

**REGISTERED COMPANY NUMBER: 02614714 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1004132**

REPORT OF THE TRUSTEES AND  
CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED  
31ST MARCH 2025  
FOR  
GROUNDWORK NORTH WALES

GROUNDWORK NORTH WALES  
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FOR THE YEAR ENDED 31ST MARCH 2025

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**Report of the Trustees**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2025. The trustees have adopted the provisions of 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).

**Name of Charity**

The name of the charity is Groundwork North Wales (GWNW). It is referred to in this report as "The Trust".

GWNW wholly owns two subsidiary trusts (also companies limited by guarantee), Refurbs Flintshire and Wild Ground. Together the three trusts are referred to in this report as the GWNW Group of Trusts or the Group.

GWNW is a member of the Federation of Groundwork Trusts. The use of the word "Groundwork" is used as a collective term to describe the Federation and the member Groundwork Trusts.

**Objectives and Activities**

Groundwork North Wales's charitable objectives are set down in our Memorandum and Articles of Association and date from the interpretation of charitable activities when they were drafted in 1991 as amended at annual general meetings and by written resolution.

- To promote the conservation, protection and improvement of the physical and natural environment including that which is of educational or scientific interest to the general public or within which the wildlife is in need of protection and including the improvement and maintenance of public parks.
- To advance public education in environmental matters and in all matters concerning wildlife and nature conservation, in the ways of better conserving, protecting and improving the same wheresoever.
- To conserve and protect the physical and natural environment by promotion of sustainable waste management practices in accordance with the best practicable environmental option.
- The promotion for the benefit of the public of urban or rural regeneration of areas in social or economic deprivation, by relieving poverty or financial hardship through improving the employability of disadvantaged individuals through the provision of work placement, affordable childcare, training and volunteering opportunities, the provision of quality affordable furniture and household goods, the provision of items such as food and energy efficiency measures and energy efficiency advice.
- To provide facilities for recreation and other leisure-time occupation in the interests of social welfare with the object of improving the conditions of life for the persons for whom they are intended.
- To advance cultural well-being through people's engagement with the arts and the nation's built and natural heritage.

**Our Strategic Objectives**

Groundwork North Wales as a charity works to transform lives in disadvantaged communities. Our team help people to carry out hundreds of projects each year. We do this by tackling climate change; helping people out of fuel and furniture poverty; bringing out the best in young people by helping them to improve their local area; building stronger communities by improving green space and conserving the natural environment; getting people back into work and supporting them to gain skills and qualifications.

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As an organisation Groundwork North Wales is committed to improving the social, economic, environmental, and cultural wellbeing of Wales. Focusing our activities where we can make the most difference, our diverse range of programmes and activities enable our team to respond to the changing needs of our communities, helping them create the Wales they want to live in, now and in the future.

Our day-to-day operations and our strategic objectives are aligned to the Groundwork Federation's 2023-28 strategy to:

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

**Our Business Plan Objectives for the year 2024-25**

Our overriding business plan theme was for our group of charities to remain financially viable, and to sustain our ability to deliver our activities in line with our charitable objectives while making the most of opportunities to undertake new initiatives and to achieve growth, thereby contributing to the economic, social, environmental and cultural wellbeing of the communities of North Wales.

It was the first year in which our plans and actions were framed within our new strategy 2024-2027 with our focus on people, place, and planet:

- We help people improve their prospects and wellbeing through meaningful and quality interventions.
- We protect and enhance green and blue spaces for people and nature.
- We protect the planet with practical action to reduce waste and combat climate change.

Our business plan priorities were to:

- Build on the work we have done to position the organisation as a national training provider and to grow both in demand and geographically.
- Address the financial underperformance of our café business while maintaining and enhancing its success and social value to the communities served.
- Increase our capability to deliver by investment in our people and volunteers,
- Drive efficiencies and economies to ensure best value for money in all we deliver.
- Enhance existing and develop new relationships with partners, funders, and businesses.

Access to improved financial management information enabled us to continue to make business changes and enhancements to ensure a more cost-effective and sustainable delivery of our priorities and the continuing viability of the GWNW Group of Trusts.

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**Overview of Activities**

The health, safety, and wellbeing of our staff, volunteers and the individuals and communities we serve continued to be uppermost throughout the period.

It was another year of great challenge for all with the continuing conflicts in the Ukraine and Middle East, high inflation fuelling the cost-of-living crisis and general economic instability. As much as ever we were conscious of the part we should play in helping our communities to cope.

Our passion for engaging people with the natural environment and supporting them to think about their environmental impacts has always been the golden thread that runs through our activities on the ground. This last 12 months has been no different and we have delivered a varied and diverse range of activities and projects across North Wales accordingly.

Our programme areas continue to align with Welsh Government's key wellbeing drivers with links to Social, Economic, Environmental and Cultural Wellbeing.

We also made the time to take stock of the way in which we operate as an organisation. Following the fundamental review we undertook in 2023-24 with mentoring support from Pilotlight, this year we followed through the resulting programme of strategic refreshment including the delivery of a strategic business plan 2024-27, a new set of organisational values and behaviours, a significantly enhanced financial management capability, and a set of governance improvements leading to a blueprint for board development and succession.

During the year our achievements were recognised formally by our successes in a range of award nominations, including the listing of the GWNW Group in the top 100 social enterprises in the UK for the fifth consecutive year. Further details are given later in this report.

The highlights of our business activities, programmes, and projects for this year are set out below.

**GROUNDWORK NORTH WALES**

**Training**

The training wing of our business has gone from strength to strength with annual income increasing to over £840k from the £600k secured in 2023-24 (£440k in 2022-23). Factors contributing to the further growth included receiving additional Multiply SPF funding, and changes to safeguarding and Children in Wales regulations giving us more work to help organisations meet the additional requirements. The training team have delivered over 1,978 qualifications as well as a substantial financial contribution after deducting direct delivery costs, and this has been reinvested into funding our charitable objects for the benefit of local communities and the environment.

In 2023 we were successfully reappointed as a lead provider for Adult Community Learning Wrexham and Flintshire and in 2024-25 this area of our training business has seen further growth, accounting for 35% of total annual income. Over the past three years we have supported 7,254 learners under the scheme.

**Clywedog Valley Partnership**

The Clywedog Valley Partnership is coordinated by GWNW and plans to revitalise the heritage assets of the Clywedog Valley for the benefit of the local community and visitors. With funding secured from Heritage Lottery in 2022-23 we were able to progress the Partnership's ambitious plans, by initiating feasibility studies for a series of linked heritage buildings and natural sites along the Clywedog Valley and starting to develop detailed plans to support our next major funding bid to HLF. In the longer term this will benefit local people through opportunities for volunteering, education and training, wellbeing, and enjoyment, as well as supporting the local economy by attracting visitors from further afield. As part of the overall vision for the Clywedog Valley we have given focus to the heritage sites at King's Mill and Nant Mill, as well as the Minera Lead Mines & Country Park which was showcased in the 2022-23 Annual Report. We have continued to actively support the community groups at both King's Mill and Nant Mill, enabling them to be

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registered with Companies House as community trusts and as charities with the Charity Commission. We will continue to provide support to both trusts with governance and fundraising as they become more established.

