

GREATER NOTTINGHAM

GROUNDWORK TRUST

COMPANY NUMBER

02556957

CHARITY REGISTRATION NUMBER

1003426

REGISTERED OFFICE

16 Commerce Square
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Nottingham
NG1 1HS

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2021

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Vision and Objects

Greater Nottingham Groundwork Trust (GNGT) seeks to support the development of an environment in which people and their communities flourish.

Mission

We achieve our vision by:

Engaging: People are at the heart of what we do.

Understanding: We listen to the wants, needs and aspirations of local people and their communities.

Responding: We design appropriate solutions in partnership.

Enabling: People, communities and organisations are empowered to be part of their own solution.

In working towards our mission, the Trust is governed by its Memorandum and Articles of Association adopted on November 12th 1990 (as amended by special resolution on 15th September 2010 and special resolution on 22nd June 2016), which outline its purpose. Our objectives are to:

- Promote the conservation, protection and improvement of the physical and natural environment anywhere in the areas of Nottinghamshire, Derbyshire and the surrounding areas and
- Provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living in or working in or resorting to the areas of Nottinghamshire, Derbyshire and the surrounding areas and
- Advance public education in environmental matters and of the ways of better conserving, protecting and improving the same whosoever and
- Promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation in the areas of Nottinghamshire, Derbyshire and the surrounding areas by:
 - i.) the relief of poverty in such ways as may be thought fit;
 - ii.) the relief of unemployment in such ways as may thought to be fit including assistance to find employment;
 - iii.) the advancement of education, training or re-training, particularly amongst the unemployed, and providing unemployed people with work experience;
 - iv.) the creation of training and employment opportunities by the provision of workspace and/or land for use on favourable terms;
 - v.) the provision of housing for those who are in conditions of need and the improvement of housing in the public sector or in charitable ownership provided that such power shall not extend to relieving any local authorities or other bodies of a statutory duty to provide or improve housing;
 - vi.) the maintenance, improvement or provision of public amenities;
 - vii.) the preservation of buildings or sites of historical or architectural importance;

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- viii.) the provision or assistance in the provision of recreational facilities for the public at large and/or those who, by reasons of their youth, age, infirmity or disablement, poverty, social or economic circumstances, have need of such facilities;
- ix.) the protection or conservation of the environment, and
- x.) the promotion of public safety and prevention of crime.

In the context of its charitable objectives, 'environment' is defined to encompass all 'quality of life' factors that impact on the well-being of people including, for example, health, housing, employment, learning, citizenship, inclusion as well as the physical and global environment.

GNGT's Operational Area

Currently the Trust is delivering and/or managing programmes across the D2N2 Local Enterprise Partnership (LEP) area which includes Nottingham City, Nottinghamshire, Derby City and Derbyshire.

Groundwork Greater Nottingham is a participating member of the umbrella body, the Federation of Groundwork Trusts, which comprises of Groundwork UK and fourteen independent Groundwork Trusts across England, Wales and Northern Ireland.

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Chair's Statement

Over the last year we have continued to pursue our strategy of working with people to change the world they live in, be it through supporting them with improving their employment prospects, enhancing the communities they live, work and relax in, or through ensuring they, their children and grandchildren enjoy a world tomorrow that is as rich and diverse in its biodiversity as it is today.

When I wrote to you a year ago, England had just left its first Covid lockdown and a semblance of 'normality' seemed to be returning to our lives with offices reopening and in-person activity restarting. Sadly, this new 'normality' proved fleeting with the country experiencing two further lockdowns across most of the autumn and winter although, as I write, the effectiveness of the Coronavirus vaccination scheme means that we are enjoying a level of 'normality' not seen since before the pandemic began in early 2020.

Throughout the pandemic, our work coaches and job brokers on our Building Better Opportunities – Towards Work and Youth Employment Initiative programmes have continued to work with those seeking employment to successfully support them into work or further training. This despite, for the majority of the last year, being unable to meet participants in person, instead relying on virtual meetings or, more commonly, phone calls to support, motivate and inspire them on their journeys towards employment or training.

Over the last year our community staff and volunteers have continued to work, along with partner organisations, in the Aspley, Bilborough, Bulwell and Leen Valley wards of Nottingham using Nottingham City Council's Area Based Grant, National Lottery and Small Steps, Big Changes funding to support these communities. Through this activity, support includes providing employment information and guidance to those seeking work, welfare rights and benefits advice, addressing income deprivation, supporting people to look after their mental wellbeing, working towards reducing isolation and loneliness within the communities, and providing information and guidance as part of the provision of activities for young people. Additionally, we provide support to smaller voluntary and community groups in securing funding and with other ways of ensuring their ongoing presence in the community. From January, we have also begun providing advice on energy use to households across Nottinghamshire and ways for them to reduce their energy consumption.

Most impacted by the pandemic has been our environment programme due to the outdoor nature of most of its volunteering, land maintenance and conservation activity. Between April and June last year the staff working on this programme were placed on furlough as this work was unable to continue safely. From July last year, all have been back at work as safe ways of working became possible. Initially, staff returned on a part-time basis although this had ended by last October. Since resuming activity, our environment team have worked tirelessly to catch-up on a full year's activity in nine months. Additionally, they have also begun delivering green space improvements for Derbyshire County Council, Amber Valley District Council and Matlock Town Council using Green Recovery Challenge Fund funding.

The Trust is again grateful for the financial support of all our funders as without them we could not serve our beneficiaries. It is also grateful to all our staff and volunteers; I thank you for your adaptability, tenacity, and creativity in ensuring that we have continued to serve our beneficiaries throughout the pandemic.

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The Trust has continued to operate without a Chief Executive Officer throughout the last year. Instead, Phillip Shaw, the Trust's Chief Financial Officer, continues to lead the Trust supported by the Senior Management Team of Claire Hale and Jo Phelan. At the time of writing, it is our intention to appoint a new Chief Executive Officer to drive the Trust forward by engaging with all our stakeholders as to how we can support them achieve their aims around community, sustainability and employment.

Looking forward, the biggest challenge facing the Trust continues to be raising funds. During the year, the Trust secured two new major sources of funding, both through Groundwork UK. Funding from the Green Recovery Challenge Fund was secured to improve green spaces in Derbyshire, while funding of a Green Doctor from the Cadent Foundation has been secured for three years. We are also grateful to the Youth Endowment Fund who supported us with development funding for a future young people's project.

To increase our effectiveness, the Trust continues to adapt and change its operations to best serve its beneficiaries. One benefit of the pandemic is that the Trust now recognises the possibility to deliver its administrative functions remotely. Realising this, the Trust has decided to close its main office at Tennyson Hall from September 2021 with the eleven staff based there moving to permanent home working. This will save the Trust approximately £40,000 per annual year. It has also reviewed its non-delivery staff and made further reductions in their capacity by reducing the hours worked for some of them from October 2021. This will deliver annualised savings of approximately £24,000 per year.

Operationally, over the next year, the Trust will focus its activity on delivering and expanding on its current programmes. In light of the government's focus on helping people into work following the pandemic, we are hopeful that our existing work supporting people on their journey into work will allow us to secure more funding to help even more people find employment. Based on the success of our community and volunteering programmes, we are also confident that these activities provide us with a platform to expand them further across our communities.

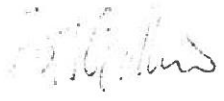
Although it currently feels as if the impact of the pandemic has stabilised, we are mindful that a lot more of our staff, volunteers, beneficiaries and their families are being affected by Covid than we saw during the first eighteen months of the pandemic. At the moment, all the indications are that new restrictions on the way we live our lives are unlikely which means that compared to a year ago the impact of Covid on the Trust's activities and finances are less severe. As a Board, though, we take our responsibility to ensure the safety of our staff, volunteers and beneficiaries seriously and we will not hesitate to introduce our own protective measures regardless of the prevailing guidance. For this reason, our staff are still primarily working from home and only working together in our offices where it is necessary for operational reasons or where home working is not possible or appropriate for a member of staff. Other activity is conducted in a similar manner, with appropriate protective measures put in place to try and ensure that our staff, volunteers and beneficiaries are as safe as possible. Should we reach a situation where we are unable to deliver our activities then, without financial support, the Trust will be faced with a difficult choice as to how long it can continue employing staff while generating no or very limited income. While our unrestricted reserves are relatively healthy and not a cause for concern in normal times, without swift action to minimise expenditure the Trust would soon find itself insolvent if the pandemic again led to a curtailment of its activities.

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I would like to conclude this report by thanking all my fellow Board members for their work on behalf of the Trust. The last year has required them to also be innovative to ensure that the Trust is correctly governed.

I would also like to separately thank Ron Hetherington for his contribution to the Trust over many years. Ron stood down as a Director in October. Ron not only led the Trust as Chair for three years during his time with us, but also used his skill and knowledge gained from working in industry to shape our approach to compliance and quality; we will miss his experience and wisdom. We wish Ron well in all his future endeavours.

Wendy Golland
(Chair)



Date:

13.12.21

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**THE TRUST'S DEFINED BENEFIT PENSION SCHEME
AND THE IMPACT OF IT ON THE TRUST'S FINANCIAL VIABILITY**

The Directors of the Greater Nottingham Groundwork Trust would like to draw your attention to the impact of its defined benefit pension scheme on its financial viability.

The Trust is a member of a multi-employer Local Government Pension Scheme (LGPS) administered by Nottinghamshire County Council, which is a defined benefit pension scheme. This scheme has been closed to new members since 2008 and now has only two active members.

Under a methodology prescribed in Section 28 Employee Benefits of Financial Reporting Standard 102 (FRS 102) an annual valuation of the scheme must be made. Any deficit in the scheme's assets compared to its future obligations (liabilities) must be included on the Trust's Balance Sheet as a long-term liability. Following a valuation of the scheme (under FRS102) at the 31 March 2021 a pension scheme liability of £1,109,000 (2020: £801,000) has been included on the Balance Sheet as a long-term liability.

