFF COSTS

Staff costs were as follows

	31.3.23	31.3.22
	£	£
Wages and salaries	3,489,094	2,799,909
Social security costs	266,678	192,951
Pension costs	212,161	177,826
	3,967,933	3,170,686

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

31.3.23	31.3.22
151	138

Average expressed as a full time equivalent

31.3.23	31.3.22
124	108

No employee received emoluments in excess of £60,000 in the year:

The key management personnel gross remuneration, which consisted of the executive management team and operations managers amounted to £92,810 in the year (2022: £83,819) and pension contributions of £10,020 (2022: £7,839).

9. INTANGIBLE FIXED ASSETS

	Software £
Cost	
At 1 April 2022	69,442
At 31 March 2023	<u>69,442</u>
Amortisation	
At 1 April 2022	69,442
Disposals	-
Charge for year	-
At 31 March 2023	<u>69,442</u>
Net Book Value	
At 31 March 2023	-
At 31 March 2022	<u>-</u>

10. TANGIBLE FIXED ASSETS

	Freehold property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Floating Classroom £
COST					
At 1 st April 2022	1,005,000	20,503	132,300	74,102	116,250
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 st March 2023	<u>1,005,000</u>	<u>20,503</u>	<u>132,300</u>	<u>74,102</u>	<u>116,250</u>
DEPRECIATION					
At 1 st April 2022	63,700	20,503	128,149	74,102	51,150
Charge for year	8,400	-	1,720	-	4,650
Disposals	-	-	-	-	-
At 31 st March 2023	<u>72,100</u>	<u>20,503</u>	<u>129,869</u>	<u>74,102</u>	<u>55,800</u>
NET BOOK VALUE					
At 31 st March 2023	<u>932,900</u>	<u>-</u>	<u>2,431</u>	<u>-</u>	<u>60,450</u>
At 31 st March 2022	<u>941,300</u>	<u>-</u>	<u>4,151</u>	<u>-</u>	<u>65,100</u>
					Total Tangible Fixed Assets £
Cost					
At 1 April 2022					1,348,155
Additions					-
Disposals					-
At 31 March 2023					<u>1,348,155</u>
Depreciation					
At 1 April 2022					337,604
Charge for year					14,770
Disposals					-
At 31 March 2023					<u>352,374</u>
Net Book Value					
At 31 March 2023					<u>995,781</u>
At 31 March 2022					<u>1,010,551</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Trade debtors	1,118,463	946,888
Other debtors	-	-
Prepayments and accrued income	69,045	213,101
	<u>1,187,508</u>	<u>1,159,989</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Bank loans and overdrafts	-	-
Trade creditors	190,569	975,864
Taxation and social security	247,334	75,055
Other creditors	56,454	185,714
Accruals and deferred income	2,228,866	2,088,273
	<u>2,723,223</u>	<u>3,324,906</u>

Deferred Income

	Balance at 1 April 2022	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2023
	£	£	£	£
Movements during the year	<u>1,914,227</u>	<u>1,914,227</u>	<u>2,060,865</u>	<u>2,060,865</u>

	Balance at 1 April 2021	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2022
	£	£	£	£
Movements during the year	<u>1,643,086</u>	<u>1,643,086</u>	<u>1,914,227</u>	<u>1,914,227</u>

Deferred income relates to income received for programmes with delivery in the following year.

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

	31.3.23	31.3.22
	£	£
Amounts owed to group undertakings (see note 20)	-	-
	<u>-</u>	<u>-</u>

14. STATEMENT OF FUNDS - 2023

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(283,779)	4,174,385	(4,123,311)	160,200	(72,506)
Restricted Funds					
Greener living and working	-	1,733,627	(1,668,541)	(65,084)	-
Youth and employment	-	357,931	(344,300)	(13,634)	-
Parks and open spaces	-	1,324,379	(1,242,896)	(81,481)	-
Total Restricted Funds	-	3,415,937	(3,255,737)	(160,200)	-
Total Funds	(283,779)	7,590,322	(7,379,049)	-	(72,506)

Restricted Funds

Greener Living and Working - to help people save energy, water, money and reduce their impact on the environment.

Youth and Employment - to support Young People to develop their skills and find jobs. To provide employment and to support offenders, ex-offenders and those likely to offend. Parks and Open Spaces - to protect and improve parks and open spaces for the benefit of local communities.

Transfer between funds:

During the year a transfer from restricted funds to unrestricted funds of £160,200 (2022: £90,637).

Funds are transferred from restricted to unrestricted at the year- end on the basis that no restrictions exist on the income and expenditure recognised.

STATEMENT OF FUNDS - 2022

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(475,685)	3,430,911	(3,329,642)	90,637	(283,779)
Restricted Funds					
Greener living and working	-	1,731,253	(1,683,285)	(47,968)	-
Youth and employment	-	417,426	(376,559)	(40,867)	-
Parks and open spaces	-	1,020,755	(1,018,953)	(1,802)	-
Total Restricted Funds	-	3,169,434	(3,078,797)	(90,637)	-
Total Funds	(475,685)	6,600,345	(6,408,439)	-	(283,779)

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	31.3.23 Unrestricted funds £	31.3.22 Unrestricted funds £
Intangible fixed assets	-	-
Tangible fixed assets	995,781	1,010,551
Current assets	1,654,936	2,030,576
Creditors due within one year	(2,723,223)	(3,324,906)
Creditors due in more than one year	-	-
	<u>(72,506)</u>	<u>(283,779)</u>

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.23 £	31.3.22 £
Net expenditure for the year (as per Statement of Financial Activities)	211,273	191,906
Adjustment for:		
Depreciation and Amortisation charges	14,770	16,331
Interest paid	5,159	8,087
(Increase) / Decrease in debtors	(27,519)	(663,870)
Increase in creditors	(601,683)	1,095,235
Cash flows from operating activities	<u>(397,980)</u>	<u>647,689</u>

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	31.3.23 £	31.3.22 £
Cash in hand	467,428	870,587
	<u>870,587</u>	<u>870,587</u>

18. ANALYSIS OF CHANGES IN NET DEBT

	At 1 Apr 2022 £	Cash flows £	Other Non- cash change £	At 31 Mar 2023 £
Cash and Cash equivalents				
Cash	870,587	(403,159)	-	467,428
Overdrafts	-	-	-	-
Cash equivalents	-	-	-	-
	<u>870,587</u>	<u>(403,159)</u>	<u>-</u>	<u>467,428</u>
Borrowings				
Debt due within 1 year	-	-	-	-
Debt due after 1 year	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total	<u>870,587</u>	<u>(403,159)</u>	<u>-</u>	<u>467,428</u>

18. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge representing contributions payable to the fund amounted to £212,161 (2022: £177,826).

Contributions totalling £22,636 (2022: £21,000) were payable to the fund at the balance sheet date and are included in creditors.

19. OPERATING LEASE COMMITMENTS

	31.3.23	31.3.22
	£	£
Amounts payable		
Within 1 year	88,929	83,766
Between 1 and 5 years	131,908	206,645
After more than 5 years	-	-

20. RELATED PARTY TRANSACTIONS

During the year, Groundwork London provided £860,000 funds (2022: £425,000) to the charity, and £860,000 (2022: £440,948) was repaid during the year. At the year-end, £0 (2022: £0) was due to Groundwork London. Interest is charged at 2.85% above the Bank of England base rate, monthly in arrears. The freehold property of the charity has been pledged as security on these funds.

21. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The Charity's ultimate parent undertaking is Groundwork London. The charity is controlled by its Trustees. The results of the charity are consolidated in the accounts of Groundwork London and consolidated accounts can be obtained from its registered office at 18-21 Morley Street, London, SE1 7QZ or from the Charity Commission website.

THE GROUNDWORK SOUTH TRUST LIMITED

England & Wales - Charity number 293705

Accounts

Annual Report and Financial Statements 2021/22

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Charity No. 293705

Registered Company No. 01982077 (England and Wales)

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Report of the Trustees for the year ending 31 March 2022

The trustees are pleased to present their annual directors report together with the financial statements of the charitable company for the year ending 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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

Groundwork South's operational area is the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park.

Chairman & Executive Directors Introduction

We are pleased to present Groundwork South's Annual Report and Accounts for the year ending March 2022. 2021/22 was another very challenging year for us all, and one in which Groundwork South managed their way through many difficulties with strong teamwork, hybrid working and seeking out emerging opportunities in the post-Covid landscape.

The furlough scheme continued to be very helpful through to September 2021 and the management demands of the transition into and out of it were substantial for the team. The residential courses at the Outdoor Centres were able to resume in June 2021 and the feedback of positive impacts for their pupils after long periods of lockdowns and isolation caused by Covid-19 were typical of the positive impact the team had during the year. As part of the recovery process, we saw major funders launching new approaches and strategies, particularly in areas with deprivation, and the team have been successful in getting new commissions as a result. However, we anticipate that the costs of living crisis will present new challenges going forward.

Ending the year, having continued to deliver so many services, with a significant surplus is an incredible result and a real milestone for Groundwork South of which we are very proud.

The leadership team continued to work very long hours with great skill to further evolve strategy and ways of working and succeeded in taking the staff team with them.

We would like to take this opportunity to extend our sincere thanks again to our staff team who adapted to new ways of working from home; who agreed changes to their work conditions to enable the long term sustainability of services; who adapted delivery to meet the approval of our funders and clients; who sought new opportunities and succeeded in securing additional funding for existing programmes as well as funding to launch new programmes; who were incredibly creative and innovative, all so that we could continue to deliver services in support of communities and individuals in need.

We sincerely thank Groundwork London (our sole company member) for their continued support through our shared Executive and specialist service management, partnership programme delivery, as well loans, when needed, to underpin our cashflow. We continue to work closely with the rest of the Groundwork Federation and, in collaboration, deliver several national programmes of work.

We also express our gratitude for the financial support we have received through the various government support programmes and in particular the Heritage Lottery Fund and Reaching Community Fund. This enabled us, despite Covid to deliver a wide array of services and programmes across the South of England.

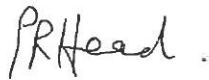
With a focus on **Creating Better Places**, we supported people to work collectively to make their surroundings greener, more resilient, safer, and healthier and to be actively involved in their communities and neighbourhoods.

We are even more aware of climate change impacts, increasing pressure on natural resources and rocketing energy prices. Our **Greener Living and Working** programmes raised awareness amongst individuals and communities on how to manage their environmental impact and to support them to cut energy and reduce water use.

To **Improve Peoples Prospects**, we delivered support to children, young people, families, and long term unemployed to increase confidence, skills, well-being, and employability. We delivered on our commitment to improve life chances for young people, working with schools, local authorities, and a range of organisations from the public and private sectors, we provide accredited opportunities that increase access to education, employment, training, and citizenship. We supported people furthest from the job market to develop their skills and find work.

All of us at Groundwork South are passionate about helping to create a future where everywhere is vibrant and green, every community is strong and able to shape its own destiny and where everyone can reach their potential. That's why we've been working with partners for over 35 years, supporting local communities to tackle big social and environmental challenges.

A summary of our plans and activities is given in this report demonstrating the breadth and impact of our work.

A handwritten signature in black ink, appearing to read 'P Head'.

Chairman

Peter Head

About Groundwork

Vision

Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment and where individuals and enterprise prosper.

Mission

Our mission is to transform lives and places in communities in the South-East and South-West of England.

Our core values are:

- **Empathy** - valuing differences and treating everybody with respect
- **Innovation** - always looking for new and better ways of working
- **Professionalism** - maintaining high personal and professional standards
- **Commitment** – dedicating time and energy to deliver quality projects and services
- **Passion** – having ambition, enthusiasm and pride in all that we do and achieve

Our Aim

We aim to be an outstanding deliverer of local environmental and community regeneration in areas of need. Our work will result in:

- better local environments for the benefit of local communities
- environments more resilient and adapted to changes in climate and increasing demands of a growing population
- people more empowered to engage in local decision-making and voluntary action to improve local communities
- young people and long term unemployed motivated to engage in education or training and taking up opportunities to develop their confidence and skills leading to employment.
- more people and businesses helping the environment and saving money through cutting energy and water use and creating less waste

To achieve our vision, we are working together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector.

Objectives and Activities

Charitable Objectives

Groundwork South's charitable objectives are set down in the Memorandum of Association as amended at the Annual General Meeting on 30th November 2005 include:

- to promote the conservation, protection and improvement of the physical and natural environment in the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park ("the Beneficial Area").
- to provide facilities in the interest of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living or working anywhere in the Beneficial Area;
- to advance public education in environmental matters and other ways of better conserving, protecting and improving the same wheresoever;
- to promote the care, resettlement and rehabilitation of offenders, ex-offenders and those at risk of offending, and to support their families and dependents, within the Beneficial Area
- to promote the prevention of crime by supporting or carrying on either alone or in co-operation with any other body, authority or person any project or scheme and by providing money for such purposes whether by loan or otherwise

Strategic Objectives

During 2021/22 we worked to deliver two strategic objectives; the success of our work is reliant on delivering high quality, innovative actions with multiple economic, social and environmental benefits.

1. Creating and delivering services to meet the needs of communities in the South of England:

- **Creating better places** – supporting people to work collectively to make their surroundings greener, safer and healthier and to be actively involved in their communities and neighbourhoods.
- **Improving people's prospects** – delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.
- **Promoting greener living and working** – helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health and wellbeing.

2. Creating a strong, viable business, achieving excellence in service delivery.

The performance of our business is driven by:

- Managing our finances on a full cost recovery basis and increasing the efficiency of our operations.
- Ensuring we deliver all our services to the standards expected by our funders.
- Focusing our fundraising efforts on developing specialist services in defined geographic areas.
- Building long-term local and strategic partnerships and relationships.
- Fostering participative and integrated working across our staff teams to present a united organisation with a strong vision of the future.