The culmination of the first stage will be the development of the all-important stage 2 submission which is targeted for November 2025.

### **Café Cyfle, Alyn Waters and Buckley**

Our cafes continued very successfully to deliver our social and environmental objectives and were greatly valued by the communities they serve. Having identified that they were operating at a financial loss in 2023-24, and in need of remedial action to ensure their future viability, appropriate measures were implemented, including restructuring, tighter shift management and staff utilisation, price adjustments, and (in the case of Buckley) rebalancing the use and opening times. By the end of 2024-25 the cafes collectively were operating at better than break-even, with the prospect of turning a small surplus in 2025-26.

### **Projects**

In 2024-25 GWNW has continued to deliver a variety of projects targeted at our core themes of people, place, and planet. Details of many of these projects can be found in a separate publication our Annual Review 2025. Three totemic examples are given below for illustration.

- Happy Families was funded by a Nationwide Community grant and ran sessions in Wrexham and Flintshire with the aim of supporting new parents through the emotional and practical challenges of parenthood, providing a nurturing environment where caregivers could develop skills, build confidence, and form meaningful connections. The project offered vital respite from the isolation and many pressures new parents face. For participants dealing with relationship difficulties, financial hardship, housing insecurity, or even domestic abuse, the project created a place where individuals could connect with others sharing similar experiences, helping attendees gain essential life skills such as confidence, patience, and problem-solving.
- Next Stepz supported young people aged 14 to 24 facing mental health challenges, providing support to some of the hardest-to-reach young people in our community. Participants experienced significant transformations from social anxiety and isolation to increased interaction, laughter and belonging. Practical life skills training formed a core component through hands-on cooking sessions and woodwork activities, developing their technical skills and self-confidence, while first aid certification provided accredited qualifications enhancing future employment prospects.
- Safer Streets sought to actively address the root causes of youth anti-social behaviour through partnership working with local schools and organisations in Wrexham and Flintshire. The project worked with distinctively different groups, demonstrating complexities and varying degrees of success supporting young people with diverse behavioural challenges. Participants completed qualifications while contributing to their community through practical activities, including creating planters for the local community café, and crafting a wooden bench donated to a local school, symbolising the project's core objective of fostering positive community engagement. Participants reported improved self-esteem, better school attendance and behaviour, reduced anxiety, and decreased anger. The project succeeded in creating lasting personal and community benefits.

## **WILD GROUND**

### **General Reserve Management**

General reserve management has continued across our network of fifteen sites. Our team of reserves officers work across sites to ensure they are maintained safely and provide the best habitat for our range of supported species. The team provide a range of volunteer opportunities for local communities, deliver educational sessions to local schools, and organise events throughout the year. Work has been prioritised across all sites based on contractual obligations, project aims and commitments, and safety requirements. Priority sites with a designation or linked to a contract are

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maintained to a good or excellent standard, while other sites are maintained to a moderate or good standard. The focus of reserve management through the year included grassland management, access improvements, pond management, tree management, clearing invasive species, and infrastructure improvements such as fencing, bridge repairs, and drainage. As regards site and tree safety, monthly safety checks have been recorded digitally using a mapping system, allowing staff to report issues directly via site maps, pinpointing the location accurately.

**Newt Networks**

In early 2023 we were delighted to be awarded £250k funding by the Nature Networks Fund (a Welsh Government grant programme delivered by the National Lottery Development Fund) to support our Newt Networks programme which started on 1st April 2023 and extended over the following two years. Working in partnership and involving communities the programme sought to increase the resilience of the network of all our protected sites in Northeast Wales. The Wild Ground team engaged with local communities, schools, and volunteers with the aim of making our site habitats more resilient and of increasing nature connectivity. A wide range of enjoyable, accessible engagement activities to suit varied interests, abilities and access needs were delivered. The programme also included capital investment in sites to deliver habitat improvement, especially for great crested newts, and to support partner neighbouring sites to improve connectivity. In 2024-25 capital works were delivered at

Aberderfyn – Pond Creation  
Glascoed – Fencing to protect pond habitats  
Broadoak – Woodland Management Works  
Knowle Hill – Woodland Management Works

All the capital works were designed to improve and expand suitable habitats for various species on the sites.

**Rhydymwyn Valley Nature Reserve**

Staff have continued to manage and deliver the contract for this Defra owned site. The contract stipulates a range of site management prescriptions and survey requirements. The contract is managed by Defra with monthly liaison meetings. In addition to an annual report, we are also required to report against KPIs and produce survey data at regular intervals. The most recent contract was awarded in October 2022 for one year with potential annual extensions for a further three years. The annual extensions were secured by Wild Ground, and the current contract concludes at the end of September 2026. A retendering process is expected to be launched during 2025-26, for which Wild Ground will compete.

**REFURBS FLINTSHIRE**

**Main Operations**

The charity has continued to collect bulky household waste and to redistribute household goods to lower income households at affordable prices. These redistributed household goods might otherwise have been discarded as waste to landfill.

Refurbs has also continued to deliver cleaning and clearance services for Flintshire County Council's (FCC) void properties. This contract was for an initial period of two years and has been subject to a series of fixed term extensions.

There has been an increase in the number of sofas included in the bulky collection and those which could not be recycled were channelled to the Oakenholt site where the sofa deconstruction team are based. Our sofa deconstruction offering continued to show the value of partnership working alongside Flintshire County Council.

Legal restrictions relating to the use and presence in upholstered domestic seating of persistent organic pollutants (POPs) which apply in England are yet to be implemented in Wales. This could have serious implications for operations and associated costs at Refurbs, in particular bulky waste and sofa deconstruction. A watching brief is being maintained.

The retail business continued to operate successfully at the Flint site throughout the year. Online sales in particular through the Facebook marketplace have expanded successfully.

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Across the GWNW Group the accuracy of financial information and quality of financial management has been improved. In the case of Refurbs this has enabled a more forensic and commercial understanding of the costs and viability of the different areas of business and has helped to inform the renegotiation of, and retendering for, contracts. Tighter control has been exercised over costs, while activity levels and associated income have generally increased, generating a pleasing contribution to Group overheads for the year

**Buckley Repair and Reuse Centre with Community Café**

The successful establishment and early months of operation of the centre and café, which are in the ownership of Refurbs, were heralded in the 2021-22 and 2022-23 annual trustees report. The centre has become a focal point for the local community and great relationships have been formed. The centre continues to fulfil its objective of promoting education and behavioural change on waste and recycling initiatives, as well as providing volunteering opportunities for local people. An extensive programme of repair, recycling, and upcycling workshops and sessions has been run successfully throughout the year. The café complements the centre and provides the opportunity for quiet enjoyment and social interaction.

However, with our improved understanding of the financial dimension of the business, it became clear that the Buckley establishment, in particular the café, was running at a loss. To ensure its future viability and sustainability it was necessary to implement appropriate remedial measures including changing staffing arrangements and revising the balance of use of the site. Tight management will continue to be exercised to achieve the target of break-even.

