

GREATER NOTTINGHAM

GROUNDWORK TRUST

COMPANY NUMBER

02556957

CHARITY REGISTRATION NUMBER

1003426

REGISTERED OFFICE

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GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Vision, Mission and Objects	1
Chair's Statement	3
Defined Benefits Pension Scheme	6
Review of the Year	7
2022/23 Plan	13
Financial Report	15
Structure, Governance and Management	19
Composition of the Board	23
Auditors Report	25
Statement of Financial Activities	29
Balance Sheet	31
Statement of Cash Flows	33
Notes to the Financial Statement	34
Additional Disclosures Required by Funders	54

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

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;

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

- vii.) the preservation of buildings or sites of historical or architectural importance;
- 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, comprising Nottingham City, Nottinghamshire, Derby City and Derbyshire, as well as also across Lincolnshire, Leicestershire and Rutland.

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.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

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, we were just returning to some semblance of 'normality' following the Covid lockdown and it is fair to say this process of "return" has been challenging for many. Our new normal is still something we are all adjusting to, along with the added instability across the globe caused by the war in Ukraine, which has caused financial and social challenges in our communities. Our work to support people, communities, and businesses over the course of the year has been more important than ever before. We have continued to support people to move closer to work with Building Better Opportunities – Towards Work. A major investment this year was from the UK Government through its Community Renewal Fund (CRF) where we were trusted to: support 200 people secure employment; and support 200 businesses to not only prosper but become 'greener' in Nottingham, Bassetlaw, Mansfield and Newark and Sherwood.

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, Holiday Activity, Food funding, and National Lottery funding, as well as our reserves, to support these communities. Through these activities, 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 and physical 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. At this time of escalating fuel costs, our 'Green Doctor' service continues to provide advice on energy use to households across Nottinghamshire and ways for them to reduce their energy consumption.

Our environment programme has enjoyed an uninterrupted year of activity, maintaining land for its long-term partners: Derbyshire County Council; Amber Valley District Council; Heanor & Loscoe District Council; Bolsover District Council; Matlock Town Council; Duffield Parish Council and the National Forest. Additionally, using Green Recovery Challenge Fund funding, they have delivered green space improvements, including establishing new woodlands, for Derbyshire County Council, Amber Valley District Council and Matlock Town Council.

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 continued resilience and adaptability as we reshape the Trust, as well as your dedication and hard work in supporting our participants and their communities to flourish.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Throughout the year, the Trust continued to operate without a Chief Executive Officer. Instead, Phillip Shaw, the Trust's Chief Financial Officer, led the Trust supported by Jo Phelan, Head of Environment and Communities, and Claire Hale, Head of Operations, until she left us at the end of September 2021.

Since May 2022, I am thrilled to announce that we now have a new Chief Executive Officer, Emma Atkins, who is driving the organisation forward at pace. May I take this opportunity on behalf of the Board and staff of our Trust to thank Phillip, Jo and Claire for their leadership of the Trust through a very challenging period.

Looking forward, our new CEO is working closely with us all to develop our new strategy for 2023-2026. A governance review has taken place and, at time of writing, we are currently recruiting for new board members and revising our memorandum and articles so that we operate as a modern charity.

Fundraising for all charities continues to be the biggest challenge. We are working closely with current funders of both BBO Towards Work and CRF New Start programmes (National Lottery and Local Authorities) to develop a new approach linked to the UK Shared Prosperity Funding and Levelling Up investments. We are pleased to have the support of Groundwork UK with the continued funding of Green Doctor from the Cadent Foundation and funding from Tesco to administer their instore grants programme for the next three years.

Operationally, over the next year, the Trust will tighten its focus towards the ambitions of our new strategy, continuing to deliver current employability and environmental projects and also testing out some new approaches within our community development work. With the aim to link a more coherent pathway for beneficiaries from grassroots involvement with us to long-term outcomes for them into a brighter, greener future. This may be moving into a job or new job within the green industries or becoming more aware of the role they can play in work, home or community to make the world a better place, enabling us all to grow better together.

Within this more focused service offer we are already seeing some great opportunities of partnerships both with the local authorities we have worked closely with for many years and also new partners from local businesses who are keen to support the outcomes of our new strategic ambitions. Our "greener" ambitions align closely with both national and local political agendas across authorities, businesses, and communities.

Based on the success of our work to date, we are also confident that we will be trusted by partners to launch, extend and expand our work across the five counties which we aim to serve (Nottinghamshire, Derbyshire, Leicestershire, Lincolnshire and Rutland).

We are looking ahead to a bright future which will see a great deal of change at our charity. Change can be challenging for people and we are mindful of this, and, also, that everyone involved with us - Board, staff, volunteers, beneficiaries and their families - are being affected by the cost-of-living crisis and wider unrest across the world. That is why we are taking time to work even closer as a whole team, regularly coming together to connect, share and support one another. We are listening to the needs of our volunteers and beneficiaries, reacting to support where we can and embedding their feedback into the long-term vision for the future of our charity.

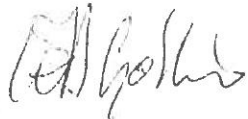
Despite the positive indications from current partners, we have to be realistic that future funding will not be at the same level that we have had in recent financial years and we will need to plan accordingly to consolidate our offer and gain efficiencies. Our new operating model and bringing project teams together will help to move us towards this and a new income generation plan is now in place with targets to diversify our income streams beyond local

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

authorities. Our people plan is at the heart of our future strategy and culture, ensuring we can look after the people in our team as we go through this period of uncertainty, change, opportunities and excitement.

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.

Wendy Golland
(Chair)



Date:

17th Oct 2022

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

**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 31st March 2022, a pension scheme liability of £945,000 (2021: £1,109,000) 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 on the 31st March 2019, the Trust had to make an additional contribution in 2022 of £4,173 (2021: £4,026). This valuation requires the Trust to make additional contributions of £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.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Review of the year 2021-22

Environment and Communities

The Environment and Communities teams focus on Groundwork Greater Nottingham's vision for a world in which we can all 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 direct impacts of government restrictions in response to the Covid pandemic significantly reduced over the year, however, delivery of projects and programmes during 2021/22 continued to be affected as people are still adjusting to 'living with' Covid's continued presence. The needs of people we work with have become more acute, with the cost-of-living crises and the impacts of climate change increasingly affecting mental health and well-being and the number of people living in food and fuel poverty rising to more than threefold in a year. Despite this, we have continued with our new methods of working and connecting with people to enable us to achieve a great deal with our dedicated and flexible staff, our loyal volunteers and our funders.