Because of the way this LGPS scheme is structured, this pension scheme liability can only be called-in in special circumstances, over which the Trust has control. As long as the Trust continues to operate and has actively contributing members (i.e. employees who are current members of the scheme and for whom contributions are actively being paid into the scheme), which it has, then the scheme's liability cannot be called-in.

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place at the 31st March 2019, the Trust had to make an additional contribution in 2021 of £4,026 (2020: £4,091). This valuation requires the Trust to make additional contributions of: £4,173 in 2022 and £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

Given the level of the Trust's unrestricted cash and unrestricted reserves the Directors are confident that it can meet all foreseeable calls on it by the pension scheme while meeting all our other known financial obligations.

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REVIEW OF THE YEAR

Environment and Communities

The Environment and Communities teams focus on Groundwork's vision of enabling people to flourish by working with them to improve the green space environments in their neighbourhoods to provide opportunities for activities, relaxation and leisure with benefits of physical and emotional health and wellbeing. We work with those most isolated in the community to re-engage them with community activities and other members of the community to reduce loneliness, and we provide tailored advice and simple installations to help people most in need to reduce their energy bills and keep warm through the winter months. We also support our communities financially through grants to deliver a range of services which address local needs and encourage and assist them to take on volunteering opportunities to grow confidence and skills.

Through the delivery of our programmes, we are able to help communities build capacity, improve quality of service and achieve personal goals. Underpinning our vision, our staff embed our mission objectives into all elements of design and delivery.

The pandemic has had a significant impact on our delivery throughout the year, however despite the setbacks we have found new ways to work and connect with people whose needs have increased considerably, and we are grateful to our loyal volunteers, our dedicated and flexible staff and our funders, who have enabled us to achieve a great deal during this difficult year:

- Engaging with over 192 community groups in environmental improvement projects;
- Understanding what people need and want to support communities to realise their aspirations; and
- Responding with quality landscape designs which benefit people and wildlife and as a result improving 548,000 square metres of land and maintaining 520,000 square metres of land.

These projects have enabled over 530 volunteers to regularly take part in activities on sites within Nottinghamshire and Derbyshire, maintaining and enhancing the amenity and wildlife value of public open spaces, parks, long distance trails and nature reserves and befriending isolated and lonely people.

Our Community Team recognised the immense need to support small grassroots organisations during the pandemic and associated lockdowns. Utilising the funding we manage on behalf of Nottingham City Council in our role as Aspley, Bilborough and Leen Valley Lead Organisation, we were able to provide grants, monitor and support to organisations to deliver on the ground solutions to food supplies, welfare and isolation facing many of our community members, alongside our usual programmes and activities of: employment and skills; targeted and diversionary youth work; support for older people and support for the voluntary sector generally. Through participation in the employment, older people and youth forums in the area we ensure that we and our partners can best meet the evolving needs of the local community.

Our Tesco Bags of Help and Comic Relief Enablers also supported groups from across the whole of Derbyshire, Nottinghamshire, Leicestershire and Lincolnshire to access funding for much needed community support. We provided advice and guidance to groups both pre and post funding to increase knowledge, capacity to deliver and standards of service.

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Feedback from organisations supported includes:

"We were absolutely thrilled that Tesco agreed to help us to support local families who needed it. We used our funding to provide play equipment for children who have special educational needs."

"The feedback that we received from the families was amazing. It was lovely to hear how much our support meant to them."

"It is so important to have the support of everyone in the community when supporting young disabled people into paid work and this is a wonderful example of this."

"Thank you for supporting us through COVID and answering our questions."

"Thank you for being there when I lost my Grandma, so glad we still see you at the park. Please keep coming to speak to us, it's great we have you to talk to."

"Thank you, if you hadn't forced me to go to hospital, I wouldn't be here anymore."

Our 'Smile' project has grown from a befriending service offered only to residents living within Bilborough, to a Nottingham city-wide offer. Isolation and loneliness has escalated throughout the pandemic, with older people most likely to be cut off from a world which moved towards remote internet connections and activities. Our volunteer befrienders were able to continue contact through telephone and in the warmer month's face-to-face visits, in local parks, green spaces and outdoor cafes, proving to be a life-line to many individuals.

"I am so grateful for her; I can be honest and say things the way I want to. She is always listening, has never judged me and seems to understand everything so well. It's not easy to find that. People can be judgemental sometimes and she has just accepted me for the way I am."

"Before I met my befriender, I never ate breakfast and now I do because of her. I suffer with anxiety and feel that she sometimes takes my mind off things."

"My befriender is easy to talk to, he is approachable, so friendly. He gives me really good advice; he lifts my spirits on a bad day and if I have any problems, he will listen to me. I have a partner, and he cares for me, but my befriender is just so trustworthy I can tell him everything. I tell him all my problems and he helps me a lot".

This year has seen the commencement of our Green Doctor energy advice service. Offered to members of the community most in need it provides advice to reduce heating bills through energy supply switching and correct use of boilers, thermostats and radiators. Simple measures are also supplied and fitted free to households including low energy light bulbs and radiator foils. Through advice and guidance residents understand how to reduce issues of mould and condensation and keep homes warm during the winter months. Again, in a difficult year for face-to-face interaction this service has mainly been delivered via telephone calls and communication with referral agents via on-line presentations and workshops.

"It's hard financially when it's the winter months. Having small children as well, it's important to keep warm. The Green Doctors came and showed me how to save energy, apply for grants and put reflective panels behind the radiators, which helped a lot."

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Our Environment Team continued to deliver an outstanding quality service maintaining a variety of parks, nature reserves and trails with the help of local volunteers and friends' groups. Working for many local authority and charitable partners, we ensure each site aims to increase biodiversity, improve access and increase local voluntary engagement. Existing habitats are managed sustainably and new habitats created to increase the wildlife potential of each site.

The annual Autumn Footprints Amber Valley & Erewash Walking Festival was a lower key event this year due to Covid, with walkers being encouraged to try new walks using downloadable maps and instructions rather than large gatherings of walkers in the traditional festival style. As more people connected via the internet to discover places to visit on their doorstep, this new approach proved just as successful with noticeable increased footfall to many of the routes advertised and to many of the nature reserves, we manage.

We continue to deliver our long standing service level agreement with Amber Valley Borough Council to manage and maintain existing Local Nature Reserves and other sites of nature conservation interest including: Carr Wood; Hammersmith Meadows; Belper Parks; Pennytown Ponds; and Sandbed Lane. This includes nature conservation and bio-diversity, community involvement, informal education, interpretation, events and activities and environmental education. This year we have delivered over 600 hours of volunteer time, equivalent to over £5,100 of in kind contribution.

Work along the High Peak Bridleway, the Clowne Branch Line, the White Peaks Trail and Overseal footpaths continued in partnership with Derbyshire County Council. Ongoing maintenance and enhancement of habitats has been achieved by well-attended volunteers who between them bring a wealth of skills and knowledge to the project. It's rewarding to get feedback from local residents about the work undertaken by the Team and volunteers:

"Thank you for clearing the brambles [off of the wall on the pathway adjacent to Hayfield Bus Station], I've been struggling with them coming over last summer" local resident."

Work in the National Forest was severely impacted by the pandemic; however several workdays took place with work focussing on: footpath maintenance; vegetation management; and woodland coppicing, with volunteers who all found the work to be a great tonic to mental health during the difficult times of the last year.

Work continued for Heanor and Loscoe Town Council maintaining Red River Nature Reserve with the Friends Group. Conservation and habitat management tasks regularly took place when lockdown restrictions were eased. This year a considerable length of overgrown hedge was laid in the traditional style, revitalising this habitat and boundary treatment. Forty-eight different bird species were recorded on site over the year including the raven which was new to the site this year.

In Matlock, the Denefield Volunteer Rangers meet with us every Thursday to assist in the management of four sites: Denefields Reserve; Bailey's Tump public open space; the Wild Thyme Garden; and the nature area at Wellfield Allotments. Tasks involve regular litter picks, maintenance of the bee and butterfly border, hazel coppicing, step construction and path repairs, removal of damaged and dangerous trees, bramble clearance hedge laying and meadow cutting. Again, the sites have recorded a wide variety of birds, butterflies, wildflowers and mammals.

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This year we started delivery of a new project funded through DEFRA's Green Recovery Challenge Fund - Natural Neighbourhoods. We are working in partnership with three local authorities Derbyshire County Council, Amber Valley Borough Council and Matlock Town Council to create and improve natural habitats for wildlife and people. This project also works in tandem with the Kickstart programme for young trainees, aged up to 25 years, to provide six month placements of practical in-work experience and training.

Landscape design work this year includes ongoing support for the Grimsby sustainable urban drainage (SUD) project on behalf of Anglian Water, which looks to increase the retention of surface water runoff within soft landscape features rather than traditional drainage systems. We have also delivered the initial design and consultation stages for a revamp of the Maid Marian public park in Bilsthorpe, which includes a play facility, various sports facilities, a SUDS scheme and circulatory routes with seating areas.

Building Better Opportunities (BBO)

The Building Better Opportunities Towards Work project funded by the European Social Fund and The National Lottery Community Fund, is currently in its fifth year of direct delivery. The project aims to support those furthest from the labour market into employment, education and training, through tailored and personalised programmes, focused on removing barriers which may be preventing progress.

The project has continued to grow over the past year, with 2,910 people supported by the end of March 2021. Of these individuals 514 people have moved into jobs, 307 have moved into education or training, and 99 people have moved into becoming achieve job seekers. The growth in numbers of people on programme, and particularly the increase in positive outcomes for people, during the Covid pandemic, has been incredibly positive.

Over the last year we have been able to tailor our model of delivery to bring in more remote options for supporting participants. This enabled us to sign up new people on to the programme and continue packages of support for those already engaged with us, despite social distancing and shielding restrictions. As the pandemic restrictions change, we are adapting our service accordingly and moving to a more hybrid model as government restrictions allow.