**Community Fridge**

The Community Fridge located at the Refurbs site in Flint is well established. We have now come to the end of our two-year funding arrangement from the Landfill Tax Fund and through that period we gained 337 members to the community fridge and saved 17.4 tonnes of food from going to landfill and avoided the associated CO2 emissions. We ask for a £3 donation to attend the fridge which supports the running costs, with the balance being paid by other subscription funding we have secured. The Hubbub Corporate Campaign (“Community Fridge Creating More Connections”) has continued to reach out to local communities and organisations to support the fridge, with several companies now hosting a food amnesty tub—a collection point for surplus food items, which will be distributed to the local community through the Community Fridge. Regular website updates about the Community Fridge are shared alongside a social media awareness campaign. We are delighted to play our part in easing the food poverty challenge in the community, as well as to benefit the natural environment by reducing food waste disposals to landfill and consequent greenhouse gas emissions.

**PROGRAMME OF BUSINESS IMPROVEMENTS**

As we reported last year, we were privileged to take part in a business improvement programme with mentoring support from Pilotlight, the costs of which were generously funded by the Garfield Weston Foundation. Over a 12-month period we engaged in a process of fundamental self-reflection with guidance from four Pilotlight experts and an assigned project manager. The key outcomes from the programme were:

- A strategic plan 2024-27.
- A strengthened financial management capacity with insightful and reliable financial information, including forecasts.
- A revised set of organisational values and behaviours.
- Governance improvements, including a skills audit of the board, leading to a blueprint for board development and succession.
- An improved understanding of the commercial aspects of the business, enabling clarity on pricing, profitability, and viability.

While the programme concluded formally with a final progress review with the Pilot lighters in April 2024, the outcomes are now integrated into the way we do business, and we are determined to ensure the open-minded and can-do spirit the programme engendered live on.

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## RECOGNITION

During the year our achievements were recognised formally by our successes in a range of award nominations:

Investors in People Awards 2024: shortlisted in the Third Sector Employer of the Year category

Investors in People Awards 2024: Aaron Jones, a valued member of our youth team, was shortlisted in the Community Employee of the Year category.

Reuse Network Awards 2024: Refurbs Flintshire was shortlisted in the Organisation of the Year category.

Social Business Wales Awards 2024: GWNW was shortlisted in the Social Enterprise of the Year category.

WISE 100 2025: Our Chief Executive, Karen Balmer, was named in the list of Top 100 Women in Social Enterprise in the UK.

SE 100 2025: GWNW Group was named as one of the top 100 social enterprises in the UK for a 5<sup>th</sup> consecutive year and as a finalist in the Social Business Pioneer category.

## Group Performance Measures

### People

• Green Doctor Visits	146
• Number of Volunteers	264
• People Supported (cost of living crisis)	1,613
• Formal Qualifications Gained	2,271

### Places

• People Engaged in Arts & Heritage Activities	1,700
• Area of Land Maintained/Improved	376,250 m2
• Biodiversity Improvement Actions	243

### Planet

• Trees Planted	70
• Diversion of Waste from Landfill	847 tonnes
• Environmental Improvement Projects	42

## Financial Review

The Trust assesses its financial performance against the opening forecast budget and monitors actual results on a regular and systematic basis during the year. It has been another challenging year financially in the aftermath of the pandemic and associated restrictions and with the surge in fuel prices and the general rate of inflation while competition for limited resources within the sector has continued to grow, as our core funding support has come under increasing pressure. We have been able to secure total income for the year of £2,948,172.

The principal sources of funding were as follows:

Welsh Government	£136,678
Public Sector Bodies	£246,262
Charitable Trusts	£145,639
Private Sector	£572,744
National Lottery	£264,634
Local Authority	£1,496,967
Housing Association	£85,248

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**Reserves Policy**

Reserves are needed to bridge the gap between the spending and receiving of income, ie the working capital of the charity, and to cover any unplanned eventualities. The Trustees reviewed the policy during the year and revised the required minimum level of unrestricted reserves to 3 months of unrestricted expenditure with no specified upper limit.

Total reserves held at 31st March 2025 amounted to £2,055,102. The amount held as restricted reserves amounted to £1,358,562 with £696,540 in unrestricted reserves. From the results reported for the year, the required minimum level of unrestricted reserves policy has been met.

**Financial Strategy**

Essential components of our strategy are that full cost recovery is achieved, that our organisations continue to build and maintain reserves and that good cash flows are maintained. To this end we will endeavour to

- ensure we have sufficient working capital, to cover no less than 3 months expenditure needs, by building our unrestricted reserves,
- ensure we have the right product and service mix between grant and non-grant funded activities to mitigate financial risk,
- develop our product and service offer to ensure we at least cover our costs and remain financially viable, with any surpluses reinvested in the quality and reach of our delivery.

Our business plan for 2024-25 sought to continue to operationalise our financial strategy.

**Plans for Future Periods**

In accordance with our strategic plan 2024-2027 our delivery priorities will continue to focus on people, places, and the planet, with five strategic priorities:

- Enhanced financial management—both systems and people—to support better decision-making.
- A resilient and sustainable organisation with robust governance, capacity to deliver, and clear succession planning.
- Growing and cultivating our commercial operations to drive financial resilience and sustainability.
- Championing nature conservation through positive and proactive land management and helping more people to experience and value open spaces.
- A developed and thriving circular economy and carbon reduction offer.

**Structure, Governance and Management**

Groundwork North Wales is a registered charity and company limited by guarantee as defined by the Companies Act 2006. The governing documents are its Memorandum and Articles of Association.

The governing body of the trust is its board of trustees who are also the directors of the company in accordance with the Companies Act 2006. The directors are the members of the company. The board is responsible for strategic decision making and is ultimately responsible for the financial viability of the company. It meets a minimum of four times a year. Trustees are appointed on a three yearly basis and retire by rotation at the AGM; retiring trustees can be reappointed, while having regard for the limitations and exceptions provisions in the Articles.

**Organisational structure and decision-making powers**

The board retains authority for the overall strategy and policy of the Trust and approves the Strategic Plan as well as the annual Business Plan. The board delegates decision making powers to the Chief Executive and to two sub-groups:

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the Finance and HR Subgroup and a Risk Assurance Subgroup. A Board trustee chairs each Subgroup, and the members are appointed by the Board. Terms of reference for the Subgroups prescribe their delegated authority from the Board and specify limitations on the authority for matters which the Board reserves to itself.

The Finance and HR Subgroup's responsibilities include reviewing the management accounts, as well as the annual accounts for publication, oversight of financial and HR policies and matters appertaining to the remuneration and welfare of the trust's staff. It meets four times a year in between the quarterly Board meetings.

The Risk Assurance Subgroup was established during 2022-23 to monitor and provide assurance on the GWNW Group's principal risks and supporting risk management processes. The Subgroup's remit also includes health & safety risks, policy, procedures, and performance. It also meets four times a year ahead of meetings of the board.