Public Benefit Statement

All Groundwork South's activities contribute to the achievement of our strategic aims and objectives and are undertaken to further our charitable purposes for the public benefit. Our main activities and who we try to help are described below. We review our aims, objectives and activities each year in the Business Planning process. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are established to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Grant Making Policy

The Trust administers applications for various grant schemes in partnership with local authorities and other Private and Public Agencies. The applications are reviewed against specific criteria and business objectives, which are set out by the grants panels and awarded to constituted groups.

Strategic Report

Our operational area is the South East & South West of England covering 14 Counties, with 104 local government districts, of which 80 are non-metropolitan districts and 23 are unitary authorities and the Isles of Scilly.

Our Achievements and Performance

During 2021/22 we delivered a wide range of services adapting our delivery on an ongoing basis to contend with all matters Covid-19. We are proud to report our achievements.

We continued to act as managing agent for the **Colne Valley Regional Park (CVRP)**, 43 square miles of countryside on the edge of London and Herts, Bucks, Berks & Surrey. We also continued our role as catchment host for the Colne Catchment and leading the £2.5M Landscape Partnership to deliver landscape, biodiversity and public access improvements and community engagement. This programme was extended by another 9 months till September 2022.

With funding secured from the governments Green Recovery Challenge Fund a green team was launched in the Colne Valley Park delivering environmental/conservation improvements and training/supporting 10 young people – 2 of whom we have been able to support into full time employment upon completion of their 6 month traineeship. Rivers projects have continued including working in partnership with Groundwork East, Watford Borough Council (and other partners) on development of a £multi-million project to address poor river quality through Watford.

We have been raising awareness on the challenges facing the Green Belt arising from multiple ad-hoc development proposals, most of which are made outside of local democratic planning processes. The cumulative effects of this loss of huge areas of Green Belt are not being planned for or properly mitigated for. We are seeking to change local and national government perceptions of green belt to focus on its positive benefits to local people.

In the **Combe Valley Countryside Park**, we are the Managing Agent for Combe Valley Community Interest Company (CVCIC) and are working with the CIC board and a range of stakeholders to deliver the 5 year 'activation' and fundraising plan (2020 -2025). We launched a new Defra funded Green Recovery Challenge Fund programme in the park, creating job opportunities and delivering a range of biodiversity enhancement projects.

In Hastings, European Interreg UpStraw Funding has enabled the construction of a new and unique Visitor Centre, **The Bale House**, in Hastings Country Park and Nature Reserve. This was opened in August 2021 with Groundwork managing the Visitor Centre and a café concession.

The Heritage Lottery funded **Hidden Hastings Heritage (HHH) Project** concluded and has improved access to the park and nature reserve through new and improved paths, interpretation and signage. We have also developed a wide range of conservation and heritage activities in the park and a comprehensive education package to engage future generations.

For a third year we continued to lead the sustainable development of **Westerland Valley Country Park** in Paignton, Devon, a 32 Acre disused Country park that sits in one of the most deprived wards in the South West. The project is primarily funded through the Green Recovery Challenge Fund, employing three members of staff, 10 kickstart countryside trainees and volunteer River Rangers. The fund also gives us the opportunity to make capital improvements to the park through incorporating natural flood management techniques into the catchment which also enhances the area for the local community and wildlife.

Our successful community engagement work around Westerland Valley has enabled us to extend our portfolio of projects in Torbay, including leading a two year funded **Green Influencers Youth Project**, where we worked with 120 Year 6 and Year 7 pupils to connect them with their local green spaces, a **Cool Climate Youth Project** to support young people with climate anxiety and an **Edible Earth** 'test and learn' project, to enable the Community to create growing schemes across the Bay to support Torbay Council's agenda to reduce food poverty and improve health and wellbeing.

In 2021/2022 the Trust continued to deliver the **Tesco Bags of Help** grant funding as part of the national partnership between Groundwork UK and Tesco, funded through the sales of the 10p 'bag for life' carriers. This was the sixth year of the programme.

The scheme funds a wide array of activities and projects and has helped address the issues faced by community groups during the Covid-19 pandemic and in particular challenges of helping local people during the lockdowns. The scheme itself faced the problem of how to deliver grants to community groups during a pandemic. Our community enablers supported groups through the application process and project delivery and facilitated links between grassroots organisations as well as connecting Tesco stores, staff and their Community Champions.

We also administered the **Heathrow Community** Trust grants programme. Due to Covid-19 the team has continued to largely focus efforts on supporting existing projects/groups with the delivery and monitoring of their projects. We helped administer some lottery funding in Hillingdon, through HCT, and began the process of promoting new grant rounds for 2022.

We continued the management of the partnership for the **Business Improvement District (BID)** at the **Globe Park & Marlow** industrial estates, High Wycombe. This initiative improves the local environment in business areas, providing a more enjoyable and attractive working area, supporting business growth and staff retention. Our Programme Manager for the BID oversees the landscaping improvements and high-quality green space work funded by the agreed precept levied on the occupants. Whilst business engagement was curtailed during Covid-19 with only 20 – 25% business occupancy on site, project management work continued to progress the Westhorpe Interchange upgrade & street works; cycle scheme and active travel planning; environmental and community projects and development of local schools' partnerships.

Our **Environment Centres** offer a wide range of groups and communities fantastic opportunities to build their knowledge and understanding of the natural world. From the various centres we deliver outdoor curriculum based educational activities for schools, informal learning events for families and when possible, volunteering opportunities (included supported volunteering) for individuals and teams from corporate partners.

Our **Goblin Combe Centre**, with the aid of a group of dedicated volunteers 'Guardians' of Goblin Combe and friends of Goblin Combe group who undertake weekly activities at the site we are preparing for full opening in 2022. During the year the Centre has been used by community based organisations supporting young people and children.

The **Iver Environment Centre**, in partnership with National Grid continues to provide high quality environmental education to schools, families and volunteers (with a particular focus on volunteering opportunities for adults with additional needs). Having being impacted by school closures and reduced bookings in 2021 the team focussed on building their offer for young people in other ways, with drop off days and grant funded opportunities for young people to engage in social action. The nature of primary school bookings have changed to reflect the current needs of students with greater demand for "teambuilding" activities for older children. The site improvements have continued with a biodiverse meadow island surrounded by a bog garden moat now standing alongside the new wildlife pond. Other improvements have been designed to increase capacity of the site, with the construction two new outdoor teaching spaces. The volunteer programme is going from strength to strength with a popular monthly weekend session well attended by people of all ages and backgrounds.

Braywick Nature Centre, managed in partnership with the Royal Borough of Windsor and Maidenhead, has also had to adapt to the realities of the pandemic. As at Iver, staff developed new approaches to digital delivery, reaching schools and families with nature education online rather than face to face.

The 'Braywick Nature Vision' series is a collection of short educational for children aged 4-11 years old, presented by our friendly team of rangers, and showing off the wildlife on our amazing nature reserve. These 'virtual school trips' have been widely viewed by local schools as part of their pupils' distance learning programmes and welcomed by teachers and parents.

We also continue to act as a valued charity partner to the Borough, concluding a woodland creation project at Ockwells Park in March 2022, supporting other conservation and interpretation projects in nature reserves and wildlife sites, and seeking potential funding for an extensive wetland creation scheme.

The Vench, Lockleaze is our adventure playground & community centre in Bristol. Our vision is for all children and young people in Lockleaze to live happy and healthy lives. We work closely with young people, their families and local residents to provide a safe and vibrant space for children and young people to play, as well as delivering activities which support families to build their resilience and improve their future employment prospects. For children & young people we deliver After School Supper & Play, Youth Club and holiday play

sessions, which provide supportive play opportunities and a hot healthy meal for local children and families struggling with food poverty.

During Covid-19 we delivered 1:1 and group wellbeing coaching for parents struggling with their mental health and wellbeing; and we continued to deliver FOODClub (in partnership with Family Action), a food cooperative which enables 100 families to access healthy affordable food whilst diverting c. 500kg of surplus food from landfill each week.

The team continue to work in line with The Vench's strategy and business plan, featuring ambitions for the Centre beyond Covid-19. This includes expansion of our wellbeing work, a pop-up community café (subject to Covid-19 restrictions), building on our successful space hire by developing new partnerships, and maintaining current hirers including Creative Youth Network, Life Cycle, Incredible Kids, National Autism Society and Home Education groups. Added to this we have recently agreed a long-term sub-lease with a local Forest School, Little Foxes, who now have a portacabin on site.

We are a member of Playful Bristol, a consortium of several leading play organisations within Bristol, whom we work with to advocate for play at local policy level and collaborate on funding bids to secure a sustainable future for the play sector.

Future Proof Parks empowered young people to engage with their local friends of park groups, offering training and Youth Worker support to both parties in order to facilitate long term partnerships to protect the park for future generations. We worked in partnership with Friends of Park Groups to deliver activities to engage 11–19-year-olds in the natural and cultural heritage of their local park, activities include woodland management, social action and leadership skills.

The programme drew to a close in September 2021, with our main focus in the final stages of the programme being on building the confidence of those young people engaged in the programme to continue the legacy in their parks and supporting Friends of Park Groups with toolkits to cement their learning around facilitating youth participation. Over the three-year programme, Future Proof Parks engaged 308 young people across 8 parks in Bristol. Young people and FoPG members contributed 2,420 volunteer hours to the project, delivering 185 youth-led heritage activities.

Our **community cafes in Denham & Tilgate** weathered the ups and downs of the varying Covid-19 restrictions with great resilience to move between sit down, takeout and shut down. Our Charity Shop both benefitted from and provided essential support as a result of Covid-19, providing recycling and reuse of household goods and clothing.

Greener Futures our CHART (Connecting Hastings and Rother Together) ESF funded project commenced during Covid-19 social distancing/lockdown in 2020. This project aims to support 210 residents from areas of high deprivation to move closer to employment and enable 600 residents to engage in volunteering in local green spaces to improve their health and wellbeing. Despite the challenges of delivery during Covid-19 the projects online offer is already generating signups. 44 people have registered an interest in participating on the project, up to 49 people have registered for each online session around horticulture, employability nature and the environment, we are supporting six people on the employment pathway and 2 people have already moved on from the project into work or training.

We are working closely with our local contacts in Job Centre Plus and community projects to develop bespoke packages of support for people living with mental health issues, physical or learning disabilities and we are working in partnership with local community groups to ensure our work adds value and leaves a legacy by building capacity within the community.

In partnership with Groundwork London, we successfully secured funding from the European Union's Asylum Migration and Integration Fund (AMIF) to assist refugees and non-EU migrants to integrate into UK society through a holistic 3-year programme – **IMPACT** - focusing on 3 key areas: language, preparation for work and culture.

Working across deprived areas in Bristol we are mirroring Groundwork's successful integration model in London and using our existing national/regional links and infrastructure in Bristol to trial a common framework for Third Country Nationals (TCN) integration in urban areas. We now have 220 participants (145 women and 75 men) from 30 nationalities registered to the programme in Bristol, referred to us through our partners, networks and word of mouth. These participants attend ESOL classes, employment sessions and/or create and communicate sessions, and we've also been running a Living Well programme in partnership with

Groundwork London, including women's health sessions focusing on Breast cancer, cervical screening and combatting loneliness, and a men's health session focusing on both physical and mental health.

A number of **NEET and 'at risk' of becoming NEET programmes** successfully started in Plymouth and South East Cornwall this year. These included **COMPASS**, an ESF project subcontracted from Careers South West to support 37, 15-18 year olds living in Cornwall. An **Empowering Enterprise** ESF, National Lottery funded programme to support 32, 18-24 years olds in Plymouth and our **Experience Works** project subcontracted through Petroc College to support 15-18 year olds in schools in Plymouth, who are at risk of falling out of education. In January 2022 we have seen a significant increase in our referral rates to support young people affected by the pandemic, in particular those struggling to re-engage with education and those without permanent accommodation.

In 2017 we took over the operation of Oxfordshire County Council's Oxfordshire Outdoors Service, with a 25-year contract to manage three outdoor activity centres. Oxfordshire Outdoors comprises Kilvrough Manor and Woodlands in south Wales and Yenworthy in North Devon. The Service delivers high quality residential adventure based outdoor education courses, primarily but not exclusively to schools from Oxfordshire. The centres were able to resume residential courses after June 2021 having not been able to hold residential visits since March 2020. The residential course have been a fantastic success with schools reporting positive impacts for their pupils after long periods of lockdowns and isolation caused by Covid.

Following the successful first phase of the **Communities Prepared** programme delivered in South West England, which aimed to provide information, training and tools for communities at risk of flooding, we have continued to lead a nationwide community resilience programme with the Environment Agency, Cornwall Community Flood Forum and Cornwall College Business and other key stakeholder organisations.

Communities Prepared, with backing from The National Lottery Reaching Communities England Fund, equips communities across the country with the knowledge and tools to effectively prepare for, respond to and recover from, emergencies such as flooding, snow, and other severe weather events and utilities failures. Thanks to further support from The National Lottery, the programme has now been extended to May 2024; with a sub-project in partnership with Aviva and the British Red Cross, focused on piloting a new concept of community resilience hubs, soon to commence alongside this.

The programme has adapted during Covid-19 to deliver all community activities online, running over 50 webinars to date for communities across Yorkshire, East Midlands, West Midlands, Somerset, Wiltshire, Dorset, Northumberland and more. Over 550 participants have been engaged to date, including both community volunteers and professional partners. The programme's online hub, featuring resources, blogs, community stories and a member's forum, now has a membership of over 800, and this continues to grow.

Spark funded by Energy Redress has enabled us to deliver our Green Doctor Advice service across Kent and Medway. Since the project launch in January 2020 we have delivered 293 telephone consultations, engaged 783 people with light touch energy saving advice in the community and have trained 226 frontline worker in fuel poverty awareness.