Our Year 4 Evaluation Report evaluated this period of social and economic disruption, and found many positive outcomes for the people that we supported during this time. As a result of the support received from the Towards Work Programme almost a quarter of participants (24%) had moved into employment. This reflects the conversion rate from the previous participant survey in 2019. This is impressive, reflecting the true impact of the programme.

Our Year 4 Evaluation Report also found that 640 participants have progressed into employment, 89% of participants now feel that a range of career options are available to them, and 80% of participants felt more confident to have a go at new things. Fifty-six percent of those not yet in work, expected to be so within the next three months. To see people continuing to develop and feel positive about their employment prospects during such a difficult period, is real testament to the project and the support they have received, particularly for those furthest from the labour market.

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We received a programme extension during this period, due to the successful progress to date. The programme will now run until June 2023.

In the participants own words:

"I think she helped me realise that even though I suffered from low confidence at the time, I was a bubbly person. She brought me back out of my shell and talking to her made me realise I still have a life. There are still things out there after everything I've been through."

"Having that background support which takes away the severe anxiety and isolation of thinking about and facing the prospect of looking for work. Also, it's the first time I've said 'I'm disabled' to another person as I've always tried to hide it and it makes it very difficult as there are times when it's obvious. So, it's the first time I've admitted the limitations."

"The thing is, with getting this job at the job centre - if I have any problems, I can just ask, and she made me realise this. I thought I was useless because I was old and had no chance with anything - but now she and the job have given me my buzz back. I went on a course to learn how to send an email - I hadn't a clue! It's helped me learn."

Building Better Opportunities (Nottingham City and Nottinghamshire Delivery)

Groundwork's work with participants on the Building Better Opportunities (BBO) programme has been significantly impacted by the pandemic throughout the last year with the majority of it spent under various forms of restrictions especially in relation to in-person meetings. Our participants' willingness and ability to receive support via remote means varies significantly, and we have been very fortunate that we have been able to create a blended approach to working with them, primarily through remote support with Covid-secure face-to-face provision remaining available where this is required. Throughout the year, the BBO team have continued to ensure participants are happy to work via whichever means they choose, and that safety measures are consistently applied in all work outside of the home.

As well as working directly with participants on the programme, our delivery staff have also spent a lot of time promoting the programme, carrying out both virtual and physical outreach to generate referrals into the programme. In particular, because the employment support landscape is changing significantly, and also because of the nature of our target group of participants, we recognise the need to avoid an over reliance on traditional referral routes, such as Job Centres, and have a more pro-active community outreach approach, for us to achieve our objectives for this programme.

Small Steps, Big Changes (SSBC)

The pandemic also significantly impacted delivery on the Small Steps, Big Changes programme. Between March 2020 and August 2020, social distancing requirements meant that delivery partners had to end face to face delivery of all programme activity, including community sessions which, in pre-pandemic times, were supported by Groundwork's team of volunteers. Instead, with the volunteer's consent, volunteers volunteered on programmes which could continue during the pandemic, such as our befriending programme, as well as volunteering outside of Groundwork as part of the wider community crisis response. Where our volunteers volunteered on non-Groundwork programmes, we continued to ensure the volunteers remained supported and were able to volunteer safely.

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Groundwork's involvement in the SSBC programme ended on 30th August 2020 after five years of managing the programme. Although there was an opportunity to continue running the programme for another five years, after lengthy consideration, the considerable difficulties we experienced in managing the programme over the last five years meant that it was decided that we no longer wanted to continue being a part of this programme.

Youth Employment Initiative (YEI_x)

This programme continued to achieve good results in all areas of programme delivery, and maintained high levels of performance throughout the year. Unfortunately, the programme's funding was withdrawn by the funder towards the end of the year. We were invited to move over to delivery of the funder's new Nottingham Works For You Programme. Owing to the level of match funding this new programme requires the Trust decided that this programme was not beneficial or sustainable to the Trust. As a result of this decision, the YEI_x programme will end on the 31st May 2021.

3SC

During the year we received notification that funding for this programme was ceasing. At the time funding was withdrawn, all the remaining participants on the programme reported being negatively impacted by the Covid-19 restrictions and all reported that they felt less confident securing employment as a disabled person now given the widespread job losses across the country, resulting in greater competition for vacancies. We continued to work with these participants on this and the other barriers to their working, resulting in them successfully finding employment. Although 3SC was a relatively small programme, it has had a big impact on the lives of the individuals supported through it.

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2021/ 22 PLAN

Environment & Communities

In the coming year, our Landscape Architects will continue to develop new partnerships and clients across a wider geographic area. We aim to continue to incorporate sustainable urban drainage schemes in every project with the ethos of sustainable water treatment, in particular retro fit projects, whilst bringing greater understanding to communities of the benefits and ways in which individuals can contribute to dealing with the challenges of climate change. We also aim to develop our relationship with Anglian Water to support us with this aim. Additionally, we aim to increase biodiversity as a given in any scheme we undertake and as a bare minimum will seek to plant at least one native tree per project.

Our community engagement team aim to supervise over 10,000 volunteer hours throughout the coming year, in management and maintenance of wild spaces, public rights of way, urban centres, canal and ponds, long distance routes and nature reserves. We aim to improve over 15,000 square metres of land, increasing biodiversity and improving access for communities. Through guided walks and events, we will engage with all members of the community to increase awareness of the environment, habitats and species as well as encouraging physical activity and participation, leading to healthier lifestyles. We also aim to achieve our tree planting target of over 8.5 hectares of new woodland.

Within Nottingham Area 3 (Aspley, Bilborough and Leen Valley wards), we will support fifteen organisations to deliver services to the local community, through grant management, co-ordination, and co-operation in true partnership with them. We will ensure the quality of service in all delivery, enabling the local community to access support into employment with over 500 job clubs, provide children and young people with 800 activity sessions aimed at encouraging social development and positive behaviour, provide older people with over 480 different types of activities from Tai Chi to sewing.

In addition, through our Smile project we will maintain a volunteer base to assist 250 older people to access existing activities or support through our befriending project by visiting people in their own or care homes, and addressing the feelings of loneliness and isolation felt by many older people.

Our Green Doctor Programme will continue to gather momentum reaching those most in need in the community to address issues of fuel poverty and improve energy efficiency for greener, warmer homes.

Building Better Opportunities

In 2021/22 we will continue to co-ordinate the Towards Work programme across the D2N2 area, ensuring those furthest from the labour market are enabled access to employment, education or training. We will continue to adapt to our changing society and ensure that we tailor our service to reach people in ways which are accessible and comfortable to them. We will work to secure the programme's future, post current ESF funding available until the June 2023:

Operationally, we will:

- increase the number of people we have supported to over 3,480 participants;
- successfully place 405 unemployed people into employment; and
- support 289 economically inactive people move into employment, training or job seeking opportunities.

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Financial

After a year of living with the pandemic, GNGT has recognised that the world is different from that which it operated in pre-pandemic. The impact upon the nation's finances and the demand for services provided by the third sector arising from the pandemic mean that we live in a permanently changed world. A world where funders are faced with considerable choice as to how to use their funding and, in doing so, demand maximum impact for their funding. Realising this, the Trust has again reviewed its cost base in order to remain competitive in a very competitive funding environment. One thing the pandemic has taught us is that we are able to deliver our activities without the need for expensive office infrastructure. Acknowledging this, the Trust closed its main office at Tennyson Hall in September 2021. This will result in annualised expenditure savings of about £40,000 per year although in closing Tennyson Hall, the Trust incurred nearly £25,000 of one-off costs in surrendering the lease two years early. At the same time as deciding to close Tennyson Hall, the Trust has reviewed the capacity of its non-delivery staff resulting in annualised expenditure savings of about £24,000 per year.

On this basis, the Trust will in 2021/22:

- deliver activity to the value of approximately £3.0 million;
- contain any deficit to £95k before the impact of one-off costs incurred in closing its Tennyson Hall office;
- continue to diversify revenues streams to reduce the Trust's dependency on major grants and create unrestricted funds that can be used as matched funding for future projects;
- continue to identify ways to reduce its cost base while maintaining or improving the quality of its activities; and
- use unrestricted reserves to offset the expected deficit, reducing them to £337k at the year end.

In predicting this financial out-turn for 2021/22, it is presumed that the assumptions around funding from existing funders continues. If this were to change and funders decided to reduce their funding, then the Trust would need to take immediate action to reduce its costs, primarily through making staff redundant, to offset any lost income. Without taking such action, the Trust would use up its unrestricted cash in around three months.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

FINANCE

The accounts have been prepared in accordance with the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (FRS102) (effective 1 January 2015; updated for accounting periods on or after 1 January 2016).

2021 Performance

Net income for 2021 was £55,958 (2020; expenditure of £22,517). This net income amount was after charging an additional £23,000 (2020; £38,000) in relation to the Trust's defined benefit pension scheme identified in the latest FRS102 actuarial valuation of the scheme.

Impact of the change in the actuarial valuation of the Trust's Local Government Pension Scheme

As well as the £23,000 of additional costs (2020; £38,000) incurred before the net income of £55,958 (2020; expenditure of £22,517), an additional £285,000 of actuarial losses (2020; an actuarial gain of £110,000) have been included after the net income figure as a result of the latest FRS102 actuarial valuation of the Local Government Pension Scheme (LGPS) defined benefit pension scheme.

Actuarial gains (or losses) reflect the extent to which the movements of the scheme's assets and liabilities over the accounting year have not been as assumed at the previous valuation date. They also reflect the effect on the liabilities of changes to the assumptions used to value them.

Asset returns have been positive over the year, the return on assets less interest in the year of £235,00 were significantly higher than in the previous year (2020; £111,000). Unlike in 2020, there were no other actuarial losses on the value of the Fund assets (2020; £8,000).