#### **Induction and training of new trustees**

New members of the Board of Trustees are provided with the Charity Commission's guidance: "The Essential Trustee: What you need to know; What you need to do" and a full pack of other trust documents such as the latest annual report and accounts, risk register and business plan. New Trustees have an induction meeting with the Chief Executive, members of the Senior Management Team and the Chair of the board of Trustees.

At the AGM on 28<sup>th</sup> November 2024 two new members were appointed to the Board, Nick Ringrose and Carl Stephens, while long-serving Board member, Claire Powell, stood down. GWNW is immensely grateful to Claire for her 20 years of valued service.

#### **Relationships within the Groundwork Federation**

The Trust is part of the Federation of Groundwork Trusts in England, Wales and Northern Ireland, each working with their partners in deprived areas to improve the quality of the local environment, the lives of the local people and the success of the local businesses. The GWNW Chair and CEO are both members of the overarching Federation Board. Groundwork North Wales works in partnership with its sister trust in South Wales to provide national coverage across Wales. A constructive working relationship has been maintained with Groundwork Northern Ireland (GWNI) with a formal agreement operating throughout the year for the provision of financial management and other support services by GWNW to GWNI.

#### **Governance review**

A comprehensive review of the governance of Groundwork North Wales and of its two subsidiaries, Wild Ground and Refurbs Flintshire, was conducted in 2021 using the framework for governance reviews issued by Groundwork UK for use across the Federation. While the findings were generally positive, a series of improvement actions were identified which were approved by the Board. Their implementation was completed by the end of 2022.

With mentoring support from Pilotlight during 2023-24 key aspects of governance were further reviewed leading to the development of a new strategy for the GWNW Group, the framing of a blueprint for board development and succession, and improvements in reporting to the Board, all of which have been progressively implemented in 2024-25.

#### **Public Benefit Statement**

Our charitable objectives, as set down in our Memorandum and Articles of Association, are presented under Objectives and Activities earlier in this report.

#### **Statement of Compliance**

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The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing 2022-23 activities and making plans for future periods and believe that they have complied with their duty to have due regard to this guidance. In particular, the Trustees have considered how all the Trust's activities contribute to its charitable objectives. All the Trust's activities focus on improving the quality of life for people and the places in which they live - focusing on the most disadvantaged people and places in Wales and England.

**Identifiable Benefits**

In terms of identifiable benefits, the Trust delivers projects and programmes, manages contracts and delivers services according to its objectives, with the resulting benefits of safer and stronger communities across North Wales, healthier and more active communities, enhanced "green" skills and employment opportunities for citizens, larger numbers of higher quality places for young people to go and things for them to do, and the reduction of carbon emissions to help to tackle climate change. The Trust aims to help the public to make sustainable development a reality, respecting nature's limits and supporting the Welsh Government's commitment to future generations.

**Benefit to the Public**

Our approach is always to work in partnership with others from the public, private and voluntary sectors, to add value to wider plans for maximum impact to the public. Our role in these partnerships is usually to find ways of helping deprived, disadvantaged, or disabled local people to get practically involved in decisions and actions. As such, our work is designed to address the needs of all sections of the community, and we provide equal access to our services regardless of race, gender, disability, or sexual orientation. Our work primarily benefits those in most need, and thanks to the support of our funders and partners (such as The Welsh Government, Local Authorities and Natural Resources Wales) our services are in the main provided free to those in need.

**Financial Instruments**

The charitable company's operations expose it to a variety of financial risks including price risk, credit risk, liquidity risk and cash flow risk.

The charitable company's principal financial instruments comprise sterling bank accounts together with trade debtors and trade creditors that arise directly from operations.

Price risk is managed by monitoring the market, current rates of inflation and costing products and services in accordance with these factors.

Credit risk is mitigated by monitoring and managing the credit limits given to our customers.

Liquidity risk is managed by maintaining a balanced mix of income streams, with a limit to the number of payments by results or in arrears payment contracts at any one time.

Cash flow risk is managed through our credit management procedures, cash flow forecasting and negotiation of payment terms where practicable.

**Risk Management**

The full Board reviews the risk register at summary level at each board meeting and keeps a regular focus on the major risks to which the group is exposed, having regard for the risk appetite it has agreed for each risk area. More detailed scrutiny of the risks and progress with mitigating actions is undertaken regularly by the Risk Assurance Subgroup with issues escalated to the full Board by exception. The review and updating of the risk register and associated programme of mitigating actions is a routine feature of Senior Leadership Team meetings. The principal risk areas on the GWNW Group's risk register throughout the year were:

- Financial—income and financial sustainability

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- Data protection and compliance.
- Safeguarding.
- People, leadership, and culture.
- Governance and regulatory.
- Cyber security and ICT failure.
- Business continuity.
- Reputation.
- Health & safety.

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**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

02614714 (England and Wales)

**Registered Charity number**

1004132

**Registered office**

3-4 Plas Power Road, Tanyfron  
Wrexham  
LL11 5SZ

<b>Trustees</b>		<b>First Elected</b>	<b>Retired/Resigned</b>
N Reader CBE (Chair)	Retired Finance Director	March 2020	
M Booker	Retired Bank Manager	February 2002	
C A Powell	Environmental Manager	September 2004	November 2024
H Wright	Retired	February 2011	
S Overson	H R Manager	August 2013	
S Moore	Retired	April 2013	
R Taylor	Estates & Facilities Director	February 2020	
N Said	Commercial Director	March 2020	
N Ringrose	Retail Safety Manager	November 2024	
C Stephans	Account Manager/Tech Sales	November 2024	

**Trust Senior Management Team**

Karen Balmer	Chief Executive
Christine Bowyer	Head of HR & Governance
Lorna Crawshaw	Head of Community Programmes & Partnerships
Hanna Clarke	Head of Marketing
Louise Stokes	Head of Health & Safety and Training
Richard Aram	Head of Contracts & Project Delivery
Judy Mitchell	Head of Finance
Stewart Platt	Head of Commercial Services

**Auditors**

M. D. Coxey and Co. Limited  
Chartered Accountants and Statutory Auditors  
25 Grosvenor Road  
Wrexham  
LL11 1BT

**Bankers**

National Westminster Bank plc  
33, Lord Street  
Wrexham  
LL11 1LP

**Solicitors**

GHP Legal  
Ashgrove  
26-30 Grosvenor Road  
Wrexham  
LL11 1BU

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**Statement of trustees responsibilities**

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 20<sup>th</sup> November 2025 and signed on the board's behalf by:



Nigel Reader CBE  
Chair / Trustee

GROUNDWORK NORTH WALES  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025

**Opinion**

We have audited the financial statements of Groundwork North Wales (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31<sup>st</sup> March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31st March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

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

**Conclusions relating to going concern**

In auditing the group 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 group charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**Other information**

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

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

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

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

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

**Matters on which we are required to report by exception**

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

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

GROUNDWORK NORTH WALES  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025

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

**Responsibilities of trustees**

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

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

**Our responsibilities for the audit of the financial statements**

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and management
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

GROUNDWORK NORTH WALES  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025

**Use of our report**

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



Joanne Evans (Senior Statutory Auditor)  
For and behalf of M. D. Coxe and Co. Limited  
Chartered Accountants  
and Statutory Auditors  
25 Grosvenor Road  
Wrexham  
LL11 1BT