In 2021/22, by Engaging with over 300 community groups in environmental improvement projects, understanding what people need and want to support communities to realise their aspirations, this has resulted in Responding with quality landscape designs which benefit people and wildlife and, as a result, improving over 654,000 square metres of land and maintaining over 593,000 square metres of land. These projects have enabled over 400 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 continue to recognise the immense need to support small grassroots organisations during this time to respond to the current crises. 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 partnership 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: employment and skills; targeted and diversionary youth work; support for older people and support for the voluntary sector generally. Additionally, we distributed Holiday Activity and Food funding through our partnership to address the needs of children registered for free school meals during the holiday periods, ensuring hot meals and physical activities were available on a daily basis.

Through participation in the employment, older people and youth forums in the area we ensure that we and our partners continue to best meet the evolving needs of the local community.

Our Tesco Community Grants and Comic Relief Enablers also supported groups from across the whole of Derbyshire, Nottinghamshire, Leicestershire and Lincolnshire to access funding

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

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.

Feedback from organisations supported includes:

"We were delighted that Tesco agreed to help us to support children and families in our local area to get outside together and play in a safe and welcoming environment. The funding was used to buy play equipment which encouraged children to experience nature."

Our 'Smile' befriending project continues to grow in demand, with referrals out-stripping our availability of volunteer befrienders. Isolation and loneliness continues to escalate amongst all ages of the community, leading to a broadening of our offer to anyone in need. The relatively new Health Authority Link Workers are fully engaged with our service, continually referring to us and valuing the provision we are delivering. We have also been fortunate to be able to increase staff levels as a result of our employability programme, providing both in work experience and increased capacity to deliver.

Our dedicated volunteer befrienders have grown in number and continue to contact participants via telephone and face to face visits, proving to be a life-line to many individuals.

"I think we have worked well as a team and we have felt supported throughout the volunteering experience by Groundwork and our supervisors."

"It's the enthusiasm in the voice of my befriender when she rings to check it's ok for her to visit that fills me with joy, we share stories and reminisce about the past, the time just flies by."

This year we completed an extended first year of Green Doctor energy advice service delivery and a commencement of year two in January 2022. Our service is offered to members of the community most in need, providing advice to reduce heating bills through energy supply switching when appropriate 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 been delivered via telephone calls and communication with referral agents via on-line presentations and workshops alongside face to face home visits when possible. The referral routes and reputation of this service has grown over the last 12 months, along with increasing demand due to rising numbers affected by fuel poverty. Outcomes met were short of target in the first year as we established ourselves as a provider in this area of work and built our reputation, but also as a result of the difficulties faced in delivering through the Covid restrictions. However, from January to March (the start of year 2 delivery) we have been able to make great strides and are forecasting exceeding targets, for year two including meeting the short fall from year one.

"Do I buy food or do I put the heating on? I was struggling with my mental health and feeling anxious about my energy bills. When I contacted the Green Doctor they gave me such good advice. I started to feel myself again and now I feel I am able to cope."

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.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

The annual Autumn Footprints Amber Valley & Erewash Walking Festival was back to its usual format in September 2021, with 29 guided free walks over 16 days. The festival was popular with both experienced and inexperienced walkers alike, led by volunteers and staff from over 20 organisations. Walks ranged in length and gradient and in location type from towns and villages to river and canal sides, providing something for everyone no matter what their interests or abilities.

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 - an equivalent of over £5,100 of in kind contribution.

Work along the High Peak Bridleway, the Clowne Branch Line, the White Peaks Trail, and Breadsall Cutting continued along with support for Little Eaton friends groups 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 projects.

"A fantastic job being done by some fine members of our local community."

"I use it weekly. It's so easy now to get from where I live on Creswell Road and come out right across from the shops. Love going for longer walks along the track too."

Work in the National Forest this year focussed on waymarking, supporting the Woodland Communities Network, practical conservation tasks engaging new and existing local volunteers and providing support for the Heart of the Forest Recorders to survey key sites to inform management plans, including identifying training.

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. This year the volunteers coppiced five hazel trees, and laid a considerable length of over grown hedge in the traditional style, revitalising this habitat and boundary treatment. 50 different bird species were recorded on site over the year including the Siskin, new to the site this year.

In Matlock, the Denefield Volunteer Rangers met 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 involved 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, meadow cutting and the major refurbishment of the pond. Again, the sites have recorded a wide variety of birds, butterflies, wildflowers and mammals.

This year we successfully completed delivery of the project funded through DEFRA's Green Recovery Challenge Fund, Natural Neighbourhoods. We worked in partnership with three local authorities Derbyshire County Council, Amber Valley Borough Council and Matlock Town Council to create new community woodlands with over 18,000 trees planted, and to improve natural habitats for wildlife, including; the major renovation and improvement of an existing but overgrown and leaking pond, and improved access for people including the construction of 90 steps to a footpath up the valley side of one of the Matlock sites. This project also worked in

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

landem with a Kickstart programme for young trainees, aged up to 25 years, and provided six month placements of practical in-work experience and training. Several trainees were able to be retained beyond their 6 months placements, one taking up the position of assistant supervisor on the Natural Neighbourhoods programme, and all have now gone on into permanent employment with new employers as a result of their experience with us.

Landscape design work this year has been varied with the following projects delivered. The detailed design for Maid Marian Public Park in Bilsthorpe, which includes a new play facility, various sports facilities, a SUDS scheme and circulatory routes with seating areas. Planting plans for the new native community woodlands, part of the Natural Neighbourhoods programme. Feasibility, consultation, design and implementation of a Sustainable Space Community Garden at the Central England's Coop store in Desborough. Design and submission of planning permission for a Gateway Feature to Langley Mill. The commencement of design and tender documentation for a Holocaust Memorial site within Gedling Country Park.