The key financial assumptions used to determine the defined benefit obligation are the discount rate linked to corporate bond yields and the rate of future inflation. The value of liabilities is calculated using a prescribed discount rate; that on AA rated Corporate Bonds at the valuation date. At the year end this rate was 2.00% compared to 2.35% a year earlier. The rate of future inflation is important as this is used to determine the rate of salary increases for active members of the scheme as well as the rate at which pensions are increased for other scheme members. At the year end, inflation as measured by the Retail Prices Index (RPI) was assumed to be 3.2% compared to 2.7% a year earlier. The impact of these changes is an actuarial loss of £541,000 compared to an actuarial gain of £202,000 a year earlier. In addition, there was an actuarial gain of £20,000 (2020; actuarial gain of £21,000) in relation to changes in the assumptions on life expectancy and an experience gain of £26,000 on the defined benefit obligation (2020; experience gain of £35,000).

As a result of the above changes to the defined benefit pension scheme's valuation, the Trust recorded a net negative movement in funds of £229,042 in 2021. This compared to a net positive movement in funds of £87,483 a year earlier.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

Income

In 2021 income decreased to £3,243,634 from £4,278,005 in 2020. Of this income, £29,375 (2020; £nil) related to funding from the Coronavirus Job Retention Scheme. Other income not relating to charitable activities was £3,746 (2020; £9,959). Income from People related charitable activity decreased to £3,075,205 in 2021 from £4,116,115 in 2020. While still the Trust's biggest funder, income from the National Lottery fell by £489,578 from £2,815,679 in 2020 to £2,326,101 in 2021. Funding for the Building Better Opportunities programme fell in 2021 to £2,193,020 from £2,434,175 a year earlier due to reduced activity because of the pandemic. Funding also fell on our other two National Lottery funded programmes, Talent Match and (Re)Generation Factory, both of whose funding ended during the year. Also ending during the year was our participation in the Small Steps, Big Changes programme, which saw funding fall from £1,002,021 in 2020 to £429,789 in 2021. Places income of £135,308 in 2021 was down from £151,931 in 2020, primarily due to the impact of the pandemic on our programmes in the first half of the year.

Expenditure

In 2021 expenditure on charitable activities was £3,133,578 (2020; £4,220,940); this equated to just over ninety-eight percent of the Trust's total expenditure, the same as 2020. The Trust's two largest areas of expenditure are works costs and salaries. In 2021 these two areas of expenditure accounted for just under ninety-five percent of total expenditure, the same as in 2020. This decrease in expenditure to £3,133,578 is due to works costs decreasing significantly in the year, to £1,925,918 from £2,938,311 in 2020, primarily as a result of Building Better Opportunities and the Small Steps, Big Changes programmes. In the case of Building Better Opportunities, this was due to Yei activity on participants being curtailed by the ongoing pandemic restrictions; expenditure in 2021 fell to £2,193,020 from £2,434,175 a year earlier. Small Steps, Big Changes expenditure in 2021 fell because of GNGT's participation in the programme ended in August 2020 whereas the previous year's expenditure reflected a whole year's participation in the programme by the Trust. Salary costs of £1,094,140 (2020; £1,161,597) included a payment of £3,500 as settlement costs.

Expenditure on raising funds decreased significantly from £79,582 in 2020 to £54,098 in 2021 primarily due to lower salary costs.

Support costs (before reallocation) fell to £101,227 from £108,101 in 2020. Support cost salaries again fell year-on-year, falling to £82,393 in 2021 from £86,111 in 2020. Support costs equated to just over three percent of the Trust's total expenditure in 2021, marginally up on 2020. Key management personnel salaries of £123,716 were down compared to the previous year's cost (2020; £167,669) primarily due to a reduction in key management personnel by one full time member of staff.

Debtors

Trade debtors were £171,835 at the 31st March 2021 compared to £405,794 a year earlier. This improvement in outstanding debts was primarily the result of no longer delivering the Small Steps, Big Changes; at the 31st March 2020, Nottingham City Care, the funder of the programme, had owed £240,674 whereas at the 31st March 2021 there was no outstanding debt.

Included in the Trade Debtors figure is £48,422 owed to the Trust by its former sub-contractors on the Small Steps, Big Changes programme; The Toy Library and Home Start Nottingham. These amounts relate to advance funding paid to them for which no eligible expenditure has been evidenced and were due to be repaid once our participation in the programme ended on the 31st August 2020.

GREATER NOTTINGHAM GROUNDWORK TRUST
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FOR THE YEAR ENDED 31 MARCH 2021

The bad debt of £4,005 provided at 31st March 2020 was expended in the year leaving no provisions at the year end.

Creditors

Grants received in advance and deferred grants were £170,700 at the 31st March 2021, significantly down on a year earlier when they were £555,282. This improvement was primarily the result of no longer receiving grants in advance of delivery on the Small Steps, Big Changes and Talent Match programmes. At the 31st March 2020 these two programmes had advance grants of £362,073 whereas there was none a year later.

Cash at Bank and in Hand

Total cash held at 31 March 2020 was £690,236 (2020; £855,571). Unrestricted cash was £507,858 at 31 March 2021 compared to £599,944 a year earlier. At the 31 March 2021 the Trust held restricted cash of £182,378 (2020; £255,627). As part of its arrangements to partners delivering the Building Better Opportunities programme, the Trust makes advance payments to them of up to a quarter's worth of expenditure. At 31 March 2021 this advanced funding amounted to £96,169 compared to £98,635 a year earlier.

Reserves

At the 31 March 2021 the Trust had negative reserves of £410,734 (2020: negative reserves of £181,692). Of these reserves minus £1,109,000 relates to the pension scheme liability (2020; minus £801,000).

Excluding the LGPS pension scheme liability, the Trust's reserves were £698,266 (2020; £619,308) at 31 March 2021. Of these, £479,838 were unrestricted reserves (2020: £521,848) of which £7,682 were designated (2020; £7,682) to enable the Trust to carry out remedial activity, should it be needed, on a completed project. Additionally, the Trust had £218,428 of non-pension related restricted reserves (2020: £97,460). Of these non-pension related restricted reserves, £93,660 (2020; £85,756) relates to surpluses on education and training activity which has been ring-fenced in accordance with HM Revenue & Customs' rules for maintaining the Trust's eligibility to treat education and training income as exempt from the need to charge Value Added Tax on it. The remainder of the restricted funds related to grant income which has been recognised in line with the practice set out in the Charities SORP for income recognition.

During the year the Trust's Board of Directors reviewed its Reserves Policy and identified their rationale for holding reserves, which are unchanged from previous years, which is to provide three months cover for all staff salaries and cash overheads (i.e. excluding depreciation and other non-cash items) as well as covering all liabilities on outstanding contracts. In addition, they decided to continue providing a contingency of approximately £50,000 to guard the Trust against unforeseen risks including: taking professional advice in relation to governance and compliance matters; and safeguarding against contract risks. On the basis of next year's business plan three month's running costs equates to approximately £350,000 while the outstanding contract liabilities at the 1st April 2021 totalled approximately £80,000. Allowing £50,000 for contingencies would give a target reserves level of £480,000 compared to the current level of £479,838. In the coming year the Trust expects its reserves to reduce.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

Liquidity

Excluding the long-term LGPS pension scheme liability, the Trust had net assets of £698,266 (2020; £619,308) at the year end.

After including the FRS102 valuation of the LGPS defined benefit pension scheme assets and liabilities on the Balance Sheet, the Trust's total liabilities exceeded its total assets. Because of the way this LGPS scheme is structured, this pension scheme liability can only be called-in in special circumstances, over which the Trust has control. As long as the Trust continues to operate and has actively contributing members (i.e. employees who are current members of the scheme and for whom contributions are actively being paid into the scheme), which it has, then the scheme's liability cannot be called-in.

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place at 31 March 2019, the Trust had to make an additional contribution in 2021 of £4,026 (2020; £4,091). This valuation requires the Trust to make additional contributions of: £4,173 in 2022; and £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

On an annual basis the Trust is confident that it can generate sufficient cash flow, in addition to that needed for its other commitments, to meet this obligation.

Investment Policy and Performance

The Trust utilises its current and deposit accounts in order to generate small levels of interest on the cash balances it holds. It does not have any managed investments. The Board of Directors' priority is to safeguard the funds it holds. It does this by, wherever possible, ensuring that any funding held by a financial institution is readily accessible and is fully protected by the Financial Services Compensation Scheme.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

GNGT's Aims and Objectives are set out in its Memorandum and Articles of Association which are detailed at the beginning of this report.

The Board

The Trust is governed by a Board of unpaid Directors who are also the Trustees of the Charity. The Board are responsible for the overall governance of the Trust in accordance with Company and Charity Law. At the 31st March 2021, the Board had nine Directors.

In accordance with its Memorandum and Articles there are two types of Directors. Nominated Directors who are nominated to serve on the board by their member organisations or Co-opted Directors who are brought onto the board for their particular skills and experience through an open recruitment process. The Board is fully committed to the furtherance of the local communities that it serves.

All new Directors undergo an induction process to acquaint them with the Trust's Charitable Objects; policies and practise; aims and objectives; management and governance; and what is expected of them under legislation, with particular reference to Charity Commission guidance. Governance Training is provided, and all Directors are expected to commit to the Principles of Public Office.

The Board operates in an open and transparent manner, balancing opportunity against risk with the objective of ensuring the long-term sustainability of the Trust. It delegates certain powers in connection with the management and administration of the Trust as set out below. This is controlled by regular reporting back to the Board so that all decisions made under delegated powers can be ratified by the full Board in due course.

Committees of the Board

The Board has three sub-committees who work within parameters defined by their respective approved Terms of Reference. As directed by the Board, all Committees regularly report back to and provide recommendations to the Board. The overall purpose of each committee is set out below:

Audit and Finance Committee – to ensure that there is a framework for accountability; for examining and reviewing all systems and methods of control both financial and otherwise including risk analysis and risk management; and for ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Financial Officer.