Date: 20<sup>th</sup> November 2025

**GROUNDWORK NORTH WALES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	Unrestricted fund £	Restricted fund £	31.3.25 Total funds £	31.3.24 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	105,661	-	105,661	106,714
<b>Charitable activities</b>					
Income from charitable activities	3	486,351	298,084	784,435	543,922
Other trading income		605,593	130,609	736,202	830,477
Interest		10,455	-	10,455	2,122
<b>Other trading activities</b>					
Subsidiary income	4	<u>1,066,278</u>	<u>245,141</u>	<u>1,311,419</u>	<u>1,191,420</u>
<b>Total</b>		<b>2,274,338</b>	<b>673,834</b>	<b>2,948,172</b>	<b>2,674,655</b>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Salaries & wages	5/6	969,534	247,680	1,217,214	1,241,440
Overhead costs		364,622	25,101	389,723	320,641
Project costs		148,876	171,286	320,162	334,104
Subsidiary expenditure	4	<u>524,877</u>	<u>275,646</u>	<u>800,523</u>	<u>782,532</u>
<b>Total</b>		<b>2,007,909</b>	<b>719,713</b>	<b>2,727,622</b>	<b>2,678,717</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>266,429</b>	<b>(45,879)</b>	<b>220,550</b>	<b>(4,062)</b>
<b>Net movement in funds</b>		<b>266,429</b>	<b>(45,879)</b>	<b>220,550</b>	<b>(4,062)</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>430,111</b>	<b>1,404,441</b>	<b>1,834,552</b>	<b>1,838,613</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>696,540</u></b>	<b><u>1,358,562</u></b>	<b><u>2,055,102</u></b>	<b><u>1,834,551</u></b>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

**GROUNDWORK NORTH WALES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	Unrestricted fund £	Restricted fund £	31.3.25 Total funds £	31.3.24 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	158,315	348,778	507,093	539,529
Heritage assets	12	-	305,044	305,044	305,044
<b>CURRENT ASSETS</b>					
Stocks	13	66,754	-	66,754	59,866
Debtors	14	198,446	154,570	353,016	344,249
Investments		-	565,996	565,996	563,104
Cash at bank and in hand		<u>961,300</u>	<u>11,730</u>	<u>973,030</u>	<u>691,551</u>
		1,226,500	732,296	1,958,796	1,658,770
<b>CREDITORS</b>					
Amounts falling due within one year	15	<u>(571,669)</u>	<u>(27,556)</u>	<u>(599,225)</u>	<u>(576,295)</u>
<b>NET CURRENT ASSETS</b>		<u>654,831</u>	<u>704,740</u>	<u>1,359,571</u>	<u>1,082,475</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		813,146	1,358,562	2,171,708	1,927,048
<b>CREDITORS</b>					
Creditors falling due after one year	15	<u>(116,606)</u>	<u>(-)</u>	<u>(116,606)</u>	<u>(92,497)</u>
<b>NET ASSETS</b>		<u>696,540</u>	<u>1,358,562</u>	<u>2,055,102</u>	<u>1,834,551</u>
<b>FUNDS</b>					
Unrestricted funds	17			696,540	430,110
Restricted funds				<u>1,358,562</u>	<u>1,404,441</u>
<b>TOTAL FUNDS</b>				<u>2,055,102</u>	<u>1,834,551</u>

The financial statements were approved by the Board of Trustees on 20<sup>th</sup> November 2025 and were signed on its behalf by:

  
Nigel Reader CBE  
Trustee

**GROUNDWORK NORTH WALES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	Unrestricted fund £	Restricted fund £	31.3.25 Total funds £	31.3.24 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	56,123	2,556	58,679	110,026
<b>CURRENT ASSETS</b>					
Stocks	13	22,012	-	22,012	17,974
Debtors	14	152,362	70,302	222,664	298,864
Cash at bank and in hand		<u>399,311</u>	<u>25,535</u>	<u>424,846</u>	<u>277,584</u>
		573,685	95,837	669,522	594,422
<b>CREDITORS</b>					
Amounts falling due within one year	15	(476,932)	(25,857)	(502,789)	(544,841)
		<u>96,753</u>	<u>69,980</u>	<u>166,733</u>	<u>49,581</u>
<b>NET CURRENT ASSETS</b>					
		152,876	72,536	225,412	159,607
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>152,876</u>	<u>72,536</u>	<u>225,412</u>	<u>159,607</u>
<b>NET ASSETS</b>					
<b>FUNDS</b>					
Unrestricted funds	17			152,876	71,697
Restricted funds				<u>72,536</u>	<u>87,910</u>
<b>TOTAL FUNDS</b>					
				<u>225,412</u>	<u>159,607</u>

The financial statements were approved by the Board of Trustees on 20<sup>th</sup> November 2025 and were signed on its behalf by:



Nigel Reader CBE  
Trustee

**GROUNDWORK NORTH WALES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	31.3.25 £	31.3.24 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	1	283,602	134,285
Interest paid		(181)	
<b>Net cash provided by (used in) operating activities</b>		<u>283,421</u>	<u>134,285</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(71,987)	(42,867)
Sale of tangible fixed assets		-	7,000
Interest received		<u>10,455</u>	<u>5,921</u>
<b>Net cash provided by (used in) investing activities</b>		<u>(61,532)</u>	<u>(29,946)</u>
<b>Cash flows from financing activities:</b>			
Loan advance		60,000	-
Loan repayments		<u>(410)</u>	<u>-</u>
<b>Net cash provided by (used in) financing activities</b>		<u>59,590</u>	<u>-</u>
<b>Change in cash and cash equivalents in the reporting period</b>		281,479	104,339
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>691,551</u>	<u>587,212</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>973,030</u>	<u>691,551</u>

**1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.25 £	31.3.24 £
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	220,551	(4,062)
<b>Adjustments for:</b>		
Depreciation charges	104,423	67,292
Profit / loss on disposal	-	(173)
Revaluation of assets	-	(463)
Interest received	(10,455)	(5,921)
Interest paid	181	-
Decrease/(increase) in investments	(2,892)	(9,963)
Decrease/(increase) in stocks	(6,888)	126
Decrease/(increase) in debtors	(8,767)	(49,179)
(Decrease)/increase in creditors	<u>(58,411)</u>	<u>136,628</u>
<b>Net cash provided by (used in) operating activities</b>	<u>283,602</u>	<u>134,285</u>

**GROUNDWORK NORTH WALES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	31.3.25 £	31.3.24 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	1	<u>119,835</u>	<u>56,329</u>
<b>Net cash provided by (used in) operating activities</b>		<u>119,835</u>	<u>56,329</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(4,657)	(18,199)
Revaluation of assets		28,523	(-)
Interest received		<u>3,561</u>	<u>2,122</u>
<b>Net cash provided by (used in) investing activities</b>		<u>147,262</u>	<u>(16,077)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		147,262	40,252
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>277,584</u>	<u>237,332</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>424,846</u>	<u>277,584</u>

**1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.25 £	31.3.24 £
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	65,805	(42,883)
<b>Adjustments for:</b>		
Depreciation charges	27,481	15,754
Interest received	(3,561)	(2,122)
Decrease/(increase) in stocks	(4,038)	(640)
Decrease/(increase) in debtors	76,200	(72,850)
(Decrease)/increase in creditors	<u>(42,052)</u>	<u>159,070</u>
<b>Net cash provided by (used in) operating activities</b>	<u>119,835</u>	<u>56,329</u>

GROUNDWORK NORTH WALES  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the consolidated charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The consolidated financial statements have been prepared under the historical cost convention.

