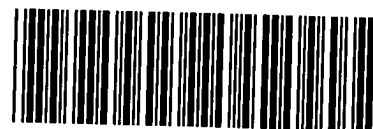


# **Annual Report and Financial Statements 2024/25**

## **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.

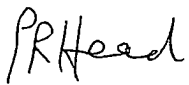
We continue to work closely with the rest of the Groundwork Federation and, in collaboration, deliver several national programmes of work. With a focus on Creating Better Places, we supported people to work collectively to make their surroundings greener, more resilient, safer, and healthier and to be 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 30<sup>th</sup> 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 **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, 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](http://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 31<sup>st</sup> 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 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
	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:

<b>Trustees</b>	P Head (appointed 4 <sup>th</sup> September 2018) D Davidson (appointed 14 <sup>th</sup> March 2017) M Dowd (appointed 20 <sup>th</sup> October 2020) J Sutherland (appointed 31 <sup>st</sup> March 2020) M Pearce (appointed 25 <sup>th</sup> June 2024)
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<b>Company Secretary</b>	S Harrison
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<b>Key management personnel:</b>	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.

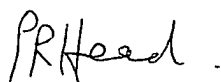
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### 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](http://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 31<sup>st</sup> March 2025

### Including the Income and Expenditure Account

		Unrestricted Funds	Restricted Funds	31.3.25 Total Funds	31.3.24 Total Funds
	Notes	£	£	£	£
<b>INCOME</b>					
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
<b>Total Income</b>		<u>7,199,894</u>	<u>2,232,591</u>	<u>9,432,485</u>	<u>9,361,404</u>
<b>EXPENDITURE</b>					
Charitable activities	5	7,497,207	1,887,547	9,384,754	9,319,720
<b>Total expenditure</b>		<u>7,497,207</u>	<u>1,887,547</u>	<u>9,384,754</u>	<u>9,319,720</u>
<b>Net Income</b>		(297,313)	345,044	47,731	41,684
Transfers between funds	14	345,044	(345,044)	-	-
<b>Net Income before other recognised gains and losses</b>		<u>47,731</u>	<u>-</u>	<u>47,731</u>	<u>41,684</u>
<b>Net movement in funds</b>		<u>47,731</u>	<u>-</u>	<u>47,731</u>	<u>41,684</u>
<b>RECONCILIATION OF FUNDS</b>					
Total Funds brought forward	14	(30,822)	-	(30,822)	(72,506)
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>16,909</u>	<u>-</u>	<u>16,909</u>	<u>(30,822)</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 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 31<sup>st</sup> March 2025

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

The financial statements were approved by the Board of Trustees on 9<sup>th</sup> 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 31<sup>st</sup> March 2025

	Notes	31.3.25 £	31.3.24 £
<b>Cash flows from operating activities</b>	16	(400,555)	455,002
<b>Cash flow from investing activities</b>			
Investment income received		-	-
Purchase of tangible fixed assets		-	-
<b>Net cash used in investing activities</b>		-	-
<b>Repayments of borrowings</b>			
Cash outflows from new borrowings		-	-
Cash inflows from new borrowings		-	-
Interest paid		-	-
<b>Net cash provided by financing activities</b>		-	-
<b>Net Increase/(decrease) in cash and cash equivalents</b>		(400,555)	455,002
Cash and cash equivalents at the beginning of the year		922,430	467,428
<b>Cash and cash equivalents at the end of the year</b>	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 31<sup>st</sup> 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
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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	31.3.25	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 £
<b>Charitable activities</b>					
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>
<b>Support costs</b>					
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
<b>6. NET OUTGOING RESOURCES</b>		
	£	£
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 31<sup>st</sup> March 2024. There was no impact on the net assets or the surplus for the year ended 31<sup>st</sup> 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
<b>Amortisation</b>	
At 1 April 2024	69,442
Disposals	-
Charge for year	-
At 31 March 2025	69,442
<b>Net Book Value</b>	
At 31 March 2025	-
At 31 March 2024	-

## 10. TANGIBLE FIXED ASSETS

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

	Total Tangible Fixed Assets £
<b>Cost</b>	
At 1 April 2024	1,348,155
Additions	-
Disposals	-
At 31 March 2025	1,348,155
<b>Depreciation</b>	
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
	£	£	£	£	£
<b>Unrestricted Funds</b>					
General funds	(30,822)	7,199,894	(7,497,207)	345,044	16,909
<b>Restricted Funds</b>					
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)	-
<b>Total Funds</b>	<b>(30,822)</b>	<b>9,432,485</b>	<b>(9,384,754)</b>	<b>-</b>	<b>16,909</b>

#### 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
	£	£	£	£	£
<b>Unrestricted Funds</b>					
General funds	(72,506)	7,352,868	(7,337,869)	26,685	(30,822)
<b>Restricted Funds</b>					
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)	-
<b>Total Funds</b>	<b>(72,506)</b>	<b>9,361,404</b>	<b>(9,319,720)</b>	<b>-</b>	<b>(30,822)</b>

## 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
<b>Adjustment for:</b>		
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
<b>Cash flows from operating activities</b>	<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 £
<b>Amounts payable</b>		
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.