Human Resources Committee – to assist the Board in the discharge of their responsibilities for agreeing the staff plan, remunerating employees, reviewing HR systems and policies, ensuring that the Board has a full complement of members and ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Financial Officer.

Compliance Committee – to assist the Board in the discharge of their compliance responsibilities which includes quality management, health & safety management and contract compliance and ensuring that the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the by Head of Operations.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

Chief Financial Officer

The Chief Financial Officer is responsible for the day to day management of the Trust's affairs and for implementing the policies agreed by the Board of Directors. The Chief Financial Officer is assisted by a small team of Senior Managers.

Statement of Directors' Responsibilities and Corporate Governance

Company and Charity law requires the Directors to be responsible for their Annual Report and for the preparation of the financial statements for each financial year which give a true and fair view of the state of affairs of the Trust and of the surplus or deficit of the Trust for that period.

In preparing those statements, the Directors have:

- Selected suitable accounting policies and then applied them consistently;
- Observed the methods and principles of the Charities Statement of Recommended Practice;
- Made judgements and estimates that are reasonable and prudent;
- Stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepared the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Directors have overall responsibility for ensuring that the Trust has an appropriate system of controls, financial or otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Trust and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

The Trust is operating efficiently and effectively;

- Its assets are safeguarded against unauthorised use or disposition and are properly applied; and
- The Trust complies with relevant laws and regulations.

Audit Information

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and which they know the auditors are unaware of.

Corporate Governance

The Trust is committed to continuous improvement. Internal controls over all forms of commitment and expenditure continue to be improved. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the executive management and the Board of Directors.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
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The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- A strategic business plan and annual budget approved by the Directors;
- Regular consideration by the Directors of financial results, variances from budgets and benchmarking reviews;
- Restricted and unrestricted cost control;
- Delegation of day-to-day management authority and segregation of duties; and
- Identification and management of risks.

Risk Management

The Trust's Audit and Finance Committee provides, on behalf of the Board, a lead in assessing potential business risks facing the Trust. It works with the Senior Management team to minimise those risks. During the year, under the guidance of the Audit Committee, the Board was able to consider how the Trust might respond to identified risk.

In terms of overall risks, the biggest risk to the Trust continues to be the impact arising from the ongoing Covid pandemic.

The most immediate and dangerous risk from this pandemic is to the health of our staff, volunteers and beneficiaries, who because of the nature of our work usually engage in activity where contact with other people is the norm. Since the pandemic took hold in March 2020, the Trust has suspended most in-person activity, moving its operations to a 'remote' basis. This decision was made on the presumption that the safest location for our staff, volunteers, and beneficiaries to be during the pandemic was in their home. Following the government's easing of the first lockdown restrictions in June 2020, the Trust has gradually increased the amount of in-person activity it undertakes although at the current time staff have yet to return to regularly working in our offices. Where the Trust has decided that in-person activity can take place, a comprehensive risk assessment of the activities is undertaken which is discussed with the staff carrying out the activity and before carrying out the activity all the necessary safe working measures are implemented. Going forward, it is our intention to recommence other in-person activity when feasible although our approach continues to be one of caution, with in-person activity only recommencing where it is necessary.

In taking this 'remote' basis approach, the Trust has been lucky in that virtually all its funders have agreed to carry on funding us on the same basis as pre-Covid despite some of the outcomes no longer being achievable. The Trust is very grateful that our funders have been so understanding and generous. We are mindful, though, that without this generosity, the Trust's financial position would rapidly become unsustainable. Were the Trust's funders to decide that they could no longer fund the Trust as previously, the Trust has unrestricted cash to operate for about three months. If this situation were to unfold, the Trust would need to rapidly make most of its staff redundant in order to allow the Trust to re-organise its remaining operations in a sustainable manner.

Pandemic aside, in normal times, the Trust's biggest risk is the funding it seeks to fund its activity. This risk manifests itself in a number of ways:

- The changing face of the funding landscape, in particular the move by funders away from funding activity on a basis where the funding covers not only the costs of directly delivering the activity being funded but also an equitable share of organisation costs plus a contribution to reserves to one where the Trust is expected to subsidise the activity it undertakes. This might be sustainable for the small number of charities who can generate significant sums of unrestricted income but in the Trust's case without a

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

return to more generous forms of funding, continued funding on the current basis will eventually bankrupt the Trust;

- Coupled with this move away from funding that covers all costs on a fair basis is a lack of leadership across the charity sector, including Groundwork UK, regarding this situation which means that funding that only partially covers its true costs is becoming the new normal going forward. In particular, we are witnessing a significant increase in funding that offers a contribution towards overheads of only fifteen percent of the funded salary costs. At this level such funding is unsustainable.
- Alongside this changing funding regime, we are seeing a significant increase in non-charity third sector organisations competing for funding against us. Given the costs associated with complying with charity regulation, as a charity, Groundwork is at a disadvantage when competing for funding against these non-charity third sector organisations.
- Where the Trust is the lead organisation for a partnership of organisations, this increases the reputational and financial exposure of the Trust for other organisations
- lax probity;
- The need to ensure that funding is secured from a variety of sources to minimise the reliance on any one funder or any single award of funding;
- The cost incurred in developing bids and securing funding from multiple sources in a highly competitive market; and
- The need for unrestricted income to offset the above risks where they are not fully eliminated in secured funding.

Outside of the risks associated with securing income, the Trust recognises that the following major risks exist:

- In terms of its people, where because of its size there is a danger that key skills and knowledge are held by a single person;
- In terms of its systems, where a key part of the Trust's success is based upon its systems which if disrupted would have a significant ability on the Trust to operate; and
- The liability on its defined benefit pension scheme.

In recognising the above risks, the Trust's Directors and Senior Management have put in place actions to mitigate against these risks as well as regular review of both the risks and mitigating actions.

Training and Communications

The Trust recognises the value of its people and is committed to the training and career development of all employees.

Employees are kept fully informed of (and contribute to) development of strategy, objectives and delivery of stretching targets as well as news of day to day activities and events. Regular information about the organisation is available through various methods. All employees are encouraged to contribute their suggestions for improving the organisation.

The Trust has comprehensive Human Resources policies and procedures, with particular attention paid to Health, Safety and Welfare. The Trust supports equal opportunities and diversity and has a policy of recruitment and promotion at all levels on the basis of aptitude and ability.

The Trust Health, Safety and Welfare policy, supported by the staff training plan, sets out minimum standards of Health and Safety training for all staff. This includes Health and Safety Overview, Risk Assessment, Manual Handling and Fire Training components. The policy is reviewed regularly in order to ensure compliance with latest guidance.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. Induction training and supplementary consideration, within the context of Trust meetings, provides a vehicle for ensuring that diversity is valued by all staff. Diversity training forms a compulsory element of the Trust's induction programme, ensuring that all staff are appropriately informed and act accordingly. The Trust is committed to ensuring that both equal opportunity and diversity agendas are reflected in all of its activities. The Trust has an Equality and Diversity Working Group, whose membership is made up of a cross-section of staff across the organisation. They meet on a regular basis to support the Trust in ensuring that equality and diversity is reflected in its internal policies and external programmes.


Pensions

All employees are encouraged to join the Trust's pension scheme. For those who joined the Trust after April 2008 this is a money purchase scheme provided through AEGON Scottish Equitable and is a federation-wide scheme arranged by The Groundwork Federation.

Prior to this date, employees were eligible to join a defined benefit scheme provided by Nottinghamshire County Council. This scheme was closed to new employees following detailed consideration by the Board who concluded that on the grounds of affordability, and in order to enable better forward planning, the scheme should no longer be offered to new staff.

Wendy Golland
(Chair)

Date:


13.12.21

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

COMPOSITION OF THE BOARD

Wendy Golland (Chair)
Roscoe Fernandes (Deputy Chair)
Cllr Jim Creamer
Cllr Ron Hetherington
Cllr Sally Longford
Mike Hill
Steve Carr
Carol Angharad
Margot Madin

COMPOSITION OF BOARD COMMITTEES (as at 31st March 2019)

Audit & Finance Committee

Mike Hill (Chair)
Margot Madin
Wendy Golland

Human Resources

Roscoe Fernandes (Chair)
Wendy Golland
Sally Longford

Compliance

Ron Hetherington (Chair)
Jim Creamer
Wendy Golland

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

ADVISERS TO THE BOARD (as at 31 March 2021)

Executive Officers:

Chief Financial Officer
Head of Environment and Communities
Head of Operations
Company Secretary

Phillip Shaw
Jo Phelan
Claire Hale
Position currently vacant

Solicitors

Browne Jacobson
44 Castle Gate
Nottingham NG1 6EA

Insurance Adviser

Cooke and Mason plc
Crown House, West Carr Road
Retford DN22 7SW

External Auditor

PKF Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB

Value Added Tax Adviser

County VAT Consultancy
Pippin Cottage
Broadlane
Bishampton
Worcestershire
WR10 2LY

Health and Safety Adviser

Sigerson Associates Ltd
Rossington Business Park
West Carr Road
Notts DN22 7SW

Employment Lawyer

Gunnercooke LLP
1 Cornhill
London
EC3V 3ND

Bankers

National Westminster
Nottingham Smiths Branch
Nottingham

Lloyds TSB
St James Street
Nottingham

Barclays
Sir Frank Whittle Road
Derby

HSBC
Long Row
Nottingham

Virgin Money
Jubilee House
Gosforth
Newcastle Upon Tyne NE3

Yorkshire Bank
Lock House
Castle Meadow Road
Nottingham

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

AUDITORS' REPORT

We have audited the financial statements of Greater Nottingham Groundwork Trust (the 'charity') for the year ended 31 March 2021 set out on pages 30 to 55. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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 charity'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.