The charity's functional and presentational currencies are pounds sterling.

**Preparation of the accounts on a going concern basis**

Regular contact with the funders is maintained with the immediate future of the charity for the next twelve months secured, and on that basis the charity is a going concern.

**Basis of consolidation**

The financial statements represent the consolidated financial position of the group. This comprises Refurbs Flintshire and Wild Ground. Groundwork North Wales is the sole member of Refurbs Flintshire and Wild Ground.

The financial statements cannot be consolidated on a line by line due to the variations between the objects of each charity and therefore each subsidiary is included in total within incoming resources and resources expended.

All intra-group transactions are eliminated on consolidation. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

**Income**

All income is recognised in the Statement of Financial Activities once the group has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the group has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income regarding services is recognised as the service is provided. Income is deferred where it is received in advance of the service being provided.

**Interest receivable**

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

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the group to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular heading, they have been allocated to activities on a basis consistent with the use of resources.

Expenditure on charitable activities includes the costs undertaken to further the purposes of the group and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

GROUNDWORK NORTH WALES  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025

**1. ACCOUNTING POLICIES – continued**

**Allocation of support costs**

Support costs are those functions that assist the work of the group but do not directly undertake charitable activities. These costs have been allocated to charitable activities across each activity.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Significant judgements and estimates**

In the application of the Company's accounting policies, management are required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily available from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The key judgements and sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below:

- Estimated useful lives and residual values of fixed assets:

The carrying value of fixed assets are reviewed each year end for indicators of impairment triggers. Depreciation of tangible fixed assets has been based on estimated useful lives and residual values deemed appropriate by the directors. Estimated useful lives and residual values are reviewed annually and revised as appropriate. Revisions take into account estimated useful lives used by other companies operating in the sector and actual asset lives and residual values, as evidenced by disposals during current and prior accounting periods.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	- 2% - 14% on cost (down to residual value)
Specialised cycles	- 2% on cost
Plant and machinery	- 20% on cost
Fixtures and office equipment	- 15% - 33% on cost
Motor vehicles	- 20% on cost
Computer equipment	- 20% on cost

**Heritage assets**

The charity's accounting policy for its heritage assets is to value at cost where a site has been purchased or at fair value for donated sites. At present all sites have been acquired through section 106 agreements with local authorities. The charity has adopted the policy under FRS 102 section 18.19 to treat the initial valuation as deemed cost.

No depreciation is provided in respect of freehold land.

**Stocks**

Stock is incurred and valued at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the group would be willing to pay for the items on the open market.

GROUNDWORK NORTH WALES  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025

**1. ACCOUNTING POLICIES – continued**

Cost includes all direct expenditure and an appropriate proportion of fixed and variable overheads.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing any trade discounts due.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Legal status of the trust**

The trust is a company limited by guarantee and has no share capital. The charity's registered number and registered office address can be found on the Company Information page.

**2. DONATIONS AND LEGACIES**

	31.3.25	31.3.24
	£	£
Donations	661	1,714
Grants	105,000	105,000
	105,661	106,714
	105,661	106,714
Grants received, included in the above, are as follows:		
	31.3.245	31.3.24
	£	£
Welsh Government	105,000	105,000
	105,000	105,000
	105,000	105,000

**3. INCOME FROM CHARITABLE ACTIVITIES**

	31.3.25	31.3.24
Activity	£	£
Income from charitable activities	784,435	543,922
Other trading income	736,202	830,477
Interest	10,455	2,122
	1,531,092	1,376,521
	1,531,092	1,376,521

GROUNDWORK NORTH WALES  
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025

**4. CHARITY SUBSIDIARIES**

In January 2016 the charity became the sole member of Refurbs Flintshire, a charitable company, limited by guarantee and incorporated on 5<sup>th</sup> February 2002 in England and Wales. The registered office is Unit 1-3, Aber Park, Aber Road, Flint, Flintshire, CH6 5EX. Company number 04367121, charity number 1093176. The objects of the charity are: -

- To relieve poverty by the provision of quality affordable furniture and household goods to members of the local community who are in need;
- To conduct research and collect information in order to educate the community about the economic, social and environmental benefits of re-use and recycling and the reduction of pollution and protection of the environment that results from these activities;
- To conserve and protect the physical and natural environment by the promotion of sustainable waste management practices in accordance with the best practical environmental option;
- To relieve unemployment by improving the employability of disadvantaged individuals through the provision of work placement, training and volunteering opportunities.

**A summary of the results (including consolidation adjustments) is shown below**

	31.3.25	31.3.24
<b>Summary Income and Expenditure Account:</b>	£	£
Incoming resources	930,076	849,393
Intra group transactions	<u>(2,554)</u>	<u>(4,707)</u>
<b>Total incoming resources</b>	<b>927,522</b>	<b>844,686</b>
Resources expended	(836,869)	(862,887)
Intra group transactions	<u>110,071</u>	<u>154,734</u>
<b>Total resources expended</b>	<b>(726,798)</b>	<b>(708,153)</b>
<b>Contribution for the financial year</b>	<b>200,724</b>	<b>136,533</b>
<b>Summary Balance Sheet:</b>		
Total assets	865,748	673,160
Total liabilities	<u>(236,205)</u>	<u>(136,824)</u>
Net assets	<u>629,543</u>	<u>536,336</u>
Restricted funds carried forward	<u>347,160</u>	<u>404,972</u>
Unrestricted funds carried forward	<u>282,383</u>	<u>131,364</u>

**4. CHARITY SUBSIDIARIES (continued)**

In November 2016 the charity became the sole member of Wild Ground, a charitable company, limited by guarantee and incorporated on 6<sup>th</sup> December 1999 in England and Wales. The registered office is 3-4 Plas Power Road, Tanyfron, Wrexham, LL11 5SZ. Company number 03889382, charity number 1080838. The objects of the charity are:-

- To promote and assist in the preservation and conservation of land mainly in the area of benefit which is of educational and scientific interest to the general public including land within which the wildlife is in need of protection and including the improvement and maintenance of public parks,
- to educate the public in all matters concerning wildlife and nature conservation in urban areas.