Employability

The Building Better Opportunities Towards Work (BBO) project, funded by the European Social Fund and The National Lottery Community Fund, is currently in its sixth 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 3,283 people supported by the end of March 2021. Of these individuals, 617 people have moved into jobs, 413 have moved into long term education or training, and 147 people have been supported to be able to independently job search. For many of these people, this is the first time they have engaged with the jobs market and it is a huge outcome for them, particularly against the backdrop of a challenging year of Covid restrictions and national adjustments.

Our focuses this year have been ensuring that our project has been responsive and flexible to national changes, to ensure those experiencing the biggest challenges have been supported to overcome barriers despite the pandemic restrictions. We have adjusted as necessary and invested in marketing and promotions to let people know that we are here and able to support. We have 4 new programme Ambassadors who have benefitted from our programme of support and are now employed to be advocates for the programme and share their experiences and personal journeys. This has included powerful video and written case studies to encourage others to engage with Towards Work. We also invested in the Towards Work Resource Centre – an online tool to enable all participants to access a huge range of personal and professional development resources. This is proving to be a popular and successful unique element of our project.

The Towards Work Programme has been successful in improving the lives of many people across the D2N2 area. This has included direct action such as advice, support, and advocating in addition to significant added value, in the form of:

- Reduction in: social isolation, worklessness and associated benefits to DWP and NHS, substance misuse alleviated; reoffending; homelessness and failed tenancies; debt and improved money management.
- Improvements in: skill levels; active citizenship and volunteering; confidence; mental health, physical health; and digital inclusion.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

We have seen significant numbers of people progress, develop and overcome barriers thanks to the support of our Towards Work team.

The programme will continue to run until June 2023, and we have extended our recruitment window until the end of December 2022 to enable as many people as possible to access support before the programme currently closes for delivery in March 2023.

Looking forward, we are working hard to ensure that the vulnerable cohort of predominantly Economically Inactive participants are supported through future programmes. This includes the opportunities through the People and Skills element of the UK Shared Prosperity Fund coming live from September 2022, and other opportunities.

In the participants own words:

"Thanks to my Work Coach I found a suitable job and I don't have to worry about my future. In the beginning of our work together I struggled with confidence, but my Work Coach helped me believe in myself and I am very grateful for that"

"If this was any other point in my life I would have never imagined myself in a job where I am interacting with new people on a regular basis to actually create a significant change in the lives of others, but since I came on to the project I am used to surpassing the expectations of myself I used to have. Now I work on helping other people overcome the challenges I once faced."

"I have realised I am not alone; I have more self-confidence and self-assurance. I am learning to trust more and focusing on building better relationships. I have gained friendship during my time on programme which I'm really pleased about. I have also really enjoyed not having to worry or stress about funding needed for my hairdressing course or completing paperwork, as the project has supported me step by step and helped me focus on moving forwards."

As well as overseeing the BBO programme, Groundwork also directly works with participants on the Building Better Opportunities (BBO) programme. This work has continued to be impacted by the pandemic throughout the last year as we have navigated our way through the various national changes with social distancing and other restrictions. We have had some limit to direct face to face work with participants in the earlier part of this financial year, so continued to work flexibly to meet people remotely or in other socially distanced ways. As restrictions eased, we focused on building our direct staff team back up to capacity and have been working hard to re-establish relationships with referral agencies as society opened back up. We have run a hybrid service towards the latter part of this financial year moving back to a more welcomed face to face and in person service, towards the end of 2021/2022. Participant comfort and choice has remained priority for the team, to enable everyone to meet in a safe and secure environment.

Promotion and re-establishing links with referral partners has been significant, particularly in the latter part of this year, as in person networking and events were re-established. As a result, referrals and starts on the programme have increased in the last 3 months and are closer to being back on track.

During 2021/22 we successfully secured Community Renewal Funding (CRF) to deliver the New Start programme in partnership with Direct Help and Advice (DHA) for both Nottingham City Council and Nottinghamshire County Council. This programme is administered by the Department for Levelling Up, Housing & Communities (DLUHC), and is intended as a short

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

term pilot project providing an opportunity to test approach to delivery and management in preparation for delivery of the UK Shared Prosperity Fund (UKSPF).

The New Start Programme commenced in January 2022, and will end in October 2022 in Nottingham and December 2022 in Nottinghamshire. It is a wage-subsidy based employment programme designed to:

Support people into employment: by creating 100 roles for unemployed people over the age of 26 with local employers. Vacancies created are paid at national living wage and aimed at those who are long term unemployed, over 50, female returners, or disadvantaged due to significant personal barriers, such as refugee status, unsettled lifestyles, and long-term illness, or disability (including those who are post viral or suffer Long Covid).

Invest in local employers: through the creation of 100 new employment opportunities aimed at increasing local business capacity to aid their Covid recovery, and post pandemic growth, specifically within areas, sectors and individual businesses most negatively impacted by the pandemic.

Invest in skills: by providing participants with one to one information, advice and guidance (IAG) delivered by qualified professionals to increase independent employability skills, and these activities will be coupled with the provision of formal training relevant to participant's chosen role/sector.

Delivery staff from GGN and DHA broker employment opportunities with local employers, support participants transition to becoming employees and acquiring relevant in work skills and qualifications, and support ongoing engagement to achieve sustained employment.

The programme commenced delivery in earnest in March following a period of intense programme development, management and recruitment.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

2022/23 Plan

Environment & Communities

The Landscape Design Team will continue its aim 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 will also continue 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. Projects ongoing from last year such as the Holocaust Memorial site, improvements to Maid Marian Park, the Gateway Feature at Langley Mill and a second Sustainable Space for Central England Coop at a Dudley store will be completed with tender administration of the on-site implementation phase.

Our Environment Team will supervise over 10,000 volunteer hours throughout the year, in management and maintenance of wild spaces, public rights of way, urban centres, canal and ponds, long distance routes and nature reserves. They will improve over 15,000 square metres of land, increasing biodiversity and improving access for communities. Through guided walks and events the team 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.