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

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 Auditors' report thereon. Our opinion on the financial statements does not cover the other information and 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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

GREATER NOTTINGHAM GROUNDWORK TRUST **INDEPENDENT AUDITORS' REPORT**

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

We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made;
- management override of control;
- posting of unusual journals or transactions.

We focused on those areas that could give rise to a material misstatement in the Charity financial statements.

Our procedures included, but were not limited to:

- Enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance where available;
- Reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's Trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose.

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

PKF Smith Cooper Audit Limited

Sarah Flear (Senior statutory auditor)
for and on behalf of
PKF Smith Cooper Audit Limited
Chartered Accountants & Statutory Auditor
2 Lace Market Square
Nottingham
NG1 1PB
Date: 15/12/21

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Income and endowments							
Donations and legacies	2	-	29,375	29,375	1,500	-	1,500
Charitable Activities - People	5	-	3,075,205	3,075,205	11,061	4,105,054	4,116,115
Charitable Activities - Places	5	-	135,308	135,308	-	151,931	151,931
Other trading activities	3	1,546	-	1,546	5,972	-	5,972
Investment Income	4	2,200	-	2,200	2,487	-	2,487
TOTAL		3,746	3,239,888	3,243,634	21,020	4,256,985	4,278,005
Expenditure on:							
Raising funds	6	-	54,098	54,098	-	79,582	79,582
Charitable Activities - People		-	3,016,421	3,016,421	-	4,027,551	4,027,551
Charitable Activities - Places		-	117,157	117,157	-	193,389	193,389
TOTAL	8	-	3,187,676	3,187,676	-	4,300,522	4,300,522
NET INCOME / (EXPENDITURE)	7	3,746	52,212	55,958	21,020	(43,537)	(22,517)
Transfers between funds		(45,756)	45,756	-	(24,371)	24,371	-
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)		(42,010)	97,968	55,958	(3,351)	(19,166)	(22,517)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

Note	Unrestricted Funds	Restricted Funds	Total 2021	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£	£	£	£
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)	(42,010)	97,968	55,958	(3,351)	(19,166)	(22,517)
Other recognised gains / (losses):						
Actuarial Gains and Losses in Defined Benefit Pension Scheme	-	(285,000)	(285,000)	-	110,000	110,000
NET MOVEMENT IN FUNDS	(42,010)	(187,032)	(229,042)	(3,351)	90,834	87,483
Reconciliation of funds:						
Fund balances brought forward	521,848	(703,540)	(181,692)	525,199	(794,374)	(269,175)
Fund balances carried forward	479,838	(890,572)	(410,734)	521,848	(703,540)	(181,692)

All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above. Note 14 details changes in resources applied for fixed assets for charity use.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2021

	Note	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible Assets	14		12,585		17,821
CURRENT ASSETS					
Debtors	15	292,047		492,563	
Cash at Bank and in Hand		690,236		855,571	
		<u>982,283</u>		<u>1,348,134</u>	
CREDITORS: Amounts falling due within one year	16	(296,602)		(742,642)	
				<u>685,681</u>	<u>605,492</u>
NET CURRENT ASSETS					
PROVISIONS: For liabilities and charges	17		-		(4,005)
				<u>698,266</u>	<u>619,308</u>
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES					
Defined benefit pension scheme liability	11		(1,109,000)		(801,000)
				<u>698,266</u>	<u>619,308</u>
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES					
	19		(410,734)		(181,692)
			<u><u>(410,734)</u></u>		<u><u>(181,692)</u></u>
FUNDS					
Unrestricted Funds – general		472,156		514,167	
Unrestricted Funds – designated		7,682		7,682	
		<u>479,838</u>		<u>521,848</u>	
Total Unrestricted Funds	19		479,838		521,848
Restricted Funds excluding pension liability		218,428		97,460	
Pension Reserve		(1,109,000)		(801,000)	
		<u>(890,572)</u>		<u>(703,540)</u>	
Total Restricted Funds	19		(890,572)		(703,540)
			<u><u>(410,734)</u></u>		<u><u>(181,692)</u></u>
TOTAL FUNDS					
	19		(410,734)		(181,692)
			<u><u>(410,734)</u></u>		<u><u>(181,692)</u></u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2021

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 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements were approved by the Board and signed on its behalf by:

W Golland

Director

Date:



13.12.21

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	<u>Note</u>	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2021</u> £	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2020</u> £
CASH FLOWS FROM OPERATING ACTIVITIES							
Net cash provided by / (used in) operating activities	22	(92,492)	(73,249)	(165,741)	5,462	26,815	32,277
CASH FLOWS FROM INVESTING ACTIVITIES							
Dividends, interest and rents from investments		2,200	-	2,200	2,487	-	2,487
Purchase of property, plant and equipment		(1,794)	-	(1,794)	(18,000)	-	(18,000)
Net cash provided by / (used in) investing activities		406	-	406	(15,513)	-	(15,513)
Increase / (decrease) in cash and cash equivalents in the year		(92,086)	(73,249)	(165,335)	(10,051)	26,815	(16,764)
Cash and cash equivalents at the 1 st April 2020		599,944	255,627	855,571	609,995	228,812	838,807
Cash and cash equivalents at the 31 st March 2021	23	<u>507,858</u>	<u>182,378</u>	<u>690,236</u>	<u>599,944</u>	<u>255,627</u>	<u>855,571</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

Basis of Accounting

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same financial statements.

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 102 published 16th July 2014 and the Charities Act 2011 and applicable regulations.

Greater Nottingham Groundwork Trust Limited meets the definition of a public benefit entity under FRS 102.

The principal office address is detailed on the cover page of these financial statements.

The financial statements are prepared in Sterling which is the functional currency of the company.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Basis of preparation of the financial statements and going concern

The financial statements have been prepared on a going concern basis under the historical cost convention. As in prior years the Trust's future existence is dependent upon the continuation of current and future projects and services, and on the support of grant aiding bodies, local authorities and other organisations. At the time of signing these accounts, the Trust is exploring bids for a number of grants, current grant income is projected to be receivable up until June 2023, and the Trust has ongoing service contracts for landscape and environmental work. We are recruiting a new Chief Executive Officer who will focus on securing new sources of funding, strengthening our networks and establishing new partnerships.

As a result of the national lockdown imposed due to the Covid-19 pandemic, the Trust required staff to work from home, and during the year ended 31 March 2021, a number of projects were curtailed which impacted the financial results for the year. However, the senior management team and staff quickly established new, safe ways of working with our clients and beneficiaries.

Recognising the uncertainty of COVID-19 and its short, medium and long-term impact on activities. The Board and senior management team have worked hard to develop a range of short and medium-term plans, but the key focus has been on extensive business planning for the 2021-2022 financial year and the following two years. Over the course of the last year, we have successfully secured funding through Groundwork UK to deliver Green Doctor activity on behalf of the Cadent Foundation and deliver environmental improvements in Derbyshire using Green Recovery Challenge Funding. Our work for Tesco and Comic Relief have also been renewed, as have all our local authority partnerships delivering environmental and volunteering activity across

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Derbyshire and Nottinghamshire. Additionally, we entered a new partnership with the Co-operative delivering green space improvements in Leicestershire.

During successive lockdowns a decision was taken to terminate the lease of our main office, Tennyson Hall, and other cost savings were made. Our senior management team and staff have striven to ensure that we are in the best position possible as we emerge from the pandemic into "the new normal", and will continue to do so.

Whilst the Directors acknowledge the net liability position reported of £410,734, on the basis of the above, the Director's consider it appropriate to prepare the financial statements on a going concern basis.

Fund Accounting

General Funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objective of the Trust and which have not been designated for other purposes.

Restricted funds are funds subject to specific restrictive conditions imposed by funders or by the purpose of a grant. Where permitted by the funder's conditions surpluses made on restricted funding are available to transfer to unrestricted funds otherwise they are taken to restricted reserves and treated in accordance with the funder's wishes. The costs of raising, governing 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.

All income and expenditure is shown in the Statement of Financial Activities.

Income

Donations, gifts and legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, sufficient certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

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

Activities for generating funding and investment income are recognised on a receivable basis.

Incoming resources from charitable activities include grants for the specific provision of goods and services to be provided as part of the Trust's charitable activities to its beneficiaries. Upon invoicing, these resources are held in deferred income until the Trust is entitled to the income which is usually when the income has been earned. Income is earned as follows:

- Where measurable stages of work have been completed, income is recognised to the value of the completed work.
- Where measurable outputs are specified as a condition of the grant, income is recognised on the basis of the proportion of the outputs completed compared to the total outputs to be delivered.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

- Where outputs are specified as a condition of the grant, but are not readily measurable, income is recognised on the basis of the staff time needed to deliver those outputs. Here income is recognised on the basis of the proportion of the staff time incurred to date compared to the total staff time necessary to deliver the outputs.
- Where the right to income does not arise until the occurrence of a critical event, income is not recognised until that event occurs.
- Where the grant allows for the Trust to make a surplus, the surplus is recognised in line with the proportion of the project completed.

Gifts in Kind

Gifts in kind are valued in the financial statements where an actual value can be ascribed to them.

Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of generating funds comprises of the costs associated with attracting voluntary income and the costs incurred in developing trading activities to raise funds that will be used for the furtherance of the Trust's charitable purpose.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

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

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Government Grants

Grants that relate to specific capital expenditure are taken as income in the year they are received with any surplus being held as a restricted reserve. Over the life of the asset, the cost of depreciation is taken as expenditure through the income and expenditure account and ultimately charged against the restricted reserve.