Building a strong, viable business, achieving excellence in service delivery

2021/22 continued to be an incredibly challenging year for us all. Our success can be credited to our staff teams continuing to adapt to hybrid ways of working and adapting delivery to manage Covid risks, including for our clients. Also the success of our fundraising, resulting in match funding for existing programmes as well as new funding to launch new programmes across the South.

Groundwork South Financial Review

Groundwork South shows income achieved in the year of £6.6m with expenditure of £6.408m, resulting in a surplus for the year of £192k

The Trust has been able to manage its cash flow, meeting its obligations as they fell due via 3 separate loan facilities provided by Groundwork London and closer monitoring and management of its cashflow position. In addition, a full cost recovery financial model has been adopted, which enables the Trust to allocate costs appropriately; to prepare financially sound grant and funding applications and clearly monitor projects that are underachieving or are not meeting their targets.

How we raised our money

Funding for Groundwork South was provided by the following sources:

	£
Central Government	658,705
Local Authorities	1,732,391
Private Sector	3,630,812
National Lottery	578,437
	<u>6,600,345</u>

How we spent our money

The money we raise from our clients and partners is entirely focused on building our capability with local communities to deliver our three charitable outcomes. An overview of the split of expenditure against our different themes is given below:

	£
Greener Living & Working	4,093,440
Youth & Employment	811,059
Parks & Open Spaces	1,503,940
	<u>6,408,439</u>

Reserves Policy

The Board recognises the need to build up unrestricted reserves to:

- Provide the working capital required to manage the usual retrospective nature of the programme funding which can result in considerable timing difference between expenditure and receipt of income.
- Set aside funds for other appropriate capital assets such as IT equipment and for properly equipping the Trust.
- Invest in the development of new services and training & development of staff.

Going Concern

The Trust is a going concern and operates solvently. In 2017 Groundwork London provided loans to Groundwork South to the value of £1.355m, in order that Groundwork South could guarantee that all debts would be paid as they fell due. This facility operates on a 'draw down' basis as and when Groundwork South requires the funds. The £1.355 loan remains in place indefinitely for use as and when Groundwork South requires it. The balance on the loan at 31st March 2022 was £0 (2021 £15,948).

Future Plans 2022/23

In line with the Groundwork Federation strategy: Groundwork 2020, we will deliver Groundwork Services across the South East and South West of England. We will:

1. Create and deliver services to meet the needs of communities in the South of England

During 2022/23 we will progress projects that focus on:

Creating better places – *supporting people to work collectively to make their surroundings greener, safer and healthier and be actively involved in their communities and neighbourhoods.* We will plan, develop and deliver a programme of community projects that will focus on:

- Building empowered, engaged and resilient communities.
- Supporting community led improvements to spaces and neighbourhood environments.
- Supporting the integration of marginalised groups, including refugees and migrants.
- Helping socially isolated individuals through activities such as 1-2-1 support and creative group workshops.
- Enhancing communities' and individuals' health and wellbeing.
- Engaging communities in the effective management and maintenance of green and open spaces.
- Encouraging young people to engage with others in their community and positively contribute to their local area.
- Promoting and conserving the natural environment and enhancing access to nature and heritage.
- Nature study centres providing educational, environmental or therapeutic activities.
- Inspiring and promoting volunteering including youth citizenship and employee engagement.
- Tackling the social, physical and practical barriers to inclusion.

We will continue to enhance urban and rural environments to ensure that they meet the needs of local communities. We will focus on:

- Improving parks and open spaces, play and active spaces; climate change adaptation and biodiversity.
- Managing a portfolio of open grant programmes and providing grant 'enabler' support for community groups bidding to grant programmes managed by Groundwork UK.
- Managing the Colne Valley Regional Park and Combe Valley Countryside Park; supporting Hastings Country Park through the management of the Bale House Visitor Centre; developing the Westerland Valley and our own Goblin Combe Woodland; and acting as catchment hosts in the Colne and East Hampshire.

Promoting greener living and working – *helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health.* We will deliver programmes which focus on:

- Behaviour change, helping people adopt more sustainable lifestyles and tackling climate change and other environmental issues.
- Encouraging and supporting young people and adults to participate in positive environmental action.
- Running our Charity shop, recycling and reusing household goods and clothing.
- Providing tailored advice and guidance on energy and water efficiency to residents, organisations and businesses.
- Providing opportunities for the corporate sector to engage with local communities by volunteering.
- Providing advice and guidance on environmental sustainability to businesses and organisations.

Improving people's prospects – *delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.* We will deliver projects that engage, motivate and inspire people:

- Providing coaching and support to young people particularly those at risk of NEET or NEET (Not in Education, Employment or Training) to stay and succeed in education, to gain accredited qualifications or to progress into work.
- Running clubs and safe places for young people to develop themselves and their skills.
- Encouraging and supporting participation and leadership of positive action for the environment.
- Delivering the National Citizenship Service and other lifelong learning and citizenship activities in and out of schools.
- Providing high quality outdoor learning experiences for children, young people and adults at our Oxford Outdoors centres.

We will help the most disadvantaged young people and adults, improve their skills and confidence and move from welfare into sustained employment by:

- Providing Information Advice and Guidance (IAG), supporting people to address their barriers to securing work and helping people make the positive decisions about jobs and careers.
- Delivering job brokerage that links the right client to the right vacancy and “in work support” that helps them stay in their job.
- Providing work placements and trials, with integrated training and access to volunteering placements.
- Delivering accredited training and skills development programmes.
- Supporting integration, building resilience, confidence and wellbeing in vulnerable and socially isolated adults & young people and refugees & migrants through engagement in cultural, environmental, language and preparation for work activities and volunteering opportunities, as well as connecting to wider services.

2. Building a strong, viable business, achieving excellence in service delivery

The performance of our business will be driven by increasing the quality, consistency and efficiency of our operations; by innovation and development of our services; by securing income from diverse sources; and by building long-term local and strategic partnerships and relationships.

We will:

- Improve the effectiveness and efficiency of our operations by managing our finances on a full cost recovery basis.
- Focus our fundraising efforts to build strong operational centres across the South.
- Measure the quality of our delivery and the impact we make.
- Foster a culture to attract, develop and retain highly skilled and motivated staff.
- Deliver communications to raise the profile of the organisation and our services.
- Build long-term, local and regional strategic partnerships.

We will work with Groundwork London to sustain and develop Groundwork activity across the South of England. We will do this through Groundwork London providing executive leadership and management of defined specialist activities.

Principal Risks and Uncertainties

The Board accepts its responsibility under the Charity Commission's Statement of Recommended Practice (SORP) for ensuring the major risks to which the charity is exposed are identified and reviewed and that there are systems in place to mitigate against them.

The risk management analysis continues to be an integral part of the business planning and business review and reporting process. The Trust maintains a comprehensive risk register in which all risks are evaluated and graded. Each risk is allocated both an Impact and Probability rating to provide an overall risk score. The Board reviews the most significant risks quarterly.

The principal risks to Groundwork South are:

- Impact of Covid-19 on ability to deliver programmes and services and to ensure staff & beneficiary health & safety
- Failure to secure funding for the projected operations plans
- Failure to deliver targets and performance requirements in 'payment by results and other contracts
- Poor performance and partner dissatisfaction with the quality of delivery
- Failure to achieve our full cost recovery strategy, missing utilisation targets and chargeable rates
- Operational, reputational and financial issues from historical losses

Whilst our response to each of these will vary, there are some key actions that will help us address these risks:

- Regular reviews and communication of Covid-19 secure measures in organisational and project risk assessments
- Reviews of all contracts and services to ensure ongoing delivery, implementing adjustments to ensure agreed outputs and outcomes are met
- Effective coordination and targeting of fundraising and development to expand and diversify our offer in key geographic areas
- Continuing to implement our financial strategy and full cost recovery model
- Investing in our competencies and specialist skills
- Effective evaluation and monitoring of delivery, output and financial performance
- Effective implementation of internal processes and procedures
- Continued emphasis on driving up the quality of our services and demonstrating their value and benefits

Financial management of projects is undertaken through Enqueueur and via project budget sheets. The amount of secured and unsecured income and the expenditure and revenue on all projects is analysed on a monthly basis.

Performance against the plan will be reviewed by the Executive Team monthly and by the Board quarterly and adjustments will be made in year to income and expenditure budgets accordingly. The Trust has been working with Groundwork London on a new Project Management System which will be integrated with Financial accounting, it is planned for this system to be rolled out across the Trust during the 2022/23 financial year.

In addition to reviewing the risk register, quarterly reports to the Board monitor income & expenditure and progress towards financial targets. Detailed management accounts are examined at each meeting. The Trust submits these accounts to Groundwork Federation on a quarterly basis and is monitored by the Federation on security of income and financial stability.

Reference and Administrative Details

Registered Company number
01982077 (England and Wales)

Registered Charity number
293705

Registered office of the company and principal office of the charity

The Colne Valley Park Centre
Denham Court Drive
Denham
Uxbridge
UB9 5PG

Our advisers

Independent Auditors	Hartley Fowler LLP	Chartered Accountants Statutory Auditor Fourth Floor Tuition House 27/37 St George's Road Wimbledon London, SW19 4EU
Bankers	Lloyds	Lewisham Branch PO Box 1000 BX1 1LT
Solicitors	IBB	Capital Court 30 Windsor Street Uxbridge Middlesex, UB8 1AB

Key management personnel: Directors and Trustees

The directors of the charity are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Trustees	D Davidson P Head M Dowd J Sutherland
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Company Secretary	S Harrison
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Key management personnel:	Executive Director Lindy Kelly
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Structure, Governance and Management

Structure

Groundwork South is a registered charity and company limited by guarantee and is governed by its Memorandum of Association amended on the 30 November 2005.

Groundwork South is a member of the Federation of Groundwork Trusts in England, Wales and Northern Ireland, each working with partners to improve the quality of the local environment, the lives of local people and the success of local businesses in areas in need of investment and support. The Federation Membership Agreement is a bilateral agreement jointly signed by both the Trust and the Federation, setting out the obligations, defining the minimum quality and ethical standards, setting out the core values and defining the circumstances and procedures whereby Trusts may be required to leave the Federation.

The Members of the Groundwork South Trust

Groundwork South is a wholly owned subsidiary of Groundwork London.

Governance

Board of Trustees

The Board of Trustees comprises the Trustees of the Trust in accordance with the Charities Act 2011 who are also the Directors of the company in accordance with the Companies Act 2006. The Board currently comprises of 4 Trustees. Any new Trustees will be invited for interview by the Board to assess their skills and experience prior to appointment.

Induction & Training

Groundwork South provides key information to any new Trustees including the governing document, recent accounts and meeting Minutes as part of the induction process. New and existing Trustees are encouraged to regularly attend visits to see our programmes of work in action, meet the charity's officers and beneficiaries and understand our impact. The Board reviews requirements to recruit new Trustees and the identification of training needs.

Management

The Board delegates day-to-day financial and managerial control of the organisation to the Executive Director who reports to the Chair of the Board. The Executive Director executes their duties with the support of senior managers.

Executive Director - Lindy Kelly
Finance Director - Stuart Harrison
Director, Youth, Employment & Skills - Graham Parry
Director, Development & Strategic Partnerships - Ben Coles
Operational Delivery Manager - Becky Spake
Central Services Manager - Claire Woodcock

Our staff

Groundwork South has tremendous staff – talented and committed to making positive change for those communities they support through our projects.

A strategic priority for Groundwork South is to foster a culture to attract, develop and retain highly motivated people. We know that it is the passion, hard work and commitment of our employees and volunteers that is critical to achieve our charitable outcomes. We also understand our quality of delivery is dependent on various factors such as IT systems, technology and materials, but the over-riding factor is the people we employ carrying out the work.

Consequently, we want to attract and keep talented people as they will deliver our charitable outcomes to the level of quality required to satisfy clients, partners and beneficiaries.

As part of our commitment to a diverse workforce, we hold 'Positive about Disabled People' status with the Disability Two Ticks mark.

We celebrate equality and diversity and aim to promote a culture where differences between people are respected and valued. We deal with people internally as individuals, whilst recognising that many people share common experiences based on their background. We will continue to create and maintain an environment that meets the needs and aspirations of our own people, clients, partners and beneficiaries irrespective of race, gender, disability, sexual orientation, religion or age. Furthermore, our policies and procedures are continually reviewed in line with best practice and legislation and will continue to reflect Groundwork South's commitment to equal opportunities.

Trustees' responsibilities in relation to the financial statements

The charity Trustees (who are also the directors of The Groundwork South Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

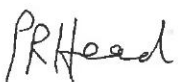
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
- the Trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees



Trustee

P. R. HEAD

Date: 5th September 2022

Report of the Independent Auditors

To the members of The Groundwork South Trust

Opinion

We have audited the financial statements of The Groundwork South Trust Limited (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

Matters on which we are required to report by exception

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

We identify and assess risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and the charities activities;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;

- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud. In common with all audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in. The key laws and regulations we considered in this context included the Charities Act 2011, UK Companies Act and tax legislation.

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 may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

As a result of performing the above, we did not identify any key matters related to the potential risk of fraud or non-compliance with laws and regulations.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provision of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reviewing minutes of meetings of those charged with governance, reviewing internal reports, and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale for any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.