A new Green Employment and Skills programme will commence in 2022 funded by the company Segro, who are based within North West Leicestershire. The programme will see the recruitment of 10 young adults to a 6 week volunteer work experience programme where they will gain experience and skills of habitat management and maintenance, and employment advice and guidance with the Environment Team to enable them to gain permanent employment in this sector.

Opportunities to provide CSR activity days with our Environment Team, for businesses within our region, will form part of our offer throughout the year.

Within Nottingham Area 3 (Aspley, Bilborough and Leen Valley wards) we will support at least 15 organisations to deliver services to the local community, through grant management, coordination and cooperation in true partnership. We will ensure quality of service in all delivery, enabling the local community to access support into employment with job fairs, provide children and young people with 800 activity sessions which encourage social development and positive behaviour, including activity and food provision over the holiday periods and encourage healthy lifestyle choices whilst addressing major issues of food and fuel poverty.

Through our Smile befriending project we will maintain a volunteer base to befriend people of all ages, encouraging them to make new connections within their communities, access existing activities or to signpost to support agencies where required. We will visit people in their own or care homes, at community venues or via telephone; addressing the feelings of loneliness and isolation felt by so many 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 with the aim to exceed targets by end of year two, December 2022 and a continuing contract into year three from January 2023.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Building Better Opportunities

In 2022/23 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 support as many people as possible to benefit from the final year of delivery, at a time when the service is needed more than ever. We will continue to 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 up to 3,801 participants;
- successfully place 465 unemployed people into employment; and
- support up to 828 economically inactive people to move into employment, training or job seeking opportunities.

New Start

The CRF New Start programmes will be completed by the end of December 2022, and will aim to achieve agreed targets. A full evaluation will be carried out, by an external consultant, to look at every aspect of the programme including the management, structure, programme design and participant and employer benefits, outputs and outcomes. As this same pilot programme is being delivered in both City and County, we will be able to directly compare how well the programme works and understand any differences between the two geographies, as well as comparison with other pilot programmes across the UK. The test and learn approach will hopefully provide useful data and analysis for Groundwork to use in formulating programmes to deliver employment and business support outcomes in the future.

Financial

Following the cost reductions the Trust made in 2021/22 to improve our financial viability by closing its main office and reducing non-delivery staff capacity, we expect our financial position to improve in 2022/23 when we will:

- deliver activity to the value of approximately £3.0 million;
- contain any deficit to around £50k before any additional pension costs arising from the defined benefit pension scheme's next actuarial valuation;
- 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; and
- continue to identify ways to reduce our cost base while maintaining or improving the quality of our activities.

Achieving the above, would result in our unrestricted reserves increasing slightly on this year's closing position of £458,675.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

FINANCES

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).

2022 Performance

Net expenditure for 2022 was £99,184 (2021; income of £55,958). This net expenditure amount was after charging an additional £36,000 (2021; £23,000) 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 £36,000 of additional costs (2021; £23,000) incurred before the net expenditure of £99,184 (2021; income of £55,958), £200,000 of actuarial gains (2021; an actuarial loss of £285,000) 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 £120,000 were significantly lower than in the previous year (2021; £235,000). There were no other actuarial losses on the value of the Fund assets in 2022 (2021; £nil).

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 2.60% compared to 2.00% 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, future salary increases were assumed to increase by 4.25% compared to 3.85% a year earlier. The impact of these changes is an actuarial gain of £111,000 compared to an actuarial loss of £541,000 a year earlier. Unlike 2021, when there was an actuarial gain of £20,000 in relation to changes in the assumptions on life expectancy, there was no gain or loss in 2022. Additionally, there was an experience loss of £5,000 on the defined benefit obligation (2021; experience gain of £26,000).

Net Movement in Funds

As a result of the above changes to the defined benefit pension scheme's valuation, the Trust recorded a net positive movement in funds of £100,816 in 2022. This compared to a net negative movement in funds of £229,042 a year earlier.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Income

Income in 2022 decreased to £3,068,097 from £3,243,634 in 2021.

People-related charitable income fell to £2,788,252 in 2022 from £3,075,205 in 2021. While still the Trust's biggest funder, income from the National Lottery fell from £2,326,101 in 2021 to £2,172,597 in 2022, all of which was for the Building Better Opportunities programme (2021; £2,193,020). New this year, was income from the UK government's Community Renewal Fund. The Trust was awarded funding through both Nottingham City Council and Nottinghamshire County Council. Income in the year was £100,475 from Nottingham City Council and £104,686 from Nottinghamshire County Council.

Places-related charitable income more than doubled in 2022, up to £273,591 from £135,308 in 2021. This was primarily due to the impact of the Trust's Natural Neighbourhood's programme where income from the Green Recovery Challenge Fund was £112,641 in the year (2021; £15,600). Other income not relating to charitable activities was £6,254 in 2022 (2021; £3,746), which included £1,485 of income relating to the sale of items arising from the closure of the Trust's office at Tennyson Hall.

Expenditure

In 2022 expenditure on charitable activities was £3,122,161 (2021; £3,133,578); this equated to just over ninety-eight percent of the Trust's total expenditure, the same as 2021. The Trust's two largest areas of expenditure are works costs and salaries. In 2022 these two areas of expenditure accounted for just under ninety-four percent of total expenditure, about one percent down on 2021 (just under ninety-five percent). The decrease in expenditure to £3,122,161 is mainly due to works costs falling in the year, to £1,897,780 from £1,925,918 in 2021, primarily because of reduced activity on Building Better Opportunities due to the ongoing impact of the pandemic as well as staff shortfalls at partner organisations resulting in lower expenditure by them. Salary costs of £1,090,658 were almost unchanged on 2021 (2021; £1,094,140) despite the average number of employees increasing by one and staff being awarded a salary increase from November 2021. This was possible because of the number of vacancies at the Trust throughout the year, especially on Building Better Opportunities where a plethora of new government employment schemes meant that those working in employment support for those out of work were in high demand for most of the year.

Expenditure on raising funds in 2022 fell to £45,120 from £54,098 in 2021 primarily due to lower salary costs.