Depreciation

Depreciation is calculated so as to write off the cost of tangible fixed assets (less estimated residual value) in equal annual instalments over their useful lives as follows:

Computer Equipment	33.3%	Straight line basis
Fixtures and Fittings	20%	Straight line basis
Motor Vehicles	20%	Straight line basis

Leasing Commitments

Operating lease rentals are charged to the profit and loss account.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Provisions

Provisions are provided on the following basis:

- Dilapidations relate to premises rented by the Trust. They are provided in line with the maintenance and/or repair obligations stipulated in the rental agreement. The value to be provided is on the basis of a fully-costed schedule of the work to be undertaken.
- Redundancies relate to payments to be made to employees whose roles have been identified as redundant in the current financial year but whose role will not become redundant until a future financial year. Provision is only made when: redundant roles have been identified; the Trust's Board has approved that these roles are redundant; and the staff whose roles will become redundant have been informed that their role will become redundant.

Pensions

The company participates in two pension schemes.

1. Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme arranged by Groundwork UK with AEGON Scottish Equitable. Contributions to the scheme are charged against profits as they are paid and the only liability in respect of this scheme is any unpaid contributions at the year end.

2. Defined Benefit Scheme

Retirement benefits to some employees of the Trust are provided by the Local Government Pension Scheme (LGPS). The company is an admitted body of the LGPS, admitted by Nottinghamshire County Council.

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefits pension scheme is based on a full actuarial valuation dated 31 March 2021.

Irrecoverable Value Added Tax (VAT)

The company is registered for VAT; because of the mixed nature of the supplies it makes, however, it has irrecoverable VAT arising due to partial exemption, which is included within resources expended.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

2. DONATIONS AND LEGACIES

Donations and legacies can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Grants for core funding	-	-	-	1,500
Coronavirus Job Retention Scheme	-	29,375	29,375	-
	-----	-----	-----	-----
	-	29,375	29,375	1,500
	=====	=====	=====	=====
<i>Total 2020</i>	-----	-----	-----	-----
	-	1,500	1,500	-
	=====	=====	=====	-----

3. OTHER TRADING ACTIVITIES

Other Trading Activities can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	Total 2021 £	Total 2020 £
Other	1,546	1,546	5,972
	-----	-----	-----
	1,546	1,546	5,972
	=====	=====	=====
<i>Total 2020</i>	-----	-----	-----
	5,972	5,972	-
	=====	=====	-----

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

4. INVESTMENT INCOME

Investments can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	Total 2021 £	Total 2020 £
Interest received	2,200	2,200	2,487
	<hr/>	<hr/>	<hr/>
	2,200	2,200	2,487
	<hr/>	<hr/>	<hr/>
<i>Total 2020</i>	<i>2,487</i>	<i>2,487</i>	
	<hr/>	<hr/>	

5. CHARITABLE ACTIVITIES

Income from charitable activities can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Local Government	-	283,981	283,981	274,300
National Lottery	-	2,326,101	2,326,101	2,815,679
Other Public Sector	-	429,789	429,789	1,003,083
Voluntary Sector	-	-	-	57,233
Private Sector	-	158,475	158,475	88,961
Landfill Tax	-	-	-	-
Other income	-	12,167	12,167	28,790
	<hr/>	<hr/>	<hr/>	<hr/>
	-	3,210,513	3,210,513	4,268,046
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total 2020</i>	<i>11,061</i>	<i>4,256,985</i>	<i>4,268,046</i>	
	<hr/>	<hr/>	<hr/>	

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

6. RAISING FUNDS

Costs of raising funds can be analysed into the following activities: -

	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Generating voluntary income	54,098	54,098	79,582
	<hr/>	<hr/>	<hr/>
	54,098	54,098	79,582
	<hr/>	<hr/>	<hr/>
<i>Total 2020</i>	<hr/>	<hr/>	
	79,582	79,582	
	<hr/>	<hr/>	

7. NET RESOURCES EXPENDED BEFORE TRANSFERS

	2021 £	2020 £
Net outgoing resources before transfers is after charging:		
Depreciation of owned assets	7,030	8,544
Auditors' remuneration	6,450	6,050
Operating lease payments - Leasehold property	51,076	36,297
Directors' expenses	-	366
	<hr/>	<hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

8. TOTAL RESOURCES EXPENDED

	Costs of Generating Funds £	People £	Places £	Support Costs £	Governance £	Total 2021 £	Total 2020 £
Costs directly allocated to activities							
Salaries	45,774	849,121	84,810	82,393	32,042	1,094,140	1,161,597
Works and incidental costs	-	1,925,076	842	-	-	1,925,918	2,938,311
Travel and motor expenses	-	-	7,364	-	-	7,364	13,127
Professional Fees	-	-	-	9,115	6,450	15,565	20,072
Bad debts provided for	-	-	-	-	-	-	4,005
Other direct costs	-	-	-	2,509	-	2,509	-
Other costs allocated to activities							
Office costs	1,182	34,398	3,429	2,126	828	41,963	49,986
Insurance	392	11,408	1,137	706	274	13,917	12,901
Depreciation	198	5,764	574	356	139	7,031	8,544
Printing, postage and stationery	60	1,764	176	110	42	2,152	2,561
Information technology	633	18,406	1,833	1,139	443	22,454	23,219
Recruitment	22	641	64	40	15	782	810
Training	21	622	62	39	15	759	3,567
Travel	2	67	7	4	2	82	2,240
Bank charges and other finance income	558	16,244	1,619	1,004	391	19,816	21,959
Equipment rental	20	593	59	38	14	724	712
Groundwork UK Membership Fee	254	7,377	735	457	177	9,000	6,700
Irrecoverable VAT on overheads	358	10,413	1,038	644	250	12,703	18,304
Sundry expenses	305	8,850	883	547	212	10,797	11,907
	49,779	2,890,744	104,632	101,227	41,294	3,187,676	4,300,522
Allocation of governance costs	1,251	36,414	3,629	-	-41,294	-	-
Allocation of support costs	3,068	89,263	8,896	-101,227	-	-	-
	54,098	3,016,421	117,157	-	-	3,187,676	4,300,522

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £101,227 relate to restricted funds (2020: £108,101, all restricted funds)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

9. EMPLOYMENT COSTS

	2021	2020
	£	£
Salaries	956,244	999,760
Social Security costs	76,082	80,031
Pension costs	61,814	81,806
	<hr/>	<hr/>
	1,094,140	1,161,597
	<hr/> <hr/>	<hr/> <hr/>

In 2021 no employees received emoluments (excluding pension contributions) of over £60,000 per annum (2020: none).

Total contributions under defined contribution schemes on behalf of these higher paid employees were £nil (2020 - £nil). At the year-end retirement benefits were accruing to no (2020 – none) higher paid employees under defined benefit scheme.

Key management personnel were paid a total of £123,716 (2020: £167,669).

The average number of persons employed by the company (excluding non-executive directors) during the year was:

	2021	2020
People	28	28
Places	5	5
Generating funds	1	1
Support and governance	7	8
	<hr/>	<hr/>
	41	42
	<hr/> <hr/>	<hr/> <hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

10. OTHER FINANCE INCOME

	2021	2020
	£	£
Net interest on the defined liability (asset)	(19,000)	(21,000)
	<hr/>	<hr/>
	(19,000)	(21,000)
	<hr/> <hr/>	<hr/> <hr/>

11. PENSION SCHEMES

Employees of the company are eligible for membership of either a defined contribution pension scheme or a defined benefit pension scheme.

Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions are made by employees at a minimum rate of 3% of salary. Employer contributions are made at the rate of 3% where an employee contributes up to 4.5% of their salary (2020 – up to 4.5%). Where an employee contributes at least 4.5% of their salary, the employer contribution is 5.0% of salary (2020 - 5%). At 31 March 2021 £5,965 (2020 - £7,785) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £74,016 (2020 - £50,200).

Defined Benefit Pension Scheme

The Nottinghamshire County Council Pension Scheme is a defined benefit scheme; its assets are held in a separately administered fund. Contributions are made by employees at the rate of between 5% and 12.5% of salary. Employer contributions are made at the rate of 20.2% of salary (2020 – 16.5%) with a monthly payment of £335 (2020 - £342) in addition to the contributions based on salary. Additionally, under the FRS102 actuarial valuation of the scheme at year end an extra £4,000 of employer contributions were identified as being necessary (2020 - £17,000). At 31 March 2020 £1,647 (2020 - £1,378) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £20,651 (2020 - £10,545).

The amounts recognised in the balance sheet are as follows:

	2021	2020
	£	£
Present value of funded obligations	(2,397,000)	(1,902,000)
Fair value of scheme assets	1,288,000	1,101,000
	<hr/>	<hr/>
Net liability	(1,109,000)	(801,000)
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GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

The amounts recognised in the Statement of Financial Activities are as follows:

	2021	2020
	£	£
Service cost	(21,000)	(32,000)
Net interest on the defined liability (asset)	(19,000)	(21,000)
	<hr/>	<hr/>
	(40,000)	(53,000)
	<hr/> <hr/>	<hr/> <hr/>
Actual return on scheme assets	235,000	111,000
	<hr/> <hr/>	<hr/> <hr/>

Movements in the present value of the defined benefit obligation were as follows:

	2021	2020
	£	£
Opening defined benefit obligation	1,902,000	2,088,000
Current service cost	21,000	24,000
Interest cost	44,000	50,000
Contributions by scheme participants	4,000	4,000
Change in financial assumptions	541,000	(202,000)
Change in demographic assumptions	(20,000)	(21,000)
Experience loss / (gain) on defined benefit obligation	(26,000)	(35,000)
Benefits paid	(69,000)	(14,000)
Past service costs, including curtailments	-	8,000
	<hr/>	<hr/>
Closing defined benefit obligation	2,397,000	1,902,000
	<hr/> <hr/>	<hr/> <hr/>

Changes in the fair value of scheme assets were as follows:

	2021	2020
	£	£
Opening fair value of scheme assets	1,101,000	1,215,000
Interest on assets	25,000	29,000
Return on assets less interest	210,000	(140,000)
Other actuarial gains (losses)	-	(8)
Contributions by employer	17,000	15,000
Contributions by scheme participants	4,000	4,000
Benefits paid	(69,000)	(14,000)
	<hr/>	<hr/>
Closing fair value of scheme assets	1,288,000	1,101,000
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GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

The cumulative amount of actuarial losses recognised in the Statement of Financial Activities was £501,000 (2020 - £216,000).