**A summary of the results (including consolidation adjustments) is shown below.**

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	31.3.25	31.3.24
<b>Summary Income and Expenditure Account:</b>	£	£
Incoming resources	393,641	366,428
Intra group transactions	<u>(2,850)</u>	<u>(19,693)</u>
<b>Total incoming resources</b>	<b><u>390,791</u></b>	<b><u>346,735</u></b>
Resources expended	(332,103)	(314,111)
Intra group transactions	<u>258,378</u>	<u>239,732</u>
<b>Total resources expended</b>	<b><u>(73,725)</u></b>	<b><u>(74,379)</u></b>
<b>Contribution for the financial year</b>	<b>317,066</b>	<b>272,356</b>
<b>Summary Balance Sheet:</b>	1,297,070	1,251,993
Total assets	<u>(96,923)</u>	<u>(113,384)</u>
Total liabilities	<u>1,200,147</u>	<u>1,138,609</u>
Net assets		
	-----	-----
Restricted funds carried forward	938,866	911,559
Unrestricted funds carried forward	<u>261,281</u>	<u>227,050</u>

**5. CHARITABLE ACTIVITIES COSTS**

<b>Expenditure on projects comprised:</b>	<b>Direct cost of activities</b>	<b>Support costs</b>	<b>Total 2025</b>	<b>Total 2024</b>
	£	£	£	£
Staff & overheads	1,253,064	353,873	1,606,937	1,562,081
Project costs	<u>320,162</u>	<u>-</u>	<u>320,162</u>	<u>334,104</u>
	<u>1,573,226</u>	<u>353,873</u>	<u>1,927,099</u>	<u>1,896,185</u>

**6. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	31.3.25	31.3.24
	£	£
Staff and overhead costs	1,253,064	1,161,181
Project costs	<u>320,162</u>	<u>334,104</u>
	<u>1,573,226</u>	<u>1,495,285</u>

**7. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25	31.3.24
	£	£
Depreciation - owned assets	104,423	67,292
Auditors' remuneration	8,595	8,175
Operating leases	<u>61,531</u>	<u>79,239</u>

GROUNDWORK NORTH WALES  
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**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits within the group for the year ended 31st March 2025 nor for the year ended 31st March 2024.

**Trustees' expenses**

Trustees' expenses within the group amounted to £nil during the year (2024: £nil).

**9. STAFF COSTS**

	31.3.25	31.3.24
	£	£
Wages and salaries	1,665,946	1,672,870
Social security costs	132,316	117,800
Other pension costs	<u>71,556</u>	<u>71,393</u>
	<u>1,869,818</u>	<u>1,862,063</u>

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

	31.3.25	31.3.24
Direct charitable	33	35
Fundraising and publicity	3	3
Governance	3	4
Wild Ground office and management	5	7
Refurbs Flintshire	<u>21</u>	<u>21</u>
	<u>65</u>	<u>69</u>

Key management salaries in the year amounted to £147,850 (2024: £146,287).

**STAFF COSTS – CHARITY (CONTINUED)**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.25	31.3.24
£60,001 - £70,000	<u>1</u>	<u>1</u>

The staff numbers above relate to full time equivalents.

**10. SURPLUS OF PARENT CHARITY**

As permitted by section 408 of the Companies Act 2006, the Statement of Financial Activities of the parent charity is not presented as part of these financial statements. The parent charity's surplus / (deficit) for the financial year was £65,805 (2024: (£42,883)).

**GROUNDWORK NORTH WALES**  
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**11. TANGIBLE FIXED ASSETS – GROUP**

	Land & buildings	Specialised cycles	Plant, fixtures & computer equipment	Motor vehicles	Totals
	£	£	£	£	£
<b>COST</b>					
At 1st April 2023	497,569	51,620	465,783	131,673	1,146,645
Additions	-	-	7,040	64,947	71,987
Disposals	<u>(45,906)</u>	<u>-</u>	<u>-</u>	<u>(18,681)</u>	<u>(64,587)</u>
At 31st March 2025	<u>451,663</u>	<u>51,620</u>	<u>472,822</u>	<u>177,939</u>	<u>1,154,044</u>
<b>DEPRECIATION</b>					
At 1st April 2024	112,770	7,694	398,219	88,432	607,115
Charge for year	36,820	29,556	26,223	11,824	104,423
Eliminated on disposal	<u>(45,906)</u>	<u>-</u>	<u>-</u>	<u>(18,681)</u>	<u>(64,587)</u>
At 31st March 2025	<u>103,684</u>	<u>37,250</u>	<u>424,442</u>	<u>81,575</u>	<u>646,951</u>
<b>NET BOOK VALUE</b>					
At 31st March 2025	<u>347,979</u>	<u>14,370</u>	<u>48,380</u>	<u>96,364</u>	<u>507,093</u>
At 31st March 2024	<u>384,799</u>	<u>43,926</u>	<u>67,563</u>	<u>43,241</u>	<u>539,529</u>

**TANGIBLE FIXED ASSETS – CHARITY**

	Land & buildings	Specialised cycles	Fixtures & office equipment	Motor vehicles	Totals
	£	£	£	£	£
<b>COST</b>					
At 1st April 2024	71,567	51,620	275,992	58,697	457,876
Additions	-	-	4,657	-	4,657
Disposals	<u>(45,906)</u>	<u>-</u>	<u>-</u>	<u>(18,681)</u>	<u>(64,587)</u>
At 31st March 2025	<u>25,661</u>	<u>51,620</u>	<u>280,649</u>	<u>40,016</u>	<u>397,946</u>
<b>DEPRECIATION</b>					
At 1st April 2024	52,067	7,694	237,385	50,704	347,850
Charge for year	11,500	29,555	13,030	1,918	56,003
Elimination on disposal	<u>(45,906)</u>	<u>-</u>	<u>-</u>	<u>(18,681)</u>	<u>(64,587)</u>
At 31st March 2025	<u>17,661</u>	<u>37,249</u>	<u>250,415</u>	<u>33,941</u>	<u>339,266</u>
<b>NET BOOK VALUE</b>					
At 31st March 2025	<u>8,000</u>	<u>14,371</u>	<u>30,234</u>	<u>6,075</u>	<u>58,680</u>
At 31st March 2024	<u>19,500</u>	<u>43,926</u>	<u>38,607</u>	<u>7,993</u>	<u>110,026</u>

**GROUNDWORK NORTH WALES**  
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**12. HERITAGE ASSETS – GROUP**

	Sites of specific scientific interest £	Totals £
<b>COST</b>		
At 1st April 2024	305,044	305,044
Additions	-	-
Disposals	<u>-</u>	<u>-</u>
At 31st March 2025	<u>305,044</u>	<u>305,044</u>
<b>DEPRECIATION</b>		
At 1st April 2024	-	-
Charge for year	-	-
Eliminated on disposal	<u>-</u>	<u>-</u>
At 31st March 2025	<u>-</u>	<u>-</u>
<b>NET BOOK VALUE</b>		
At 31st March 2025	<u>305,044</u>	<u>305,044</u>
At 31st March 2024	<u>305,044</u>	<u>305,044</u>

The directors have valued the Heritage Assets having sought advice.

**HERITAGE ASSETS – CHARITY**

There are no Heritage Assets in the Parent Charitable Company's Balance Sheet.