Support costs (before reallocation) in 2022 fell to £71,675 from £101,227 in 2021. Support staff salaries again fell year-on-year, falling to £53,198 in 2022 from £82,393 in 2021 as support staff delivered significantly more charitable activity than in previous years as they provided significant levels of support to the Community Renewal Fund programmes. Support costs equated to just over two percent of the Trust's total expenditure in 2022, down by about one percentage point on 2021 (2021; marginally above three percent). Key management personnel salaries of £114,510 were down compared to the previous year's cost (2021; £135,569) primarily due to a reduction in key management personnel by one part time member of staff from October 2021.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Debtors

Trade debtors were £105,207 at 31 March 2022 compared to £171,835 a year earlier.

In 2021, the Trade Debtors figure included £48,422 owed to the Trust by its former sub-contractors on the Small Steps, Big Changes programme; these amounts were repaid in late 2021.

Creditors

Grants received in advance and deferred grants amounted to £441,682 at 31 March 2022, significantly up on a year earlier when they were £170,700. Of the amount deferred at 31 March 2022, £392,588 relates to funding received in advance from the two Community Renewal Fund programmes.

Cash at Bank and in Hand

Total cash held at 31 March 2022 was £855,694 (2021: £690,236). Unrestricted cash was £262,189 at 31 March 2022 compared to £507,858 a year earlier. At 31 March 2022 the Trust held restricted cash of £593,505 (2021: £182,378). 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 2022, this advanced funding amounted to £81,959 compared to £96,169 a year earlier.

Reserves

At 31 March 2022 the Trust had negative reserves of £309,918 (2021: negative reserves of £410,734). Of these reserves minus £945,000 relates to the pension scheme liability (2021: minus £1,109,000).

Excluding the LGPS pension scheme liability, the Trust's reserves were £635,082 (2021: £698,266) at 31 March 2022. Of these, £458,675 were unrestricted reserves (2021: £479,838) of which none were designated (2021: £7,682). Additionally, the Trust had £176,407 of non-pension related restricted reserves (2021: £218,428). Of these non-pension related restricted reserves, £58,660 (2021: £93,660) 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 remains 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 £410,000 while the outstanding contract liabilities at 1 April 2022 totalled approximately £10,000. Allowing £50,000 for contingencies would give a target reserves level of £470,000 compared to the current level of £458,675. In the coming year the Trust expects its reserves to increase to around the target level of £470,000.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Liquidity

Excluding the long-term LGPS pension scheme liability, the Trust had net assets of £635,082 (2021: £698,266) 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 the 31st March 2019, the Trust had to make an additional contribution in 2022 of £4,173 (2021: £4,026). This valuation requires the Trust to make additional contributions of £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 (GNG) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

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 2022, 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 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 Executive 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 Chief Executive Officer.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Chief Executive Officer

Since May 2022, the Chief Executive 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 Executive Officer is assisted by a small team of Senior Managers.

Prior to May 2022, the Trust was led by the Chief Financial Officer assisted by the Head of Environment and Communities and the Head of Operations (until September 2021).

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 (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

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 is in securing funding to continue its activities. In GGN's case its reliance on government and European Union funding leaves it vulnerable as funding from central government and local government continues to reduce while funding from the European Union ends in 2023.

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

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Overview, Risk Assessment, Manual Handling and Fire Training components. The policy is reviewed regularly in order to ensure compliance with latest guidance.

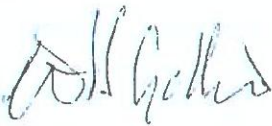
The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. 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


17th Oct 2022

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
CHARITY INFORMATION

COMPOSITION OF THE BOARD

Wendy Golland (Chair)
Roscoe Fernandes (Deputy Chair)
Cllr Jim Creamer
Cllr Ron Hetherington (resigned 11 October 2021)
Cllr Sally Longford
Cllr Helen Skinner (appointed 7 February 2022)
Mike Hill
Steve Carr (resigned 11 October 2021)
Carol Angharad (resigned 7 October 2021)
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

Jim Creamer
Wendy Golland
Margot Madin

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
CHARITY INFORMATION

ADVISERS TO THE BOARD (as at 31 March 2022)

Executive Officers:

Chief Executive Officer	Emma Atkins (from May 2022)
Chief Financial Officer	Phillip Shaw
Head of Environment and Communities	Jo Phelan
Company Secretary	Position currently vacant

Solicitors

Browne Jacobson
44 Castle Gate
Nottingham NG1 6EA

Insurance Adviser

PIB Insurance Brokers
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

OPINION

We have audited the financial statements of Greater Nottingham Groundwork Trust (the 'charity') for the year ended 31 March 2022 set out on pages 29 to 54. 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 Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

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.

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT 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. 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.



Sarah Flear (Senior statutory auditor)
for and on behalf of
PKF Smith Cooper Audit Limited
Statutory Auditor
2 Lace Market Square
Nottingham
NG1 1PB
Date: 25/10/22

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

	<u>Note</u>	<u>Unrestricted Funds</u> <u>£</u>	<u>Restricted Funds</u> <u>£</u>	<u>Total 2022</u> <u>£</u>	<u>Unrestricted Funds</u> <u>£</u>	<u>Restricted Funds</u> <u>£</u>	<u>Total 2021</u> <u>£</u>
Income and endowments							
Donations and legacies	2	-	-	-	-	29,375	29,375
Charitable Activities - People	5	-	2,788,252	2,788,252	-	3,075,205	3,075,205
Charitable Activities - Places	5	-	273,591	273,591	-	135,308	135,308
Other trading activities	3	5,634	-	5,634	1,546	-	1,546
Investment Income	4	620	-	620	2,200	-	2,200
TOTAL		6,254	3,061,843	3,068,097	3,746	3,239,888	3,243,634
Expenditure on:							
Raising funds	6	-	45,120	45,120	-	54,098	54,098
Charitable Activities - People		-	2,948,296	2,948,296	-	3,016,421	3,016,421
Charitable Activities - Places		-	173,865	173,865	-	117,157	117,157
TOTAL	8	-	3,167,281	3,167,281	-	3,187,676	3,187,676
NET INCOME / (EXPENDITURE)	7	6,254	(105,438)	(99,184)	3,746	52,212	55,958
Transfers between funds		(27,417)	27,417	-	(45,756)	45,756	-
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)		(21,163)	(78,021)	(99,184)	(42,010)	97,968	55,958