The company expects to contribute £16,000 to its defined benefit pension scheme in 2022.

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2021	2020
Equities	64%	64%
Gilts	4%	3%
Other bonds	7%	9%
Property	11%	13%
Cash	5%	2%
Inflation-linked pool fund	4%	4%
Infrastructure	5%	5%
Total	<u>100%</u>	<u>100%</u>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2021	2020
Discount rate	2.00%	2.35%
Future salary increases	3.85%	2.90%
Future pension increases	2.85%	1.90%
RPI increases	3.20%	2.70%
CPI increases	2.85%	1.90%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2021	2020
Retiring today		
Males	21.6	21.8
Females	24.3	24.4
Retiring in 20 years		
Males	22.9	23.2
Females	25.7	25.8

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2021	2020
	£	£
Defined benefit obligation	(2,397,000)	(1,902,000)
Scheme assets	1,288,000	1,101,000
	<u> </u>	<u> </u>
Deficit	(1,109,000)	(801,000)
	<u> </u>	<u> </u>

12. DIRECTORS' REMUNERATION, EXPENSES AND RELATED PARTY TRANSACTIONS

The directors were not remunerated for any services in the current or prior year.

During the year one director incurred travel costs totalling nil (2020 - one director at a cost of £366).

13. TAXATION

The company is a registered charity and as such is exempt from corporation tax.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

14. FIXED ASSETS

	Computer equipment	Office fixtures and fittings	Motor vehicles	Total
	£	£	£	£
COST				
At 1 April 2020	50,760	13,919	18,000	82,679
Additions	1,794	-	-	1,794
Disposals	-	-	-	-
	<hr/>			
At 31 March 2021	52,554	13,919	18,000	84,173
	<hr/>			
DEPRECIATION				
At 31 March 2020	49,099	12,892	2,867	64,858
Charge for the year	1,518	712	4,800	7,030
Elimination on disposal	-	-	-	-
	<hr/>			
At 31 March 2021	50,617	13,604	7,667	71,888
	<hr/>			
NET BOOK VALUE				
At 31 March 2021	1,937	315	10,333	12,585
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At 1 April 2020	1,661	1,027	15,133	17,821
	<hr/>			

All fixed assets are used for direct charitable purposes.

At 31st March 2021 the company had no capital commitments which were authorised and contracted for (2020 - £nil).

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

15. DEBTORS

	2021	2020
	£	£
Trade debtors	171,835	405,794
Amounts owed by Groundwork UK and other Groundwork Trusts	20,647	-
	-	37,836
Accrued income	73,111	23,820
Prepayments	26,455	24,765
Other debtors	-	348
	<hr/>	<hr/>
	292,047	492,563
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16. CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	56,901	95,347
Other taxes and social security	26,548	47,366
Grants received in advance and deferred grants	170,700	555,282
Other creditors	30,801	32,353
Accruals	11,652	12,294
	<hr/>	<hr/>
	296,602	742,642
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17. PROVISIONS FOR LIABILITIES AND CHARGES

	Provision for Bad Debt	Provision for Redundancy	Total Provisions
		£	£
At 1 April 2020	4,005	-	4,005
Provided for during the year	-	-	-
Utilised during the year	(4,005)	-	(4,005)
Unutilised provisions released during the year	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2021	-	-	-
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

18. OBLIGATIONS UNDER OPERATING LEASES

At 31st March 2021 the company had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings		Other	
	2021	2020	2021	2020
	£	£	£	
Under 1 year	24,919	25,843	684	684
Expiring between 2 and 5 years	21,036	35,060	2,394	3,078
Over 5 years	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	45,955	60,903	3,078	3,762
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

19. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

CURRENT YEAR

	Restricted Funds	Unrestricted Funds	Total 2021	Total 2020
	£	£	£	£
Tangible Assets	-	12,585	12,585	17,821
Current Assets excluding bank and cash in hand	183,248	108,799	292,047	492,563
Cash at bank and in hand	182,378	507,858	690,236	855,571
Creditors: amounts falling due within one year	(147,198)	(149,404)	(296,602)	(742,642)
Provisions for liabilities and charges	-	-	-	(4,005)
Defined benefit pension scheme liability	(1,109,000)	-	(1,109,000)	(801,000)
	<hr/>	<hr/>	<hr/>	<hr/>
	(890,572)	479,838	(410,734)	(181,692)
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GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

PRIOR YEAR

	Restricted Funds £	Unrestricted Funds £	Total 2020 £	Total 2019 £
Tangible Assets	-	17,821	17,821	8,365
Current Assets excluding bank and cash in hand	370,703	121,860	492,563	236,451
Cash at bank and in hand	257,370	598,201	855,571	838,807
Creditors: amounts falling due within one year	(530,613)	(212,029)	(742,642)	(478,786)
Provisions for liabilities and charges	-	(4,005)	(4,005)	(1,012)
Defined benefit pension scheme liability	(801,000)	-	(801,000)	(873,000)
	<hr/>			
	(703,540)	521,848	(181,692)	(269,175)
	<hr/>			

20. SHARE CAPITAL

The company is limited by guarantee with no share capital. The equity in the company is owned by the members, each of whom has undertaken to contribute such amount not exceeding £1 as may be required under certain circumstances. At 31 March 2021 there were 4 members (2020 - 4).

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

21. ANALYSIS OF MOVEMENT OF FUNDS

CURRENT YEAR

	<u>Balance</u> <u>1.4.2020</u>	<u>Net resources</u> <u>(expended)</u>	<u>Transfers</u> <u>between</u> <u>funds</u>	<u>Actuarial</u> <u>gains and</u> <u>losses</u>	<u>Balance</u> <u>31.3.2021</u>
	£	£	£	£	£
Restricted funds					
excluding pension liability	97,460	75,212	45,756	-	218,428
Pension reserve (1,109,000)	(801,000)	(23,000)	-	(285,000)	
Unrestricted funds	521,848	3,744	(45,756)	-	479,838
	(181,692)	55,956	-	(285,000)	(410,734)

PRIOR YEAR

	<u>Balance</u> <u>1.4.2019</u>	<u>Net resources</u> <u>(expended)</u>	<u>Transfers</u> <u>between</u> <u>funds</u>	<u>Actuarial</u> <u>gains and</u> <u>losses</u>	<u>Balance</u> <u>31.3.2020</u>
	£	£	£	£	£
Restricted funds					
excluding pension liability	78,626	(5,537)	24,371	-	97,460
Pension reserve	(873,000)	(38,000)	-	110,000	(801,000)
Unrestricted funds	525,199	21,020	(24,371)	-	521,848
	(269,175)	(22,517)	-	110,000	(181,692)

Incoming resources include amounts provided for running costs of the Trust. In the opinion of the directors this is appropriately disclosed as a transfer from restricted funds to cover the management costs of the Trust, which are charged out on projects.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

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

	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2021</u> £	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2020</u> £
Net movement in funds for the reporting period	(42,010)	(187,032)	(229,042)	(3,351)	90,834	87,483
Adjustments for:						
Depreciation charges	7,031	-	7,031	8,544	-	8,544
Non-cash Pension charges	-	308,000	308,000	-	(72,000)	(72,000)
Dividends, interest and rents from investments	(2,200)	-	(2,200)	(2,487)	-	(2,487)
(Increase) / decrease in debtors	9,192	191,324	200,516	(43,319)	(212,793)	(256,112)
Increase / (decrease) in creditors	(60,500)	(385,541)	(446,041)	43,082	220,774	263,856
Increase / (decrease) in provisions	(4,005)	-	(4,005)	2,993	-	2,993
Net cash provided by / (used in) operating activities	(92,492)	(73,249)	(165,741)	5,462	26,815	32,277

23 ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	507,858	182,378	690,236	599,944	255,627	855,571
Total cash and cash equivalents	507,858	182,378	690,236	599,944	255,627	855,571

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

ADDITIONAL DISCLOSURES REQUIRED BY FUNDERS

FOR THE YEAR ENDED 31 MARCH 2021

The grants shown below are required by the donor to be individually disclosed.

	Cash Held/ (Due) at 1 April 2020 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2021 £
<u>NATIONAL LOTTERY</u>				
The National Lottery Community Funds				
Grant from Talent Match				
Talent Match (Young & Successful)	106,503	-	(106,503)	-
	<u>106,503</u>	<u>-</u>	<u>(106,503)</u>	<u>-</u>
Grant from Building Better Opportunities				
D2N2/1/3 – Towards Work People First – Programme	64,062	2,205,026	(2,193,020)	76,068
	<u>64,062</u>	<u>2,205,026</u>	<u>(2,193,020)</u>	<u>76,068</u>
Grant from Building Connections				
(Re)Generation Factory	(1,404)	27,983	(26,579)	-
	<u>(1,404)</u>	<u>27,983</u>	<u>(26,579)</u>	<u>-</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

ADDITIONAL DISCLOSURES REQUIRED BY FUNDERS

FOR THE YEAR ENDED 31 MARCH 2021

	Cash Held/ (Due) at 1 April <u>2020</u> £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March <u>2021</u> £
<u>NOTTINGHAM CITY COUNCIL</u>				
Area Based Grant	63,998	209,739	(214,074)	59,663
Youth Employment Initiative	(2,178)	333,408	(326,134)	(5,096)
	<hr/>	<hr/>	<hr/>	<hr/>
	61,820	543,147	(540,208)	54,567
	<hr/>	<hr/>	<hr/>	<hr/>
<u>OTHER FUNDING</u>				
The Youth Endowment Fund	31,973	17,997	(49,970)	-
	<hr/>	<hr/>	<hr/>	<hr/>
	31,973	17,997	(49,970)	-
	<hr/>	<hr/>	<hr/>	<hr/>