Jonathan Askew FCA (Senior Statutory Auditor)
Hartley Fowler LLP Hartley Fowler LLP
Statutory Auditors
Chartered Accountants

4th Floor Tuition House
27-37 St George's Road
Wimbledon
London, SW19 4EU

Date: 5th September 2022

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Statement of Financial Activities for the year ended 31st March 2022

Including the Income and Expenditure Account

		Unrestricted Funds	Restricted Funds	31.3.22 Total Funds	31.3.21 Total Funds
	Notes	£	£	£	£
INCOME					
Donations and legacies	3	29,823	-	29,823	16,902
Charitable activities	4	3,401,088	3,169,434	6,570,522	4,690,993
Total Income		3,430,911	3,169,434	6,600,345	4,707,895
EXPENDITURE					
Charitable activities	5	3,329,642	3,078,797	6,408,439	4,698,943
Total expenditure		3,329,642	3,078,797	6,408,439	4,698,944
Net expenditure		101,269	90,637	191,906	8,952
Transfers between funds	14	90,637	(90,637)	-	-
Net expenditure before other recognised gains and losses		191,906	-	191,906	8,952
Net movement in funds		191,906	-	191,906	8,952
RECONCILIATION OF FUNDS					
Total Funds brought forward	14	(475,685)	-	(475,685)	(484,637)
TOTAL FUNDS CARRIED FORWARD		(283,779)	-	(283,779)	(475,685)

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 27 to 37 form part of these financial statements.

The Groundwork South Trust Limited

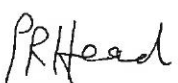
(A company limited by guarantee)

Registered Number: 01982077

Balance Sheet as at 31st March 2022

	Notes	31.3.22 £	31.3.21 £
FIXED ASSETS			
Intangible Assets	9	-	-
Tangible Assets	10	1,010,551	1,026,882
TOTAL FIXED ASSETS		1,010,551	1,026,882
CURRENT ASSETS			
Debtors	11	1,159,989	496,119
Cash at bank and in hand	17	870,587	246,933
TOTAL CURRENT ASSETS		2,030,576	743,052
LIABILITIES			
Creditors: amounts falling due within one year	12	(3,324,906)	(2,229,671)
NET CURRENT LIABILITIES		(1,294,330)	(1,486,619)
TOTAL ASSETS LESS CURRENT LIABILITIES		(283,779)	(459,737)
Creditors: Amounts falling due after more than one year	13	-	(15,948)
NET LIABILITIES		(283,779)	(475,685)
THE FUNDS OF THE CHARITY	14		
Unrestricted funds		(283,779)	(475,685)
TOTAL CHARITY FUNDS		(283,779)	(475,685)

The financial statements were approved by the Board of Trustees on 5th September 2022 and were signed on its behalf by:



 Trustee **P. R. HEAD**

The notes on pages 27 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Cashflow statement for the year ended 31st March 2022

	Notes	31.3.22 £	31.3.21 £
Cash flows from operating activities	16	647,689	398,646
Cash flow from investing activities			
Investment income received		-	-
Purchase of tangible fixed assets		-	-
Net cash used in investing activities		-	-
Repayments of borrowings			
Cash outflows from new borrowings		(440,948)	(350,000)
Cash inflows from new borrowings		425,000	-
Interest paid		(8,087)	(1,775)
Net cash provided by financing activities		(24,035)	(351,775)
Net Increase/(decrease) in cash and cash equivalents		623,654	46,871
Cash and cash equivalents at the beginning of the year		246,933	200,062
Cash and cash equivalents at the end of the year	17	870,587	246,933

The notes on pages 27 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Notes to the financial statements for the year ended 31st March 2022

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

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

The Groundwork South Trust 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 note(s).

1.2 Legal Form

The company is limited by guarantee. The member of the company is Groundwork London. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1.

1.3 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 charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity 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.

1.4 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.

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.

Grants are credited to the Statement of Financial Activities in the year in which they are received or become receivable under the terms of the grant agreements. Where grants are considered to be performance related, income is recognised to the extent that the services outlined in the funding agreement have been performed by the year end. Where income had been received but the related service had not been performed by the year end the balance is carried forward as deferred income.

1.5 Government Grants

Government grants are recognised when the entity has reasonable assurance that conditions attached to the grant will be complied with and that the grant will be received.

Revenue grants are recognised using the accrual model and are therefore recognised as income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate. Revenue grants are measured at fair value, being the amount of cash receivable.

1.6 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management costs.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.7 Going concern

The financial statements have been prepared on a going concern basis. This follows the agreement that is in place with Groundwork London for the provision of financial support. This financial support is expected to reduce once the new projects initiated in the year start to generate incoming resources.

1.8 Intangible fixed assets and amortisation

Amortisation is provided at the following rates:

Software	- 20% straight line
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1.9 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments.

Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- 2% straight line
Floating classroom superstructure	- 25 years
Floating classroom fixtures and fittings	- 5 years
Motor vehicles	- 20% straight line
Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

1.10 Interest receivable

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

1.11 Operating leases

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

1.12 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.

1.13 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.

1.14 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. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.15 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.16 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.

1.17 Pensions

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

2 Significant judgments and estimates

In the application of the charitable company's accounting policies, which are described in note 1, the trustees are required to make judgemental, estimates and assumptions on accrued and deferred income.

Actual results may differ from their estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.3.22	31.3.21
	£	£	£	£
Donations	29,823	-	29,823	16,902
	<u>29,823</u>	<u>-</u>	<u>29,823</u>	<u>16,902</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.3.22 £	31.3.21 £
Grant income	<u>3,401,088</u>	<u>3,169,434</u>	<u>6,570,522</u>	<u>4,690,993</u>
Total 2021	<u>2,055,160</u>	<u>2,635,833</u>	<u>4,690,993</u>	

Grant income	31.3.22 £	31.3.21 £
Central Government	658,705	374,886
Local Authority	1,732,391	1,050,478
Lottery	578,437	1,013,697
Private	<u>3,600,989</u>	<u>2,251,932</u>
	<u>6,570,522</u>	<u>4,690,993</u>

Included within income from Local Authority are the following core grants:

	31.3.22 £	31.3.21 £
London Borough of Hillingdon	<u>-</u>	<u>7,000</u>

Included in grant income is £54,944 furlough grant income received from the government (2021 : £521,001). The furlough grant income is apportioned to each charitable activity based on the furloughed staff in that activity.

5. Total resources expended

	Greener living and working £	Youth and employment £	Parks and open spaces £	31.3.22 £	31.3.21 £
Charitable activities					
Staff costs	1,591,329	539,063	599,116	2,729,508	2,233,449
Project costs	2,202,416	77,234	821,874	3,101,524	1,947,436
Sub total	3,793,745	616,297	1,420,990	5,831,032	4,180,885
Support costs					
Staff costs	121,089	21,467	32,348	174,904	165,334
Administration	17,352	3,076	4,635	25,063	11,854
Communications and IT	60,226	10,677	16,089	86,992	67,613
Accommodation	37,038	6,566	9,895	53,499	49,063
Recruitment & training	10,529	1,867	2,814	15,210	9,395
Marketing	535	95	143	773	-
Professional fees	31,330	5,554	8,369	45,253	26,434
Depreciation and amortisation	10,352	1,835	2,765	14,952	23,436
Management fee	41,539	7,364	11,097	60,000	60,000
Infrastructure costs	41,539	7,364	11,097	60,000	60,000
Other	23,028	4,082	6,151	33,261	37,429
Governance costs	5,192	921	1,387	7,500	7,500
Sub total	399,749	70,868	106,790	577,407	518,058
Total	4,193,494	687,165	1,527,780	6,408,439	4,698,943
Total resources expended 2021					
Charitable activities	2,445,902	417,628	1,317,355	4,180,885	
Support costs	258,913	62,765	196,380	518,058	
Total 2021	2,704,815	480,393	1,513,735	4,698,943	

6. NET INCOMING RESOURCES

	31.3.22 £	31.3.21 £
Government furlough grants	54,944	521,001

NET OUTGOING RESOURCES

	31.3.22 £	31.3.21 £
Auditors' remuneration – statutory audit	7,500	7,500
Depreciation – owned assets	16,331	19,853
Operating lease payments	83,500	65,000
Amortisation of intangible fixed assets	-	8,054

During the year no Trustees received any remuneration, benefits in kind or reimbursement for expenses (2021 - £NIL)

7. INTEREST PAYABLE AND FINANCING COSTS

Interest payable on the loans from group undertakings are included within Administration costs.

	31.3.22	31.3.21
	£	£
Interest on loans from group undertakings	8,087	1,775

8. STAFF COSTS

Staff costs were as follows

	31.3.22	31.3.21
	£	£
Wages and salaries	2,799,909	2,174,723
Social security costs	192,951	136,041
Pension costs	177,826	178,857
	<u>3,170,686</u>	<u>2,489,621</u>

	31.3.22	31.3.21
The average number of employees during the year was as follows:	138	112

	31.3.21	31.3.21
Average expressed as a full time equivalent	108	88

No employee received emoluments in excess of £60,000 in the year:

The key management personnel gross remuneration, which consisted of the executive management team and operations managers amounted to £83,819 in the year (2021: £83,263) and pension contributions of £7,839 (2021: £9,611).

9. INTANGIBLE FIXED ASSETS

Cost	Software £
At 1 April 2021	69,442
At 31 March 2022	<u>69,442</u>
Amortisation	
At 1 April 2021	69,442
Disposals	-
Charge for year	-
At 31 March 2022	<u>69,442</u>
Net Book Value	
At 31 March 2022	<u>-</u>
At 31 March 2021	<u>-</u>

10. TANGIBLE FIXED ASSETS

	Freehold property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Floating Classroom £
COST					
At 1 st April 2021	1,005,000	20,503	132,300	74,102	116,250
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 st March 2022	<u>1,005,000</u>	<u>20,503</u>	<u>132,300</u>	<u>74,102</u>	<u>116,250</u>
DEPRECIATION					
At 1 st April 2021	55,300	20,503	125,120	73,850	46,500
Charge for year	8,400	-	3,029	252	4,650
Disposals	-	-	-	-	-
At 31 st March 2022	<u>63,700</u>	<u>20,503</u>	<u>128,149</u>	<u>74,102</u>	<u>51,150</u>
NET BOOK VALUE					
At 31 st March 2022	<u>941,300</u>	<u>-</u>	<u>4,151</u>	<u>-</u>	<u>65,100</u>
At 31 st March 2021	<u>949,700</u>	<u>-</u>	<u>7,180</u>	<u>252</u>	<u>69,750</u>

	Total Tangible Fixed Assets £
Cost	
At 1 April 2021	1,348,155
Additions	-
Disposals	-
At 31 March 2022	<u>1,348,155</u>
Depreciation	
At 1 April 2021	321,273
Charge for year	16,331
Disposals	-
At 31 March 2022	<u>337,604</u>
Net Book Value	
At 31 March 2022	<u>1,010,551</u>
At 31 March 2021	<u>1,026,882</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade debtors	946,888	388,827
Other debtors	-	2,616
Prepayments and accrued income	213,101	104,676
	<u>1,159,989</u>	<u>496,119</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Bank loans and overdrafts	-	-
Trade creditors	975,864	135,934
Taxation and social security	75,055	104,168
Other creditors	185,714	226,897
Accruals and deferred income	2,088,273	1,762,672
	<u>3,324,906</u>	<u>2,229,671</u>

Deferred Income

	Balance at 1 April 2021	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2022
	£	£	£	£
Movements during the year	<u>1,643,086</u>	<u>1,643,086</u>	<u>1,914,227</u>	<u>1,914,227</u>

	Balance at 1 April 2020	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2021
	£	£	£	£
Movements during the year	<u>1,288,738</u>	<u>1,288,738</u>	<u>1,643,086</u>	<u>1,643,086</u>

Deferred income relates to income received for programmes with delivery in the following year.

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

	31.3.22	31.3.21
	£	£
Amounts owed to group undertakings (see note 21)	-	15,948
	<u>-</u>	<u>15,948</u>

14. STATEMENT OF FUNDS - 2022

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(475,685)	3,430,911	(3,329,642)	90,637	(283,779)
Restricted Funds					
Greener living and working	-	1,731,253	(1,683,285)	(47,968)	-
Youth and employment	-	417,426	(376,559)	(40,867)	-
Parks and open spaces	-	1,020,755	(1,018,953)	(1,802)	-
Total Restricted Funds	-	3,169,434	(3,078,797)	(90,637)	-
Total Funds	(475,685)	6,600,345	(6,408,439)	-	(283,779)

Restricted Funds

Greener Living and Working - to help people save energy, water, money and reduce their impact on the environment.

Youth and Employment - to support Young People to develop their skills and find jobs. To provide employment and to support offenders, ex-offenders and those likely to offend. Parks and Open Spaces - to protect and improve parks and open spaces for the benefit of local communities.

14. STATEMENT OF FUNDS (continued)

Transfer between funds:

During the year a transfer from restricted funds to unrestricted funds of £90,637 (2021: £96,338).

Funds are transferred from restricted to unrestricted at the year- end on the basis that no restrictions exist on the income and expenditure recognised.

STATEMENT OF FUNDS - 2021

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(484,637)	2,072,062	(2,159,450)	96,338	(475,685)
Restricted Funds					
Greener living and working	-	860,726	(829,176)	(31,550)	-
Youth and employment	-	317,769	(431,029)	113,260	-
Parks and open spaces	-	1,457,336	(1,279,288)	(178,048)	-
Total Restricted Funds	-	2,635,833	(2,539,494)	(96,338)	-
Total Funds	(484,637)	4,707,895	(4,698,943)	-	(475,685)

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	31.3.22 Unrestricted funds £	31.3.21 Unrestricted funds £
Intangible fixed assets	-	-
Tangible fixed assets	1,010,551	1,026,882
Current assets	2,030,576	743,052
Creditors due within one year	(3,324,906)	(2,229,671)
Creditors due in more than one year	-	(15,948)
	<u>(283,779)</u>	<u>(475,685)</u>

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.22 £	31.3.21 £
Net expenditure for the year (as per Statement of Financial Activities)	191,906	8,952
Adjustment for:		
Depreciation and Amortisation charges	16,331	27,907
Interest paid	8,087	1,776
(Increase) /Decrease in debtors	(663,870)	186,373
Increase in creditors	1,095,235	173,638
Cash flows from operating activities	<u>647,689</u>	<u>398,646</u>

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	31.3.22 £	31.3.21 £
Cash in hand	<u>870,587</u>	<u>246,933</u>
	<u>870,587</u>	<u>243,933</u>

18. ANALYSIS OF CHANGES IN NET DEBT

	At 1 Apr 2021 £	Cash flows £	Other Non- cash change £	At 31 Mar 2022 £
Cash and Cash equivalents				
Cash	246,933	623,654	-	870,587
Overdrafts	-	-	-	-
Cash equivalents	-	-	-	-
	<u>246,933</u>	<u>623,654</u>	<u>-</u>	<u>870,587</u>
Borrowings				
Debt due within 1 year	-	-	-	-
Debt due after 1 year	(15,948)	15,948	-	-
	<u>(15,948)</u>	<u>15,948</u>	<u>-</u>	<u>-</u>
Total	<u>230,985</u>	<u>639,602</u>	<u>-</u>	<u>870,587</u>

18. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge representing contributions payable to the fund amounted to £177,826 (2021: £178,857).