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

<u>Note</u>	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total 2022</u>	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total 2021</u>
	£	£	£	£	£	£
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)	(21,163)	(78,021)	(99,184)	(42,010)	97,968	55,958
Other recognised gains / (losses):						
Actuarial Gains and Losses in Defined Benefit Pension Scheme	-	200,000	200,000	-	(285,000)	(285,000)
NET MOVEMENT IN FUNDS	(21,163)	121,979	100,816	(42,010)	(187,032)	(229,042)
Reconciliation of funds:						
Fund balances brought forward	479,838	(890,572)	(410,734)	521,848	(703,540)	(181,692)
Fund balances carried forward	458,675	(768,593)	(309,918)	479,838	(890,572)	(410,734)

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 2022

	Note	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible Assets	14		29,474		12,585
CURRENT ASSETS					
Debtors	15	311,440		292,047	
Cash at Bank and in Hand		855,694		690,236	
			<hr/>	<hr/>	
		1,167,134		982,283	
CREDITORS: Amounts falling due within one year	16		<hr/>	<hr/>	
		(561,526)		(296,602)	
NET CURRENT ASSETS			<hr/>		<hr/>
			605,608		685,681
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			<hr/>		<hr/>
			635,082		698,266
Defined benefit pension scheme liability	11		<hr/>		<hr/>
			(945,000)		(1,109,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES	18		<hr/>		<hr/>
			(309,918)		(410,734)
FUNDS					
Unrestricted Funds – general		458,675		472,156	
Unrestricted Funds – designated				7,682	
			<hr/>	<hr/>	
Total Unrestricted Funds	18		458,675		479,838
Restricted Funds excluding pension liability		176,407		218,428	
Pension Reserve		(945,000)		(1,109,000)	
			<hr/>	<hr/>	
Total Restricted Funds	18		(768,593)		(890,572)
TOTAL FUNDS	18		<hr/>		<hr/>
			(309,918)		(410,734)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2022

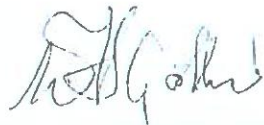
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 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:



17th Oct 2022

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

<u>Note</u>	<u>Unrestricted Funds</u> <u>£</u>	<u>Restricted Funds</u> <u>£</u>	<u>Total 2022</u> <u>£</u>	<u>Unrestricted Funds</u> <u>£</u>	<u>Restricted Funds</u> <u>£</u>	<u>Total 2021</u> <u>£</u>
CASH FLOWS FROM OPERATING ACTIVITIES						
Net cash provided by / (used in) operating activities	21	(221,492)	189,635	(92,492)	(73,249)	(165,741)
CASH FLOWS FROM INVESTING ACTIVITIES						
Dividends, interest and rents from investments		620	620	2,200	-	2,200
Purchase of property, plant and equipment		(24,797)	(24,797)	(1,794)	-	(1,794)
Net cash provided by / (used in) investing activities		(24,177)	(24,177)	406	-	406
Increase / (decrease) in cash and cash equivalents in the year		(245,669)	165,458	(92,086)	(73,249)	(165,335)
Cash and cash equivalents at the 1 st April 2021		507,858	690,236	599,944	255,627	855,571
Cash and cash equivalents at the 31st March 2022	22	262,189	855,694	507,858	182,378	690,236

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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. In May 2022 we recruited a new Chief Executive Officer whose focus is on securing new sources of funding, strengthening our networks and establishing new partnerships.

Over the course of the last year, we have successfully secured UK Government Community Renewal Fund funding to deliver an employment, business support and carbon reduction programme across Nottingham and Nottinghamshire. Our work for Tesco, Comic Relief and the Cadent Foundation have also been renewed, as have all our local authority partnerships delivering environmental and volunteering activity across Derbyshire and Nottinghamshire.

Whilst the Directors acknowledge the net liability position reported of £309,918, 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.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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

Voluntary income including 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 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.
- 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.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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

From 2012 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. Prior to 2012 grants that relate to specific capital expenditure were treated as deferred income and released to the credit of the income and expenditure account over the related asset's useful life.

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
Office 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.

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.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

- 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 2022.

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 2022

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Significant areas of estimation for the Company include the calculation of the pension liability. Information is included in the pension note above and Note 11.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

2. DONATIONS AND LEGACIES

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

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Coronavirus Job Retention Scheme	-	-	-	29,375
	<hr/>	<hr/>	<hr/>	<hr/>
	-	-	-	29,375
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total 2021</i>	-	29,375	29,375	
	<hr/>	<hr/>	<hr/>	

3. OTHER TRADING ACTIVITIES

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

	Unrestricted Funds 2022 £	Total 2022 £	Total 2021 £
Other	5,634	5,634	1,546
	<hr/>	<hr/>	<hr/>
	5,634	5,634	1,546
	<hr/>	<hr/>	<hr/>
<i>Total 2021</i>	1,546	1,546	
	<hr/>	<hr/>	

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

4. INVESTMENT INCOME

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

	Unrestricted Funds 2022 £	Total 2022 £	Total 2021 £
Interest received	620	620	2,200
	<hr/>	<hr/>	<hr/>
	620	620	2,200
	<hr/>	<hr/>	<hr/>
<i>Total 2021</i>	<u>2,200</u>	<u>2,200</u>	

5. CHARITABLE ACTIVITIES

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

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Central & Local Government	-	582,944	582,944	283,981
National Lottery	-	2,172,597	2,172,597	2,326,101
Other Public Sector	-	-	-	429,789
Voluntary Sector	-	7,855	7,855	-
Private Sector	-	291,647	291,647	158,475
Other income	-	6,800	6,800	12,167
	<hr/>	<hr/>	<hr/>	<hr/>
	-	3,061,843	3,061,843	3,210,513
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total 2021</i>	<u>-</u>	<u>3,210,513</u>	<u>3,210,513</u>	

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

6. RAISING FUNDS

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

	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Generating voluntary income	45,120	45,120	54,098
	45,120	45,120	54,098
	54,098	54,098	
<i>Total 2021</i>	54,098	54,098	