**13. STOCKS – GROUP**

	31.3.25	31.3.24
	£	£
Stocks	<u>66,754</u>	<u>59,866</u>

**STOCKS – CHARITY**

	31.3.25	31.3.24
	£	£
Stocks	<u>22,012</u>	<u>17,974</u>

**14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR – GROUP**

	31.3.25	31.3.24
	£	£
Trade debtors	241,421	256,549
Other debtors	2,406	2,625
Prepayments and accrued income	<u>109,188</u>	<u>85,075</u>
	<u>353,015</u>	<u>344,249</u>

**GROUNDWORK NORTH WALES**  
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**DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR – CHARITY**

	31.3.25	31.3.24
	£	£
Trade debtors	155,305	231,646
Other debtors	(219)	-
Prepayments and accrued income	<u>67,578</u>	<u>67,218</u>
	<u>222,664</u>	<u>298,864</u>

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR – GROUP**

	31.3.25	31.3.24
	£	£
Trade creditors	93,189	56,327
Social security and other taxes	41,433	41,273
VAT	59,947	77,291
Accruals and deferred income	398,769	401,406
Loans	<u>5,886</u>	<u>-</u>
	<u>599,225</u>	<u>576,297</u>

**CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR – CHARITY**

	31.3.25	31.3.24
	£	£
Trade creditors	58,405	40,215
Social security and other taxes	34,088	34,595
VAT	38,170	52,934
Accruals & deferred income	293,805	338,777
Inter-company loans	<u>78,321</u>	<u>78,321</u>
	<u>502,789</u>	<u>544,842</u>

**Deferred Income:**

Deferred income is in relation to grants that have been received but which relate to a period after the year end date of the 31st March 2025. This income will be included in the following year end and spent within this period in accordance with the conditions set out in the funding agreement.

	31.3.25	31.3.24
	£	£
Balance as at 1st April	(332,548)	(176,856)
Amount deferred at year end	<u>264,981</u>	<u>332,548</u>
	<u>(67,567)</u>	<u>155,692</u>

**16. OPERATING LEASE COMMITMENTS – GROUP**

The following operating lease payments are committed to be paid within one year:

	31.3.25	31.3.24
	£	£
Expiring:		
Within one year	-	-
Between one and five years	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

**GROUNDWORK NORTH WALES**  
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**OPERATING LEASE COMMITMENTS – CHARITY**

The following operating lease payments are committed to be paid within one year:

	31.3.25	31.3.24
	£	£
Expiring:		
Within one year	-	-
Between one and five years	-	-
	<u>-</u>	<u>-</u>

**17. MOVEMENT IN FUNDS – GROUP**

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
<b>Unrestricted funds</b>			
General fund	430,111	266,429	696,540
<b>Restricted funds</b>			
Wild Ground	911,559	27,307	938,866
Refurbs Flintshire	404,972	(57,812)	347,160
HLF Clywedog Valley Partnership	-	4,263	4,263
Wrexham Schools 2024-25	-	8,246	8,246
Park Adfer – Growing Together Deeside	-	16,586	16,586
Austin and Hope Pilkington – Food Poverty	-	4,977	4,977
FLVC Growing	-	780	780
WCBC Community Growing Project Phase 2	-	8,452	8,452
Principality	347	-	347
Wrexham Schools 2023-24	4,683	(4,683)	-
Moving on Wrexham	1,035	(1,035)	-
Nationwide Happy Families	53,219	(26,890)	26,329
Safer Streets 5	616	(616)	-
Co-op	2,526	(2,526)	-
Dee Valley River Gwenfro	20,699	(20,699)	-
SS5 Underspend – out of hours delivery	62	(62)	-
Alyn Waters Events	140	(140)	-
Buckley Events	107	(107)	-
Brilliant Basics – Digital Kiosks	4,476	(1,920)	2,556
Restricted funds	<u>1,404,441</u>	<u>(45,879)</u>	<u>1,358,562</u>
<b>TOTAL FUNDS</b>	<u>1,834,552</u>	<u>220,550</u>	<u>2,055,102</u>

**MOVEMENT IN FUNDS – CHARITY**

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
<b>Unrestricted funds</b>			
General fund	71,697	81,178	152,875
<b>Restricted funds</b>			
HLF Clywedog Valley Partnership	-	4,263	4,263
Wrexham Schools 2024-25	-	8,246	8,246
Park Adfer – Growing Together Deeside	-	16,586	16,586
Austin and Hope Pilkington – Food Poverty	-	4,977	4,977
FLVC Growing	-	780	780
WCBC Community Growing Project Phase 2	-	8,452	8,452
Brilliant Basics – Digital Kiosks	4,476	(1,920)	2,556
Principality	347	-	347

**GROUNDWORK NORTH WALES**  
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Wrexham schools 2023-24	4,683	(4,683)	-
Moving on Wrexham	1,035	(1,035)	-
Nationwide Happy Families	53,219	(26,890)	26,329
Safer Streets 5	616	(616)	-
Co-op	2,526	(2,526)	-
Dee Valley River Gwenfro	20,699	(20,699)	-
SS5 Underspend – out of hours delivery	62	(62)	-
Alyn Waters Events	140	(140)	-
Buckley Events	<u>107</u>	<u>(107)</u>	<u>-</u>
Restricted funds	<u>87,910</u>	<u>(15,374)</u>	<u>72,536</u>
<b>TOTAL FUNDS</b>	<u>159,607</u>	<u>65,804</u>	<u>225,411</u>

All carried forward funds have been agreed as carryover and be spent in 2025-26

**NET MOVEMENT IN FUNDS – GROUP**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	2,274,338	(2,007,909)	266,429
<b>Restricted funds</b>			
Restricted fund	<u>673,834</u>	<u>(719,713)</u>	<u>(45,879)</u>
<b>TOTAL FUNDS</b>	<u>2,948,172</u>	<u>(2,727,622)</u>	<u>220,550</u>

**NET MOVEMENT IN FUNDS – CHARITY**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,566,915	(1,485,736)	81,179
<b>Restricted funds</b>			
Restricted fund	<u>428,693</u>	<u>(444,067)</u>	<u>(15,374)</u>
<b>TOTAL FUNDS</b>	<u>1,995,608</u>	<u>(1,929,803)</u>	<u>65,805</u>

**GROUNDWORK NORTH WALES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
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**COMPARATIVES FOR NET MOVEMENT IN FUNDS – GROUP**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,933,214	(1,930,100)	3,114
<b>Restricted funds</b>			
Restricted fund	741,442	(748,617)	(7,175)
<b>TOTAL FUNDS</b>	<u>2,674,656</u>	<u>(2,678,717)</u>	<u>4,061</u>

**COMPARATIVES FOR NET MOVEMENT IN FUNDS – CHARITY**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,394,787	(1,413,112)	(18,325)
<b>Restricted funds</b>			
Restricted fund	474,927	(499,485)	(24,558)
<b>TOTAL FUNDS</b>	<u>1,869,714</u>	<u>(1,912,597)</u>	<u>(42,883)</u>

**18. CAPITAL COMMITMENTS – GROUP AND CHARITY**

	31.3.25	31.3.24
	£	£
Contracted but not provided for in the financial statements	<u>-</u>	<u>-</u>