Contributions totalling £21,000 (2021: £15,321) were payable to the fund at the balance sheet date and are included in creditors.

19. OPERATING LEASE COMMITMENTS

	31.3.22 £	31.3.21 £
Amounts payable		
Within 1 year	83,766	78,822
Between 1 and 5 years	206,645	261,860
After more than 5 years	-	-

20. RELATED PARTY TRANSACTIONS

During the year, Groundwork London provided £425,000 funds (2021: £ nil) to the charity, and £440,948 (2021: £350,000) was repaid during the year. At the year end, £0 (2021: £15,948) was due to Groundwork London. Interest is charged at 2.85% above the Bank of England base rate, monthly in arrears. The freehold property of the charity has been pledged as security on these funds.

21. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The Charity's ultimate parent undertaking is Groundwork London. The charity is controlled by its Trustees. The results of the charity are consolidated in the accounts of Groundwork London and consolidated accounts can be obtained from its registered office at 18-21 Morley Street, London, SE1 7QZ or from the Charity Commission website.

THE GROUNDWORK SOUTH TRUST LIMITED

England & Wales - Charity number 293705

Accounts

Annual Report and Financial Statements 2020/21

The Groundwork South Trust Limited
(A company limited by guarantee)

Registered Charity No. 293705
Registered Company No. 01982077 (England and Wales)

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Report of the Trustees for the year ending 31 March 2021

The trustees are pleased to present their annual directors report together with the financial statements of the charitable company for the year ending 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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

Groundwork South's operational area is the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park.

Chairman and Executive Directors Introduction

We are pleased to present Groundwork South's Annual Report and Accounts for the year ending March 2021. 2020/21 was an incredibly challenging year for us all, Groundwork South was no exception.

Very quickly at the beginning of the year the significant financial challenge we faced as a result of Covid-19 was clearly apparent and we convened very regular Board meetings to support the leadership team in dealing with the constantly changing landscape.

Ending the year, having continued to deliver so many services, with a break-even position is an incredible result. This achievement arises from a number of key factors.

The leadership team worked very long hours with great skill to evaluate and change strategy continuously and to take the staff team with them.

We would like to take this opportunity to extend our sincere thanks to our staff team who adapted to new ways of working from home; who agreed changes to their work conditions to enable the long term sustainability of services; who adapted delivery to meet the approval of our funders and clients; who sought new opportunities and succeeded in securing additional funding for existing programmes as well as funding to launch new programmes; who were incredibly creative and innovative, all so that we could continue to deliver services in support of communities and individuals in need.

We sincerely thank Groundwork London (our sole company member) for their continued support, through a brilliant, shared Executive and specialist service management, partnership programme delivery, as well loans to underpin our cashflow. We continue to work closely with the rest of the Groundwork Federation and, in collaboration, deliver several national programmes of work.

We also express our gratitude for the financial support we have received through the various government support programmes and in particular the Heritage Lottery Fund and Reaching Community Fund, without which we would not have been able to manage such a potential financial deficit. This enabled us, despite COVID to deliver a wide array of services and programmes across the South of England.

With a focus on Creating Better Places, we supported people to work collectively to make their surroundings greener, more resilient, safer, and healthier and to be actively involved in their communities and neighbourhoods. We developed and managed innovative and sustainable places that transform local environments which became more valued as the Covid-19 pandemic continued.

Against a backdrop of climate change, increasing pressure on natural resources and high energy prices our Greener Living and Working programmes raised awareness amongst individuals and communities on how to manage their environmental impact and to support them to cut energy and reduce water use.

To Improve Peoples Prospects, we delivered support to children, young people, families, and long term unemployed to increase confidence, skills, well-being, and employability. We delivered on our commitment to improve life chances for young people, working with schools, local authorities, and a range of organisations from the public and private sectors, we provide accredited opportunities that increase access to education, employment, training, and citizenship. We supported people furthest from the job market to develop their skills and find work.

All of us at Groundwork South are passionate about helping to create a future where everywhere is vibrant and green, every community is strong and able to shape its own destiny and where everyone can reach their potential. That's why we've been working with partners for over 35 years, supporting local communities to tackle big social and environmental challenges.

A summary of our plans and activities is given in this report demonstrating the breadth and impact of our work.

A handwritten signature in black ink that reads "P Head .". The signature is written in a cursive, slightly slanted style.

Chairman

Peter Head

About Groundwork

Vision

Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment and where individuals and enterprise prosper.

Mission

Our mission is to transform lives and places in communities in the South-East and South-West of England.

Our core values are:

- **Empathy** - valuing differences and treating everybody with respect
- **Innovation** - always looking for new and better ways of working
- **Professionalism** - maintaining high personal and professional standards
- **Commitment** – dedicating time and energy to deliver quality projects and services
- **Passion** – having ambition, enthusiasm and pride in all that we do and achieve

Our Aim

We aim to be an outstanding deliverer of local environmental and community regeneration in areas of need. Our work will result in:

- better local environments for the benefit of local communities
- environments more resilient and adapted to changes in climate and increasing demands of a growing population
- people more empowered to engage in local decision-making and voluntary action to improve local communities
- young people and long term unemployed motivated to engage in education or training and taking up opportunities to develop their confidence and skills leading to employment.
- more people and businesses helping the environment and saving money through cutting energy and water use and creating less waste

To achieve our vision, we are working together with individuals, communities, Local Authorities and other public sector organisations, regional bodies and the private sector.

Objectives and Activities

Charitable Objectives

Groundwork South's charitable objectives are set down in the Memorandum of Association as amended at the Annual General Meeting on 30th November 2005 include:

- to promote the conservation, protection and improvement of the physical and natural environment in the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park ("the Beneficial Area").
- to provide facilities in the interest of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living or working anywhere in the Beneficial Area;
- to advance public education in environmental matters and other ways of better conserving, protecting and improving the same wheresoever;
- to promote the care, resettlement and rehabilitation of offenders, ex-offenders and those at risk of offending, and to support their families and dependents, within the Beneficial Area
- to promote the prevention of crime by supporting or carrying on either alone or in co-operation with any other body, authority or person any project or scheme and by providing money for such purposes whether by loan or otherwise

Strategic Objectives

During 2020/21 we worked to deliver two strategic objectives; the success of our work is reliant on delivering high quality, innovative actions with multiple economic, social and environmental benefits.

1. Creating and delivering services to meet the needs of communities in the South of England:

- **Creating better places** – supporting people to work collectively to make their surroundings greener, more resilient, safer and healthier and to be actively involved in their communities and neighbourhoods.
- **Improving people's prospects** – delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.
- **Promoting greener living and working** – helping people, organisations and businesses learn more about their environmental impact and to reduce natural resource use; address fuel poverty; and improve their health and wellbeing.

2. Creating a strong, viable business, achieving excellence in service delivery.

The performance of our business is driven by:

- Managing our finances on a full cost recovery basis and increasing the efficiency of our operations.
- Ensuring we deliver all our services to the standards expected by our funders.
- Focusing our fundraising efforts on developing specialist services in defined geographic areas.
- Building long-term local and strategic partnerships and relationships.
- Fostering participative and integrated working across our staff teams to present a united organisation with a strong vision of the future.

Public Benefit Statement

All Groundwork South's activities contribute to the achievement of our strategic aims and objectives and are undertaken to further our charitable purposes for the public benefit. Our main activities and who we try to help are described below. We review our aims, objectives and activities each year in the Business Planning process. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are established to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Grant Making Policy

The Trust administers applications for various grant schemes in partnership with local authorities and other Private and Public Agencies. The applications are reviewed against specific criteria and business objectives, which are set out by the grants panels and awarded to constituted groups.

Strategic Report

Our operational area is the South East & South West of England covering 14 Counties, with 104 local government districts, of which 80 are non-metropolitan districts and 23 are unitary authorities and the Isles of Scilly.

Our Achievements and Performance

During 2021 we delivered a wide range of services adapting our delivery on an ongoing basis to contend with all matters Covid-19. We are proud to report our achievements.

We continued to act as managing agent for the **Colne Valley Regional Park (CVRP)**, 43 square miles of countryside on the edge of London and Herts, Bucks, Berks & Surrey. We also continued our role as catchment host for the Colne Catchment and leading the 3-year £2.5M Landscape Partnership to deliver landscape, biodiversity and public access improvements and community engagement. Engagement went on line, “Bringing the Colne Valley Indoors” and we introduced a comprehensive range of online training for all things river related. This successfully kept our 90 volunteer river rangers engaged throughout the year.

Practical work continued and we successfully completed a large river restoration project on the River Ash, conservation grazing at three sites and work to enhance access to the countryside with new stiles, gates and signage. Over the course of the last year we secured funding for a number of environmental improvement projects including funding from Affinity Water to create and improve fish passes over weirs to enable the critically endangered European Eel to move more freely in the catchment as part of its 3000 mile migration to complete its life cycle; funding from the Government’s Green Recovery Challenge Fund to improve habitats and recruit a ‘green team’ of trainees that can provide routes to employment in the green sector.

We also worked on behalf of the CVRP to prepare responses to consultations and negotiations about environmental mitigation for the effects of the many ‘Nationally Significant Infrastructure Projects’ affecting local communities and their local environment.

In the **Combe Valley Countryside Park**, we are the Managing Agent for Combe Valley CIC (CVCIC) and have been working closely with the CVCIC, local authorities and local stakeholders and individuals to develop a 5 year ‘activation’ and fundraising plan (2020 -2025) alongside securing funds to enable priority projects to take place as soon as Covid-19 restrictions allow.

In Hastings, European Interreg UpStraw Funding has enabled the construction of a new and unique Visitor Centre, **The Bale House**, in **Hastings Country Park and Nature Reserve**. We have worked closely with Hastings Borough Council to design and build the new centre which, following delays arising from Covid-19, is now due to open in 2021. Alongside this the Heritage Lottery funded **Hidden Hastings Heritage (HHH) Project** is enabling us to improve access to the park and nature reserve through new and improved paths, interpretation and signage. We have also developed a wide range of conservation and heritage activities in the park and a comprehensive education package to engage future generations. When Covid-19 prevented face to face activity much of HHH’s delivery moved online to maintain engagement with schools, volunteers and the wider community.

For a second year we continued to lead the development of **Westerland Valley Country Park** in Paignton, Devon, a 32 Acre disused Country park that sits in one of the most deprived wards in the South West. This is a three year project to implement flood mitigation solutions, alleviating the pressure on the area, created by an increasing population and new housing developments. This year we have continued to facilitate the Westerland Community Advisory Board through Zoom, increasing attendance and participation, helping us to work in partnership more fluidly with stakeholders and the community.

For those residents still needing a more hands on approach, we worked in collaboration with Torbay Culture to design, lead and deliver a ‘Wild Art’ project with local families, sending out play packs to homes and leading Facebook creative live sessions, enabling families to get out in the park to collect grass art brushes and shapes in nature, to design clay models and paintings to become part of the design for the new entrances to the park. The new entrances were installed early in 2021, forming part of our ambition to connect a disengaged community with their local green space.

The success of our work at Westerland Valley has led to further activity in the area. We are delivering a project in partnership with Torbay Council to increase volunteer engagement, through the Torbay Community Fund, and through an #iwill Grant we have started to deliver a Youth Green Mentor Scheme; we had 60 places available for Year 6 students- all those places were filled by one academy in the area in the first week that the project went live.

We've made many adaptations to our projects over the year to facilitate online engagement and learning, the most successful on-line events have been our Virtual Green Café Sessions in Torbay, enabling us to stay engaged with Friends of Groups and in the process generate more interest than ever in future opportunities for volunteering.

In 2020/21 the Trust continued to deliver the **Tesco Bags of Help** grant funding as part of the national partnership between Groundwork UK and Tesco, funded through the sales of the 10p 'bag for life' carriers. This was the fifth year of the programme. The scheme funds a wide array of activities and projects and has helped address the issues faced by community groups during the Covid-19 pandemic and in particular challenges of helping local people during the lockdowns. The scheme itself faced the problem of how to deliver grants to community groups during a pandemic. Our community enablers supported groups through the application process and project delivery and facilitated links between grassroots organisations as well as connecting Tesco stores, staff and their Community Champions.

In previous years the amount of grant awarded was determined by customers voting with tokens in store. During 2020/21 in store voting was suspended. In the first part of the year, all grants were £500, with 2669 applicants receiving funding for projects including: provisions for food banks; fuel for volunteers to deliver meals to people self-isolating; i-Pads for pupils schooling from home; and many other Covid-19 specific grants.

Grants then increased to £1,000 and these were decided by 300 'virtual' panels of Tesco store staff and our Community Enablers awarding over £1.061m, mostly to small local community groups, schools, scouts and guides, carers support, environmental charities and many more. In 2020/21 a total £2,405,542 was awarded.

We also administered the **Heathrow Community Fund** grants programme, due to Covid-19 the team has focused on supporting existing projects/groups with the delivery and monitoring of their projects.