7. NET RESOURCES EXPENDED BEFORE TRANSFERS

	2022 £	2021 £
Net outgoing resources before transfers is after charging:		
Depreciation of owned assets	7,908	7,030
Auditors' remuneration	7,500	6,450
Operating lease payments - Leasehold property	43,811	51,076
Directors' expenses	-	-
	-	-

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

8. TOTAL RESOURCES EXPENDED

	Costs of Generating Funds £	People £	Places £	Support Costs £	Governance £	Total 2022 £	Total 2021 £
Costs directly allocated to activities							
Salaries	38,659	893,383	81,296	53,158	24,162	1,090,658	1,094,140
Works and incidental costs	-	1,818,261	61,519	-	-	1,879,780	1,925,918
Travel and motor expenses	-	-	10,048	-	-	10,048	7,364
Professional Fees	-	-	-	13,185	7,250	20,435	15,565
Bad debts provided for	-	-	-	-	-	-	-
Other direct costs	-	-	-	-	-	-	-
Other costs allocated to activities							2,509
Office costs	1,198	43,892	3,894	1,647	749	51,380	41,963
Insurance	300	10,993	975	412	188	12,868	13,917
Depreciation	184	6,755	600	253	116	7,908	7,031
Printing, postage and stationery	144	5,277	469	199	90	6,179	2,152
Recruitment	-	-	-	-	-	-	22,454
Training	39	1,443	128	55	25	1,690	782
Travel	24	875	78	32	15	1,024	759
Information Technology	582	21,310	1,891	800	364	24,947	82
Bank charges and other finance income	534	19,584	1,738	735	335	22,926	19,816
Equipment rental	58	2,126	189	80	36	2,489	724
Groundwork UK Membership Fee	280	10,251	910	384	175	12,000	9,000
Irrecoverable VAT on overheads	481	17,631	1,565	662	301	20,640	12,703
Sundry expenses	55	1,972	175	73	34	2,309	10,797
	42,538	2,853,753	165,475	71,675	33,840	3,167,281	3,187,676
Allocation of governance costs	828	30,321	2,691	-	-33,840	-	-
Allocation of support costs	1,754	64,222	5,699	-71,675	-	-	-
	45,120	2,948,296	173,865	-	-	3,167,281	3,187,676

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £71,675 relate to restricted funds (2021: £101,227, all restricted funds)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

9. EMPLOYMENT COSTS

	2022	2021
	£	£
Salaries	952,989	956,244
Social Security costs	70,515	76,082
Pension costs	67,154	61,814
	<hr/>	<hr/>
	1,090,658	1,094,140
	<hr/> <hr/>	<hr/> <hr/>

In 2022 no employees received emoluments (excluding pension contributions) of over £60,000 per annum (2021: none).

Total contributions under defined contribution schemes on behalf of these higher paid employees were £nil (2021 - £nil). At the year-end retirement benefits were accruing to no (2021 – none) higher paid employees under defined benefit scheme.

Key management personnel were paid a total of £114,510 (2021: £135,569).

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

	2022	2021
People	27	28
Places	9	5
Generating funds	1	1
Support and governance	5	7
	<hr/>	<hr/>
	42	41
	<hr/> <hr/>	<hr/> <hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

10. OTHER FINANCE INCOME

	2022 £	2021 £
Net interest on the defined liability (asset)	(22,000)	(19,000)
	<u>(22,000)</u>	<u>(19,000)</u>

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 (2021 – up to 4.5%). Where an employee contributes at least 4.5% of their salary, the employer contribution is 5.0% of salary (2021 - 5%). At 31 March 2022 £7,292 (2021 - £5,965) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £66,629 (2021 - £74,016).

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 (2021 – 20.2%) with a monthly payment of £347 (2021 - £335) in addition to the contributions based on salary. Additionally, under the FRS102 actuarial valuation of the scheme at year end an extra £13,000 of employer contributions were identified as being necessary (2021 - £4,000). At 31 March 2022 £2,603 (2021 - £1,647) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £23,265 (2021 - £20,651).

The amounts recognised in the balance sheet are as follows:

	2022 £	2021 £
Present value of funded obligations	(2,341,000)	(2,397,000)
Fair value of scheme assets	1,396,000	1,288,000
Net liability	<u>(945,000)</u>	<u>(1,109,000)</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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

	2022	2021
	£	£
Service cost	(30,000)	(21,000)
Net interest on the defined liability (asset)	(22,000)	(19,000)
Administration expenses	(1,000)	
	<u>(53,000)</u>	<u>(40,000)</u>
Actual return on scheme assets	<u>120,000</u>	<u>235,000</u>

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

	2022	2021
	£	£
Opening defined benefit obligation	2,397,000	1,902,000
Current service cost	30,000	21,000
Interest cost	48,000	44,000
Contributions by scheme participants	4,000	4,000
Change in financial assumptions	(111,000)	541,000
Change in demographic assumptions	-	(20,000)
Experience loss / (gain) on defined benefit obligation	5,000	(26,000)
Benefits paid	(32,000)	(69,000)
Past service costs, including curtailments	-	-
Closing defined benefit obligation	<u>2,341,000</u>	<u>2,397,000</u>

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

	2022	2021
	£	£
Opening fair value of scheme assets	1,288,000	1,101,000
Interest on assets	26,000	25,000
Return on assets less interest	94,000	210,000
Administration expenses	(1,000)	-
Contributions by employer	17,000	17,000
Contributions by scheme participants	4,000	4,000
Benefits paid	(32,000)	(69,000)
Closing fair value of scheme assets	<u>1,396,000</u>	<u>1,288,000</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

The cumulative amount of actuarial losses recognised in the Statement of Financial Activities was £301,000 (2021 - £501,000)

The company expects to contribute £18,000 to its defined benefit pension scheme in 2023.