We continued the management of the partnership for the **Business Improvement District (BID)** at the **Globe Park & Marlow** industrial estates, High Wycombe. This initiative improves the local environment in business areas, providing a more enjoyable and attractive working area, supporting business growth and staff retention. Our Programme Manager for the BID oversees the landscaping improvements and high-quality green space work funded by the agreed precept levied on the occupants. Whilst business engagement was curtailed during Covid-19 with only 20 – 25% business occupancy on site, project management work continued to progress the Westhorpe Interchange upgrade & street works; cycle scheme and active travel planning; environmental and community projects and development of local schools' partnerships.

Our **Environment Centres** offer a wide range of groups and communities fantastic opportunities to build their knowledge and understanding of the natural world. From the various centres we deliver outdoor curriculum based educational activities for schools, informal learning events for families and when possible, volunteering opportunities (included supported volunteering) for individuals and teams from corporate partners.

The **Iver Environment Centre**, in partnership with National Grid, celebrated its 30th birthday in September 2020. With school closures the usual visits to the centre from primary schools were limited. Instead, we decided to take Iver Environment Centre directly into people's homes during lockdown with our Facebook Live Nature Sessions. Participants from West Wales to Manchester immersed themselves in curriculum linked tasks and we were written into the remote learning timetable of several schools. We also grew our volunteering programme this year with support from Heathrow Community Trust, including our supported volunteering programme which enables adults with physical and learning disabilities to grow and care for plants in the centre's sensory allotments. Our site has been improved with our pond restoration project and H.L.F. funded interpretation being installed across the site, creating learning opportunities and reinforcing our new brand. Family learning was limited by Covid-19 restrictions, but children's drop off activities experienced a boom for the same reasons.

Braywick Nature Centre, managed in partnership with the Royal Borough of Windsor and Maidenhead, has also had to adapt to the realities of the pandemic. As at Iver, staff developed new approaches to digital delivery, reaching schools and families with nature education online rather than face to face.

The 'Braywick Nature Vision' series is a collection of short educational for children aged 4-11 years old, presented by our friendly team of rangers, and showing off the wildlife on our amazing nature reserve. These 'virtual school trips' have been widely viewed by local schools as part of their pupils' distance learning programmes and welcomed by teachers and parents. We also continue to act as a valued charity partner to the Borough, leading an ongoing woodland creation project at Ockwells Park and supporting other conservation and interpretation projects in nature reserves and wildlife sites.

The Vench, Lockleaze is our adventure playground & community centre in Bristol. Our vision is for all children and young people in Lockleaze to live happy and healthy lives. We work closely with young people, their families and local residents to provide a safe and vibrant space for children and young people to play, as well as delivering activities which support families to build their resilience and improve their future employment prospects. For children & young people we deliver After School Supper & Play, Youth Club and Summer Play Bubbles which provide supportive play opportunities and a hot healthy meal for local children and families struggling with food poverty. During Covid-19 we delivered 1:1 and group wellbeing coaching for parents struggling with their mental health and wellbeing; and we continued to deliver FOODClub (in partnership with Family Action), a food cooperative which enables 100 families access healthy affordable food whilst diverting c. 500kg of surplus food from landfill each week.

This year we secured funding to develop the playground following in-depth consultation and co-design activities with young people, we have added a new zipwire, a skate & pump track and a toddler area. The building serves as an important local resource, hired weekly by local groups such as Incredible Kids, Khaas and National Autism Society.

We are a member of Playful Bristol, a consortium of several leading play organisations within Bristol, whom we work with to advocate for play at local policy level and collaborate on funding bids to secure a sustainable future for the play sector.

Future Proof Parks empowers young people to engage with their local friends of park groups, offering training and Youth Worker support to both parties in order to facilitate long term partnerships to protect the park for future generations. We work in partnership with Friends of Park Groups to deliver activities to engage 11–19-year-olds in the natural and cultural heritage of their local park, activities include woodland management, social action and leadership skills.

During the year we worked with over 95 young people across 8 Friends of Park Groups, bringing the total number of young people engaged in the project to 290. Friends of Park Groups members were trained in safeguarding and youth participation. We transitioned to digital delivery during lockdown, which challenged us to creatively engage young people in the outdoors without being able to meet in person. We recruited 10 young Instagrammers to join the Friends of Groups to share heritage stories about their park online with their local communities. We also worked with a local school to deliver Young Rangers as an Afterschool Club for year-group bubbles.

Our **community cafes in Denham & Tilgate** weathered the ups and downs of the varying Covid-19 restrictions with great resilience to move between sit down, takeout and shut down. Our Charity Shop both benefitted from and provided essential support as a result of Covid-19, providing recycling and reuse of household goods and clothing.

Our **National Citizenship Service (NCS)** delivery in 2020 had to remain very agile, with the National model continually changing to adapt with the latest government guidance, however we were able to deliver two, Summer 'Keep Doing Good' events, and one in the Autumn. Whilst these events couldn't contain the residential element, we still offered an excellent programme with lots of our young people engaging in local social action projects to support their community whilst having a great time in the outdoors.

Greener Futures our CHART (Connecting Hastings and Rother Together) ESF funded project commenced during Covid-19 social distancing/lockdown in October 2020. This project aims to support 210 residents from areas of high deprivation to move closer to employment and enable 600 residents to engage in volunteering in local green spaces to improve their health and wellbeing. Despite the challenges of delivery during Covid-19 the projects online offer is already generating signups. 44 people have registered an interest in participating on the project, up to 49 people have registered for each online session around horticulture, employability nature and the environment, we are supporting six people on the employment pathway and 2 people have already moved on from the project into work or training.

We are working closely with our local contacts in Job Centre Plus and community projects to develop bespoke packages of support for people living with mental health issues, physical or learning disabilities and we are working in partnership with local community groups to ensure our work adds value and leaves a legacy by building capacity within the community.

In partnership with Groundwork London, we have successfully secured funding from the European Union's Asylum Migration and Integration Fund (AMIF) to assist refugees and non-EU migrants to integrate into UK society through a holistic 3-year programme – **IMPACT** - focusing on 3 key areas: language, preparation for work and culture. Working across deprived areas in Bristol we are mirroring Groundwork's successful integration model in London and using our existing national/regional links and infrastructure in Bristol to trial a common framework for Third Country Nationals (TCN) integration in urban areas.

As the Covid-19 crisis developed, we gained the support of the funder to move ahead with recruitment and adapted the project to online delivery. The team have made progress in recruiting almost 90 participants so far through our partners and word of mouth and have commenced online support for them. We have also successfully supported 26 people with CV writing, 5 participants are in paid employment, 30 people are in education or training and 3 people are undertaking voluntary placements. Around 50% of participants access our weekly conversational English classes. Due to the programme being delivered online, the team have also managed to develop partnerships with key organisations to bridge the technology poverty gap and make our programme as accessible as possible. We are working closely with an organisation called Digilocal to provide our participants with second-hand laptops and another organisation called City of Sanctuary to provide second hand mobile phones.

Prior and during 2020/21 we secured funding to deliver a number of targeted employment and training programmes focused on long term unemployed and inactive residents, young people at risk of NEET or NEET. All programmes were significantly impacted by Covid-19 with a number of start or relaunch dates being planned and then moved. Where possible some programmes were progressed: **Skills for Young People, Plymouth** initially focused on digital delivery of employability and functional Skills, then during the summer we were able to reintroduce some face-to-face work which proved more successful with engaging the young people. We continued during the year with a blended approach of digital and face to face delivery.

In 2017 we took over the operation of the 25-year contract to manage three outdoor activity centres - the **Oxfordshire Outdoors Service**, on a 25-year contract with Oxfordshire County Council. Oxfordshire Outdoors comprises Kilvrough Manor and Woodlands in south Wales and Yenworthy in North Devon. The Service delivers high quality residential adventure based outdoor education courses, primarily but not exclusively to schools from Oxfordshire. As a result of Covid-19 the centres have not been able to hold residential visits all year. The team have continued to maintain the Centres ready and willing to accept pupils whenever that is possible, they developed an 'in county' service, taking to their skills and experience to deliver in Oxfordshire on a day trip basis. Whilst only possible in small windows when the rules allowed the opportunity was well received by schools with more wanting to participate than space available. Our staff team grouped together to agree a range of changes to their working circumstances from furlough to redeployment to secondment in order to protect the long-term sustainability of the Centres. Throughout the year we have maintained contact with the schools and looked forward to them returning as soon as this is possible.

Following the successful first phase of the **Communities Prepared** programme delivered in South West England, which aimed to provide information, training and tools for communities at risk of flooding, we continued to lead a nationwide community resilience programme with the Environment Agency, Cornwall Community Flood Forum and Cornwall College Business and other key stakeholder organisations.

Communities Prepared, with backing from The National Lottery Reaching Communities England Fund, equips communities across the country with the knowledge and tools to effectively prepare for, respond to and recover from, emergencies such as flooding, snow, and other severe weather events and utilities failures.

As a community preparedness programme, the project quickly responded to Covid-19 by creating new resources specifically relating to the pandemic (including Crisis Recovery and Public Health Volunteer – downloaded from our hub over 600 times) and a new training model to allow the programme to be delivered online. Since September 2020, we have been delivering series of regional training webinars for Community Emergency Volunteer groups all over the country, through these series (and previous face-to-face sessions pre-Covid-19), we have reached over 150 volunteers and 40 volunteer groups, as well as 90 partners and 70 organisations.

Building a strong, viable business, achieving excellence in service delivery

2020/21 was an incredibly challenging year for us all. Following our success imbedding a new financial strategy into the organisation the year before, the Trust was forecasting a modest surplus of £37k. Very quickly at the beginning of the year the significant financial challenge we faced as a result of Covid-19 was clearly apparent. Facing Trust wide losses of over £600k at the start of the year to a break-even position at 31 March 2021 is an incredible result. This achievement arises from a number of factors:

- Our staff teams adapting to new ways of working from home and adapting delivery to meet the approval of our funders and clients and ensure we could continue to deliver projects in support of communities and individuals.
- In programmes affected most by Covid-19, our staff teams accepting changes to their terms & conditions, agreeing secondments, redeployment or going onto the government job retention scheme, furlough, some for the entire year.
- Financial support, particularly from the Heritage Lottery Fund and Reaching Community Fund, without which we would not have been able to manage such a financial deficit.
- The success of our fundraising, resulting in match funding for existing programmes as well as new funding to launch new programmes across the South.

Groundwork South Financial Review

Groundwork South shows income achieved in the year of £4.708m with expenditure of £4.699m, resulting in a surplus for the year of £9k

The Trust has been able to manage its cash flow, meeting its obligations as they fell due via 3 separate loan facilities provided by Groundwork London and closer monitoring and management of its cashflow position. In addition, a full cost recovery financial model has been adopted, which enables the Trust to allocate costs appropriately; to prepare financially sound grant and funding applications and clearly monitor projects that are underachieving or are not meeting their targets.

How we raised our money

Funding for Groundwork South was provided by the following sources:

	£
Local Authorities	374,886
Public and Regional Agencies	1,050,478
Landfill tax and other	160,103
Private Sector	2,108,731
National Lottery	1,013,697
	<u>4,707,895</u>

How we spent our money

The money we raise from our clients and partners is entirely focused on building our capability with local communities to deliver our three charitable outcomes. An overview of the split of expenditure against our different themes is given below:

	£
Greener Living & Working	2,704,815
Youth & Employment	480,393
Parks & Open Spaces	1,513,735
	<u>4,698,943</u>

Reserves Policy

The Board recognises the need to build up unrestricted reserves to:

- Provide the working capital required to manage the usual retrospective nature of the programme funding which can result in considerable timing difference between expenditure and receipt of income.
- Set aside funds for other appropriate capital assets such as IT equipment and for properly equipping the Trust.
- Invest in the development of new services and training & development of staff.

Going Concern

The Trust is a going concern and operates solvently. In 2017 Groundwork London provided loans to Groundwork South to the value of £1.355m, in order that Groundwork South could guarantee that all debts would be paid as they fell due. This facility operates on a 'draw down' basis as and when Groundwork South requires the funds. The £1.355 loan remains in place indefinitely as and when Groundwork South requires it. The balance on the loan at 31st March 2021 was £15,948 (2020 £365,948).

Future Plans 2021/22

In line with the Groundwork Federation strategy: Groundwork 2020, we will deliver Groundwork Services across the South East and South West of England. We will:

1. Create and deliver programmes and projects across three thematic areas

During 2020/21 we will progress projects that focus on:

Creating better places – *supporting people to work collectively to make their surroundings greener, safer and healthier and be actively involved in their communities and neighbourhoods.* We will plan, develop and deliver a programme of community projects that will focus on:

- Building empowered, engaged and resilient communities.
- Supporting community led improvements to spaces and neighbourhood environments.
- Supporting the integration of marginalised groups, including refugees and migrants.
- Helping socially isolated individuals through activities such as 1-2-1 support and creative group workshops.
- Enhancing communities' and individuals' health and wellbeing.
- Engaging communities in the effective management and maintenance of green and open spaces.
- Encouraging young people to engage with others in their community and positively contribute to their local area.
- Promoting and conserving the natural environment and enhancing access to nature and heritage.
- Nature study centres providing educational, environmental or therapeutic activities.
- Inspiring and promoting volunteering including youth citizenship and employee engagement.
- Tackling the social, physical and practical barriers to inclusion.

We will continue to enhance urban and rural environments to ensure that they meet the needs of local communities. We will focus on:

- Improving parks and open spaces, play and active spaces; climate change adaptation and biodiversity.
- Managing the Heathrow Community Fund and providing grant 'enabler' support for community groups bidding to Tesco's 'Bag of Help' Community Grant Scheme, and the HS2 grant programmes.
- Managing the Colne Valley Regional Park and Combe Valley Countryside Park and acting as catchment hosts in the Colne and East Hampshire.

Promoting greener living and working – *helping people, organisations and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health.* We will deliver programmes which focus on:

- Behaviour change, helping people adopt more sustainable lifestyles and tackling climate change and other environmental issues.
- Encouraging and supporting young people and adults to participate in positive environmental action.
- Running our Charity shop, recycling and reusing household goods and clothing.
- Providing tailored advice and guidance on energy and water efficiency to residents and businesses.
- Providing opportunities for the corporate sector to engage with local communities by volunteering.

Improving people's prospects – *delivering support to children, young people, families and long term unemployed to increase confidence, skills, well-being and employability.* We will deliver projects that engage, motivate and inspire people:

- Providing coaching and support to young people particularly those at risk of NEET or NEET (Not in Education, Employment or Training) to stay and succeed in education, to gain accredited qualifications or to progress into work.

- Running clubs and safe places for young people to develop themselves and their skills.
- Encouraging and supporting participation and leadership of positive action for the environment.
- Delivering the National Citizenship Service and other lifelong learning and citizenship activities in and out of schools.
- Providing high quality outdoor learning experiences for children, young people and adults at our Oxford Outdoors centres.

We will help the most disadvantaged young people and adults, improve their skills and confidence and move from welfare into sustained employment by:

- Providing Information Advice and Guidance (IAG), supporting people to address their barriers to securing work and helping people make the positive decisions about jobs and careers.
- Delivering job brokerage that links the right client to the right vacancy and “in work support” that helps them stay in their job.
- Providing work placements and trials, with integrated training and access to volunteering placements.
- Delivering accredited training and skills development programmes.
- Supporting integration, building resilience, confidence and wellbeing in vulnerable and socially isolated adults & young people and refugees & migrants through engagement in cultural, environmental, language and preparation for work activities and volunteering opportunities, as well as connecting to wider services.

2. Building a strong, viable business, achieving excellence in service delivery

The performance of our business will be driven by increasing the quality, consistency and efficiency of our operations; by innovation and development of our services; by securing income from diverse sources; and by building long-term local and strategic partnerships and relationships.

We will:

- Improve the effectiveness and efficiency of our operations by managing our finances on a full cost recovery basis.
- Focus our fundraising efforts to build strong operational centres across the South.
- Measure the quality of our delivery and the impact we make.
- Foster a culture to attract, develop and retain highly skilled and motivated staff.
- Deliver communications to raise the profile of the organisation and our services.
- Build long-term, local and regional strategic partnerships.

We will work with Groundwork London to sustain and develop Groundwork activity across the South of England. We will do this through Groundwork London providing executive leadership and management of defined specialist activities.

Principal Risks and Uncertainties

The Board accepts its responsibility under the Charity Commission's Statement of Recommended Practice (SORP) for ensuring the major risks to which the charity is exposed are identified and reviewed and that there are systems in place to mitigate against them.

The risk management analysis continues to be an integral part of the business planning and business review and reporting process. The Trust maintains a comprehensive risk register in which all risks are evaluated and graded. Each risk is allocated both an Impact and Probability rating to provide an overall risk score. The Board reviews the most significant risks quarterly.

The principal risks to Groundwork South are:

- Impact of Covid-19 on ability to deliver programmes and services and to ensure staff & beneficiary health & safety
- Failure to secure funding for the projected operations plans
- Failure to achieve our full cost recovery strategy missing utilisation targets and chargeable rates
- Failure to deliver targets and performance requirements in 'payment by results and other contracts
- Poor performance and partner dissatisfaction with the quality of delivery
- Failure to ensure adequate financial and operational processes to manage and control project finances
- Operational and financial issues from historical losses

Whilst our response to each of these will vary, there are some key actions that will help us address these risks:

- Regular reviews and communication of Covid-19 secure measures in organisational and project risk assessments
- Reviews of all contracts and services to ensure ongoing delivery, implementing adjustments to ensure agreed outputs and outcomes are met
- Effective coordination and targeting of fundraising and development to expand and diversify our offer in key geographic areas
- Continuing to implement our financial strategy and full cost recovery model
- Investing in our competencies and specialist skills
- Effective evaluation and monitoring of delivery, output and financial performance
- Effective implementation of internal processes and procedures
- Continued emphasis on driving up the quality of our services and demonstrating their value and benefits

Financial management of projects is undertaken through Enqueueur and via project budget sheets. The amount of secured and unsecured income and the expenditure and revenue on all projects is analysed on a monthly basis.

Performance against the plan will be reviewed by the Executive Team monthly and by the Board quarterly and adjustments will be made in year to income and expenditure budgets accordingly. The Trust has been working with Groundwork London on a new Project Management System which will be integrated with Financial accounting, it is planned for this system to be rolled out across the Trust during the 2021/22 financial year.

In addition to reviewing the risk register, quarterly reports to the Board monitor income & expenditure and progress towards financial targets. Detailed management accounts are examined at each meeting. The Trust submits these accounts to Groundwork Federation on a quarterly basis and is monitored by the Federation on security of income and financial stability.

Reference and Administrative Details

Registered Company number
01982077 (England and Wales)

Registered Charity number
293705

Registered office of the company and principal office of the charity

The Colne Valley Park Centre
Denham Court Drive
Denham
Uxbridge
UB9 5PG

Our advisers

Independent Auditors	Hartley Fowler LLP	Chartered Accountants Statutory Auditor Fourth Floor Tuition House 27/37 St George's Road Wimbledon London, SW19 4EU
Bankers	Lloyds	Lewisham Branch PO Box 1000 BX1 1LT
Solicitors	IBB	Capital Court 30 Windsor Street Uxbridge Middlesex, UB8 1AB

Key management personnel: Directors and Trustees

The directors of the charity are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Trustees	D Davidson P Head M Dowd J Sutherland	Appointed 20 th October 2020
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Company Secretary	S Harrison
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Key management personnel:	Executive Director Lindy Kelly
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Structure, Governance and Management

Structure

Groundwork South is a registered charity and company limited by guarantee and is governed by its Memorandum of Association amended on the 30 November 2005.

Groundwork South is a member of the Federation of Groundwork Trusts in England, Wales and Northern Ireland, each working with partners to improve the quality of the local environment, the lives of local people and the success of local businesses in areas in need of investment and support. The Federation Membership Agreement is a bilateral agreement jointly signed by both the Trust and the Federation, setting out the obligations, defining the minimum quality and ethical standards, setting out the core values and defining the circumstances and procedures whereby Trusts may be required to leave the Federation.

The Members of the Groundwork South Trust

Groundwork South is a wholly owned subsidiary of Groundwork London.

Governance

Board of Trustees

The Board of Trustees comprises the Trustees of the Trust in accordance with the Charities Act 2011 who are also the Directors of the company in accordance with the Companies Act 2006. The Board currently comprises of 4 Trustees. Any new Trustees will be invited for interview by the Board to assess their skills and experience prior to appointment.

Induction & Training

Groundwork South provides key information to any new Trustees including the governing document, recent accounts and meeting Minutes as part of the induction process. New and existing Trustees are encouraged to regularly attend visits to see our programmes of work in action, meet the charity's officers and beneficiaries and understand our impact. The Board reviews requirements to recruit new Trustees and the identification of training needs.

Management

The Board delegates day-to-day financial and managerial control of the organisation to the Executive Director who reports to the Chair of the Board. The Executive Director executes their duties with the support of senior managers.

Executive Director - Lindy Kelly

Finance Director - Stuart Harrison

Director, Youth, Employment & Skills - Graham Parry

Director, Development & Strategic Partnerships - Ben Coles

Operational Delivery Manager - Becky Spake

Central Services Manager - Claire Woodcock

Our staff

Groundwork South has tremendous staff – talented and committed to making positive change for those communities they support through our projects.

A strategic priority for Groundwork South is to foster a culture to attract, develop and retain highly motivated people. We know that it is the passion, hard work and commitment of our employees and volunteers that is critical to achieve our charitable outcomes. We also understand our quality of delivery is dependent on various factors such as IT systems, technology and materials, but the over-riding factor is the people we employ carrying out the work.

Consequently, we want to attract and keep talented people as they will deliver our charitable outcomes to the level of quality required to satisfy clients, partners and beneficiaries.

As part of our commitment to a diverse workforce, we hold 'Positive about Disabled People' status with the Disability Two Ticks mark.

We celebrate equality and diversity and aim to promote a culture where differences between people are respected and valued. We deal with people internally as individuals, whilst recognising that many people share common experiences based on their background. We will continue to create and maintain an environment that meets the needs and aspirations of our own people, clients, partners and beneficiaries irrespective of race, gender, disability, sexual orientation, religion or age. Furthermore, our policies and procedures are continually reviewed in line with best practice and legislation and will continue to reflect Groundwork South's commitment to equal opportunities.

Trustees' responsibilities in relation to the financial statements

The charity Trustees (who are also the directors of The Groundwork South Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

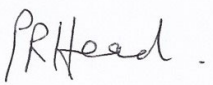
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditor is unaware, and
- the Trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees



Trustee

Date: 20 September 2021

Report of the Independent Auditors

To the members of The Groundwork South Trust

Opinion

We have audited the financial statements of The Groundwork South Trust Limited (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2021 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

Matters on which we are required to report by exception

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

We identify and assess risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and the charities activities;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;

- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud. In common with all audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in. The key laws and regulations we considered in this context included the Charities Act 2011, UK Companies Act and tax legislation.

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 may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

As a result of performing the above, we did not identify any key matters related to the potential risk of fraud or non-compliance with laws and regulations.

Our procedures to respond to risks identified included the following:

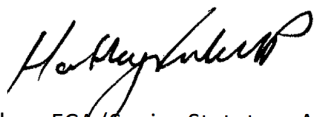
- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provision of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reviewing minutes of meetings of those charged with governance, reviewing internal reports, and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale for any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Askew FCA (Senior Statutory Auditor)
Hartley Fowler LLP Hartley Fowler LLP
Statutory Auditors
Chartered Accountants

4th Floor Tuition House
27-37 St George's Road
Wimbledon
London, SW19 4EU

Date: 20th September 2021

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Statement of Financial Activities for the year ended 31st March 2021

Including the Income and Expenditure Account

		Unrestricted Funds	Restricted Funds	31.3.21 Total Funds	31.3.20 Total Funds
	Notes	£	£	£	£
INCOME					
Donations and legacies	3	16,902	-	16,902	37,794
Charitable activities	4	2,055,160	2,635,833	4,690,993	5,966,739
Total Income		<u>2,072,03</u>	<u>2,635,833</u>	<u>4,707,895</u>	<u>6,004,533</u>
EXPENDITURE					
Charitable activities	5	2,159,449	2,539,494	4,698,943	5,924,996
Total expenditure		<u>2,159,449</u>	<u>2,539,494</u>	<u>4,698,944</u>	<u>5,924,996</u>
Net expenditure		(87,837)	96,339	8,952	79,537
Transfers between funds	14	96,339	(96,339)	-	-
Net expenditure before other recognised gains and losses		<u>8,952</u>	<u>-</u>	<u>8,952</u>	<u>79,537</u>
Net movement in funds		<u>8,952</u>	<u>-</u>	<u>8,952</u>	<u>79,537</u>
RECONCILIATION OF FUNDS					
Total Funds brought forward	14	(484,637)	-	(484,637)	(564,174)
TOTAL FUNDS CARRIED FORWARD		<u>(475,685)</u>	<u>-</u>	<u>(475,685)</u>	<u>(484,637)</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 27 to 37 form part of these financial statements.

The Groundwork South Trust Limited

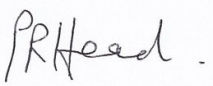
(A company limited by guarantee)

Registered Number: 01982077

Balance Sheet as at 31st March 2021

	Notes	31.3.21 £	31.3.20 £
FIXED ASSETS			
Intangible Assets	9	-	8,054
Tangible Assets	10	1,026,882	1,046,735
TOTAL FIXED ASSETS		1,026,882	1,054,789
CURRENT ASSETS			
Debtors	11	496,119	682,492
Cash at bank and in hand	17	246,933	200,062
TOTAL CURRENT ASSETS		743,052	882,554
LIABILITIES			
Creditors: amounts falling due within one year	12	(2,229,671)	(2,056,032)
NET CURRENT LIABILITIES		(1,486,619)	(1,173,478)
TOTAL ASSETS LESS CURRENT LIABILITIES		(459,737)	(118,689)
Creditors: Amounts falling due after more than one year	13	(15,948)	(365,948)
NET LIABILITIES		(475,685)	(484,637)
THE FUNDS OF THE CHARITY	14		
Unrestricted funds		(475,685)	(484,637)
TOTAL CHARITY FUNDS		(475,685)	(484,637)

The financial statements were approved by the Board of Trustees on 20th September 2021 and were signed on its behalf by:



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Trustee

The notes on pages 27 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Cashflow statement for the year ended 31st March 2021

	Notes	31.3.21 £	31.3.20 £
Cash flows from operating activities	16	398,646	941,287
Cash flow from investing activities			
Investment income received		-	-
Purchase of tangible fixed assets		-	(5,800)
Net cash used in investing activities		-	(5,800)
Repayments of borrowings			
Cash outflows from new borrowings		(350,000)	(1,110,000)
Cash inflows from new borrowings		-	200,000
Interest paid		(1,775)	(40,077)
Net cash provided by financing activities		(351,775)	(950,077)
Net Increase/(decrease) in cash and cash equivalents		46,871	(14,590)
Cash and cash equivalents at the beginning of the year		200,062	214,652
Cash and cash equivalents at the end of the year	17	246,933	200,062

The notes on pages 27 to 37 form part of these financial statements

The Groundwork South Trust Limited

(A company limited by guarantee)

Registered Number: 01982077

Notes to the financial statements for the year ended 31st March 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

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

The Groundwork South Trust 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 note(s).

1.2 Legal Form

The company is limited by guarantee. The member of the company is Groundwork London. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1.