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

	2022	2021
Equities	61%	64%
Gilts	3%	4%
Other bonds	7%	7%
Property	13%	11%
Cash	6%	5%
Inflation-linked pool fund	5%	4%
Infrastructure	6%	5%
Total	100%	100%

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

	2022	2021
Discount rate	2.60%	2.00%
Future salary increases	3.25%	3.85%
Future pension increases	4.25%	2.85%
CPI increases	3.25%	2.85%

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

	2022	2021
Retiring today		
Males	21.6	21.6
Females	24.3	24.3
Retiring in 20 years		
Males	23.0	22.9
Females	25.8	25.7

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2022	2021
	£	£
Defined benefit obligation	(2,341,000)	(2,397,000)
Scheme assets	1,396,000	1,288,000
Deficit	<u>(945,000)</u>	<u>(1,109,000)</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 no director incurred travel costs (2021 – Nil).

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 2022

14. FIXED ASSETS

	Computer equipment £	Office fixtures and fittings £	Motor vehicles £	Total £
COST				
At 1 April 2021	52,554	13,919	18,000	84,473
Additions	10,847	-	13,950	24,797
Disposals	(31,447)	(13,919)	-	(45,366)
	<hr/>			
At 31 March 2022	31,954	-	31,950	64,904
	<hr/>			
DEPRECIATION				
At 31 March 2021	50,617	13,604	7,667	71,888
Charge for the year	2,863	315	4,730	7,908
Elimination on disposal	(31,447)	(13,919)	-	(45,366)
	<hr/>			
At 31 March 2022	22,033	-	12,397	31,430
	<hr/>			
NET BOOK VALUE				
At 31 March 2022	9,921	-	19,553	29,474
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At 1 April 2021	1,937	315	10,333	12,585
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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 (2021 - £nil).

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

15. DEBTORS

	2022	2021
	£	£
Trade debtors	105,207	171,835
Amounts owed by Groundwork UK and other Groundwork Trusts	68,690	20,647
Accrued income	124,225	73,111
Prepayments	13,318	26,455
Other debtors	-	-
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	311,440	292,047
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16. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	71,913	56,901
Other taxes and social security	24,930	26,548
Grants received in advance and deferred grants	441,682	170,700
Other creditors	9,896	30,801
Accruals	13,105	11,652
	<hr/>	<hr/>
	561,526	296,602
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17. OBLIGATIONS UNDER OPERATING LEASES

At 31st March 2022 the company had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings		Other	
	2022	2021	2022	2021
	£	£	£	
Under 1 year	11,304	24,919	-	684
Expiring between 2 and 5 years	-	21,036	-	2,394
Over 5 years	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	11,304	45,955	-	3,078
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

18. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

CURRENT YEAR

	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Total 2021 £
Tangible Assets	-	29,474	29,474	12,585
Current Assets excluding bank and cash in hand	4,432	307,008	311,440	292,047
Cash at bank and in hand	593,505	262,189	855,694	690,236
Creditors: amounts falling due within one year	(421,530)	(139,996)	(561,526)	(296,602)
Provisions for liabilities and charges	-	-	-	-
Defined benefit pension scheme liability	(945,000)	-	(945,000)	(1,109,000)
	(768,593)	458,675	(309,918)	(410,734)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

PRIOR 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)
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	(890,572)	479,838	(410,734)	(181,692)
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19. 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 2022 there were 4 members (2021 - 4).

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

20. ANALYSIS OF MOVEMENT OF FUNDS

CURRENT YEAR

	<u>Balance</u> <u>1.4.2021</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>31.3.2022</u>
	£	£	£	£	£
Restricted funds					
excluding pension liability	218,428	(69,438)	27,417	-	176,407
Pension reserve	(1,109,000)	(36,000)	-	200,000	(945,000)
Unrestricted funds	479,838	6,254	(27,417)	-	458,675
	<u>(410,734)</u>	<u>(99,184)</u>	<u>-</u>	<u>200,000</u>	<u>(309,918)</u>

PRIOR 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	(801,000)	(23,000)	-	(285,000)	(1,109,000)
Unrestricted funds	521,848	3,744	(45,756)	-	479,838
	<u>(181,692)</u>	<u>55,956</u>	<u>-</u>	<u>(285,000)</u>	<u>(410,734)</u>

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 2022

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

	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2022</u> £	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2021</u> £
Net movement in funds for the reporting period	(21,163)	121,979	100,816	(42,010)	(187,032)	(229,042)
Adjustments for:						
Depreciation charges	7,908	-	7,908	7,031	-	7,031
Non-cash Pension charges	-	(164,000)	(164,000)	-	308,000	308,000
Dividends, interest and rents from investments	(620)	-	(620)	(2,200)	-	(2,200)
(Increase) / decrease in debtors	(198,208)	178,816	(19,392)	9,192	191,324	200,516
Increase / (decrease) in creditors	(9,409)	274,332	264,923	(60,500)	(385,541)	(446,041)
Increase / (decrease) in provisions	-	-	-	(4,005)	-	(4,005)
Net cash provided by / (used in) operating activities	<u>(221,492)</u>	<u>411,127</u>	<u>189,635</u>	<u>(92,492)</u>	<u>(73,249)</u>	<u>(165,741)</u>

22 ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	262,189	593,505	855,694	507,858	182,378	690,236
Total cash and cash equivalents	<u>262,189</u>	<u>593,505</u>	<u>855,694</u>	<u>507,858</u>	<u>182,378</u>	<u>690,236</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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

	Cash Held/ (Due) at 1 April 2021 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2022 £
<u>NATIONAL LOTTERY</u>				
The National Lottery Community Funds				
Grant from Building Better Opportunities				
D2N2/1/3 – Towards Work People First – Programme	76,068	2,084,729	(2,172,597)	(11,800)
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	76,068	2,084,729	(2,172,597)	(11,800)
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<u>NOTTINGHAM CITY COUNCIL</u>				
Area Based Grant	59,663	219,521	(226,175)	53,009
Holiday Activity Funding	-	50,000	(50,000)	-
Youth Employment Initiative	(5,096)	8,492	(3,396)	-
Community Renewal Fund – New Start	-	248,860	(100,475)	148,385
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	54,567	526,873	(380,046)	201,394
	<hr/>	<hr/>	<hr/>	<hr/>
<u>NOTTINGHAM COUNTY COUNCIL</u>				
Community Renewal Fund – New Start	-	295,880	(104,686)	191,194
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	-	295,880	(104,686)	191,194
	<hr/>	<hr/>	<hr/>	<hr/>