1.3 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 charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity 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.

1.4 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.

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.

Grants are credited to the Statement of Financial Activities in the year in which they are received or become receivable under the terms of the grant agreements. Where grants are considered to be performance related, income is recognised to the extent that the services outlined in the funding agreement have been performed by the year end. Where income had been received but the related service had not been performed by the year end the balance is carried forward as deferred income.

1.5 Government Grants

Government grants are recognised when the entity has reasonable assurance that conditions attached to the grant will be complied with and that the grant will be received.

Revenue grants are recognised using the accrual model and are therefore recognised as income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate. Revenue grants are measured at fair value, being the amount of cash receivable.

1.6 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management costs.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.7 Going concern

The financial statements have been prepared on a going concern basis. This follows the agreement that is in place with Groundwork London for the provision of financial support. This financial support is expected to reduce once the new projects initiated in the year start to generate incoming resources.

1.8 Intangible fixed assets and amortisation

Amortisation is provided at the following rates:

Software	- 20% straight line
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1.9 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments.

Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- 2% straight line
Floating classroom superstructure	- 25 years
Floating classroom fixtures and fittings	- 5 years
Motor vehicles	- 20% straight line
Fixtures and fittings	- 20% straight line
Computer equipment	- 20% straight line

1.10 Interest receivable

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

1.11 Operating leases

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

1.12 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.

1.13 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.

1.14 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. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.15 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.16 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.

1.17 Pensions

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

2 Significant judgments and estimates

In the application of the charitable company's accounting policies, which are described in note 1, the trustees are required to make judgemental, estimates and assumptions on accrued and deferred income.

Actual results may differ from their estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.3.21	31.3.20
	£	£	£	£
Donations	16,902	-	16,902	37,794
	<u>16,902</u>	<u>-</u>	<u>16,902</u>	<u>37,794</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.3.21 £	31.3.20 £
Grant income	<u>2,055,160</u>	<u>2,635,833</u>	<u>4,690,993</u>	<u>5,966,739</u>
Total 2020	<u>3,409,020</u>	<u>2,557,719</u>	<u>5,966,739</u>	

Grant income	31.3.21 £	31.3.20 £
Central Government	374,886	390,304
Local Authority	1,050,478	2,004,446
Lottery	1,013,697	630,715
Private	<u>2,251,932</u>	<u>2,941,274</u>
	<u>4,690,993</u>	<u>5,966,739</u>

Included within income from Local Authority are the following core grants:

	31.3.21 £	31.3.20 £
London Borough of Hillingdon	<u>7,000</u>	<u>7,000</u>

Included in grant income is £521,001 furlough grant income received from the government. The furlough grant income is apportioned to each charitable activity based on the furloughed staff in that activity.

5. Total resources expended

	Greener living and working £	Youth and employment £	Parks and open spaces £	31.3.21 £	31.3.20 £
Charitable activities					
Staff costs	1,345,192	374,461	513,796	2,233,449	2,595,548
Project costs	1,100,710	43,167	803,559	1,947,436	2,838,293
Sub total	2,445,902	417,628	1,317,355	4,180,885	5,433,841
Support costs					
Staff costs	82,630	20,031	62,673	165,334	165,142
Administration	5,925	1,436	4,493	11,854	11,098
Communications and IT	33,791	8,192	25,630	67,613	57,794
Accommodation	24,520	5,944	18,599	49,063	48,945
Recruitment & training	4,695	1,138	3,562	9,395	10,210
Marketing	-	-	-	-	-
Professional fees	13,211	3,203	10,020	26,434	31,080
Depreciation and amortisation	11,713	2,839	8,884	23,436	29,599
Management fee	29,987	7,269	22,744	60,000	60,000
Infrastructure costs	29,987	7,269	22,744	60,000	60,000
Other	18,706	4,535	14,188	37,429	9,787
Governance costs	3,748	909	2,843	7,500	7,500
Sub total	258,913	62,765	196,380	518,058	491,155
Total	2,704,815	480,393	1,513,735	4,698,943	5,924,996
Total resources expended 2020					
Charitable activities	3,633,028	583,175	1,217,638	5,433,841	
Support costs	314,537	43,919	132,699	491,155	
Total 2020	3,947,565	627,094	1,350,337	5,924,996	

6. NET INCOMING RESOURCES

	31.3.21 £	31.3.20 £
Government furlough grants	521,001	-

NET OUTGOING RESOURCES

	31.3.21 £	31.3.20 £
Auditors' remuneration – statutory audit	7,500	7,500
Depreciation – owned assets	19,853	39,123
Operating lease payments	65,000	84,013
Amortisation of intangible fixed assets	8,054	13,889

During the year no Trustees received any remuneration, benefits in kind or reimbursement for expenses (2020 - £NIL)

7. INTEREST PAYABLE AND FINANCING COSTS

Interest payable on the loans from group undertakings are included within Administration costs.

	31.3.21 £	31.3.20 £
Interest on loans from group undertakings	<u>1,775</u>	<u>40,077</u>

8. STAFF COSTS

Staff costs were as follows

	31.3.21 £	31.3.20 £
Wages and salaries	2,174,723	2,515,493
Social security costs	136,041	166,026
Pension costs	<u>178,857</u>	<u>241,763</u>
	<u>2,489,621</u>	<u>2,923,282</u>

The average number of employees during the year was as follows:	31.3.21 112	31.3.20 116
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Average expressed as a full time equivalent	31.3.21 88	31.3.20 95
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No employee received emoluments in excess of £60,000 in the year:

The key management personnel gross remuneration, which consisted of the executive management team and operations managers amounted to £83,263 in the year (2020: £94,017) and pension contributions of £9,611 (2020: £13,008).

9. INTANGIBLE FIXED ASSETS

Cost	Software £
At 1 April 2020	<u>69,442</u>
At 31 March 2021	<u>69,442</u>
Amortisation	
At 1 April 2020	61,388
Disposals	-
Charge for year	<u>8,054</u>
At 31 March 2021	<u>69,442</u>
Net Book Value	
At 31 March 2021	-
At 31 March 2020	<u>8,054</u>

10. TANGIBLE FIXED ASSETS

	Freehold property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Floating Classroom £
COST					
At 1 st April 2020	1,005,000	25,901	140,935	93,664	116,250
Additions	-	-	-	-	-
Disposals	-	(5,398)	(8,635)	(19,562)	-
At 31 st March 2021	<u>1,005,000</u>	<u>20,503</u>	<u>132,300</u>	<u>74,102</u>	<u>116,250</u>
DEPRECIATION					
At 1 st April 2020	46,900	25,901	128,814	91,550	41,850
Charge for year	8,400	-	4,941	1,862	4,650
Disposals	-	(5,398)	(8,635)	(19,562)	-
At 31 st March 2021	<u>55,300</u>	<u>20,503</u>	<u>125,120</u>	<u>73,850</u>	<u>46,500</u>
NET BOOK VALUE					
At 31 st March 2021	<u>949,700</u>	<u>-</u>	<u>7,180</u>	<u>252</u>	<u>69,750</u>
At 31 st March 2020	<u>958,100</u>	<u>-</u>	<u>12,121</u>	<u>2,114</u>	<u>74,400</u>

	Total Tangible Fixed Assets £
Cost	
At 1 April 2020	1,381,750
Additions	-
Disposals	(33,595)
At 31 March 2021	<u>1,348,155</u>
Depreciation	
At 1 April 2020	335,015
Charge for year	19,853
Disposals	(33,595)
At 31 March 2021	<u>321,273</u>
Net Book Value	
At 31 March 2021	<u>1,026,882</u>
At 31 March 2020	<u>1,046,735</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Trade debtors	388,827	530,637
Other debtors	2,616	745
Prepayments and accrued income	104,676	151,110
	<u>496,119</u>	<u>682,492</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Bank loans and overdrafts	-	-
Trade creditors	135,934	313,291
Taxation and social security	104,168	136,235
Other creditors	226,897	208,000
Accruals and deferred income	<u>1,762,672</u>	<u>1,398,506</u>
	<u>2,229,671</u>	<u>2,056,032</u>

Deferred Income

	Balance at 1 April 2020	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2021
	£	£	£	£
Movements during the year	<u>1,288,738</u>	<u>1,288,738</u>	<u>1,643,086</u>	<u>1,643,086</u>

	Balance at 1 April 2019	Amount Released to Incoming Resources	Amount Deferred in the Year	Balance at 31 March 2020
	£	£	£	£
Movements during the year	<u>646,740</u>	<u>646,740</u>	<u>1,288,738</u>	<u>1,288,738</u>

Deferred income relates to income received for programmes with delivery in the following year.

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

	31.3.21	31.3.20
	£	£
Amounts owed to group undertakings (see note 21)	15,948	365,948
	<u>15,948</u>	<u>365,948</u>

14. STATEMENT OF FUNDS - 2021

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(484,637)	2,072,062	(2,159,450)	96,338	(475,685)
Restricted Funds					
Greener living and working	-	860,726	(829,176)	(31,550)	-
Youth and employment	-	317,769	(431,029)	113,260	-
Parks and open spaces	-	1,457,336	(1,279,288)	(178,048)	-
Total Restricted Funds	-	2,635,833	(2,539,494)	(96,338)	-
Total Funds	(484,637)	4,707,895	(4,698,943)	-	(475,685)

Restricted Funds

Greener Living and Working - to help people save energy, water, money and reduce their impact on the environment.

Youth and Employment - to support Young People to develop their skills and find jobs. To provide employment and to support offenders, ex-offenders and those likely to offend. Parks and Open Spaces - to protect and improve parks and open spaces for the benefit of local communities.

14. STATEMENT OF FUNDS (continued)

Transfer between funds:

During the year a transfer from restricted funds to unrestricted funds of £96,338 (2020: £37,839).

Funds are transferred from restricted to unrestricted at the year- end on the basis that no restrictions exist on the income and expenditure recognised.

STATEMENT OF FUNDS - 2020

	Brought forward	Incoming Resources	Resources Expended	Transfers In / (Out)	Carried Forward
	£	£	£	£	£
Unrestricted Funds					
General funds	(564,174)	3,446,814	(3,405,116)	37,839	(484,637)
Restricted Funds					
Greener living and working	-	873,114	(882,631)	9,517	-
Youth and employment	-	550,879	(617,780)	66,901	-
Parks and open spaces	-	1,133,726	(1,019,469)	(114,257)	-
Total Restricted Funds	-	2,557,719	(2,519,880)	(37,839)	-
Total Funds	(564,174)	6,004,533	(5,924,996)	-	(484,637)

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	31.3.21 Unrestricted funds £	31.3.20 Unrestricted funds £
Intangible fixed assets	-	8,054
Tangible fixed assets	1,026,882	1,046,735
Current assets	743,052	882,554
Creditors due within one year	(2,229,671)	(2,056,032)
Creditors due in more than one year	(15,948)	(365,948)
	<u>(475,685)</u>	<u>(484,637)</u>

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.21 £	31.3.20 £
Net expenditure for the year (as per Statement of Financial Activities)	8,952	79,537
Adjustment for:		
Depreciation and Amortisation charges	27,907	53,012
Interest paid	1,776	40,077
Increase /Decrease in debtors	186,373	107,265
Increase/Decrease in creditors	173,638	661,396
Cash flows from operating activities	<u>398,646</u>	<u>941,287</u>

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	31.3.21 £	31.3.20 £
Cash in hand	246,933	200,062
	<u>246,933</u>	<u>200,062</u>

18. ANALYSIS OF CHANGES IN NET DEBT

	At 1 Apr 2020 £	Cash flows £	Other Non- cash change £	At 31 Mar 2021 £
Cash and Cash equivalents				
Cash	200,062	46,871	-	246,933
Overdrafts	-	-	-	-
Cash equivalents	-	-	-	-
	<u>200,062</u>	<u>46,871</u>	<u>-</u>	<u>246,933</u>
Borrowings				
Debt due within 1 year	-	-	-	-
Debt due after 1 year	(365,748)	350,000	-	(15,748)
	<u>(365,748)</u>	<u>350,000</u>	<u>-</u>	<u>(15,748)</u>
Total	<u>(165,686)</u>	<u>396,871</u>	<u>-</u>	<u>231,185</u>

18. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge representing contributions payable to the fund amounted to £178,857 (2020: £241,763).

Contributions totalling £15,321 (2020: £24,754) were payable to the fund at the balance sheet date and are included in creditors.

19. OPERATING LEASE COMMITMENTS

	31.3.21	31.3.20
	£	£
Amounts payable		
Within 1 year	78,822	81,306
Between 1 and 5 years	261,860	306,097
After more than 5 years	-	33,860

20. RELATED PARTY TRANSACTIONS

During the year, Groundwork London provided £0 funds (2020: £200,000) to the charity, and £350,000 (2020: £1,110,000) was repaid during the year. At the year end, £15,948 (2019: £365,948) was due to Groundwork London. Interest is charged at 2.85% above the Bank of England base rate, monthly in arrears. The freehold property of the charity has been pledged as security on these funds.

21. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The Charity's ultimate parent undertaking is Groundwork London. The charity is controlled by its Trustees. The results of the charity are consolidated in the accounts of Groundwork London and consolidated accounts can be obtained from its registered office at 18-21 Morley Street, London, SE1 7QZ or from the Charity Commission website.

22. CAPITAL COMMITMENTS

As part of the conditions of a grant agreement between Groundwork South and the Football Foundation in respect of Saltmill Pitch in Cornwall, Groundwork South is required to maintain the pitch to the FA standard. As well as annual maintenance inspections, the pitch had its routine, three-year inspection in 2017 and, following some repairs, was awarded a further three years registration. The pitch was due to be inspected in 2020 but, as a result of Covid-19 lockdowns, this was extended until May 2021. Groundwork South's Board agreed to commence the works in summer 2021 and a Contractor has been appointed to deliver the works with a contracted value of £193k.