

2024/25

**GROUNDWORK YORKSHIRE**



# Annual Report and Financial Statements



Groundwork Yorkshire Limited

Charity registration no. 519846  
Company registration no. 2202681

Registered office: Environment & Business Centre,  
Merlyn Rees Avenue, Leeds LS27 9SL

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# About Groundwork Yorkshire

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Groundwork supports practical action to create a fair and green future in which people, places and nature thrive.

We believe that working with local communities and businesses to help them build their capacity and resilience is vital if we are to tackle hardship, achieve a just transition to net-zero and help nature recover in a way that reduces inequality and leads to better work and healthier, happier lives.

What this means in practice is: helping people get jobs and supporting the growth of the green economy; reducing the waste of energy, food and water; creating and maintaining biodiverse, accessible green spaces; supporting businesses to be more successful and responsible; and empowering communities to take action to improve their health and wellbeing and the local and global environment.

The way we work:

- > connects people with each other, with opportunity and with nature
- > builds knowledge and confidence so that people feel more in control of their future
- > delivers social, economic and environmental outcomes in an integrated way

We work with people who are facing multiple challenges and in places that are lacking social infrastructure and economic opportunities. Many of the places we prioritise are also increasingly vulnerable to extreme weather events.

We have four decades' experience of building partnerships to address these challenges in three connected ways.

- > **We help people improve their prospects** – increasing confidence, skills, wellbeing and employability and helping those out of work find jobs in the green economy
- > **We 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
- > **We help people protect the planet** – supporting people and businesses to reduce their carbon footprint, cut waste and take practical action to combat the climate and nature emergencies

Groundwork Yorkshire is registered as a company and charity and is a member of the Federation of Groundwork Trusts. This report outlines the activity, priorities and financial position of Groundwork Yorkshire and how it contributes to Groundwork's collective achievements and impact.

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# Chair's Statement

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Groundwork grew from a time of social and economic crisis in the late 1970s and early 1980s. While much has changed over the last forty years, many of the issues we have been wrestling with remain: restoring pride of place and a sense of community; tackling climate change; working with unemployed people to improve their life chances or supporting individuals and communities with the multiple challenges of the current cost of living crisis.

I became Chairman of Groundwork Yorkshire in December 2023, having served on the Board for a number of years. Throughout my involvement with Groundwork, I've been proud to see how Groundwork Yorkshire has stepped up to support communities through current times of crisis.

Even in these most challenging of times our team continues to rise to the challenge of delivering ever more innovative solutions and support to the communities we serve. This report highlights some of what Groundwork Yorkshire has achieved in the last year.

In the coming year we will be supporting a number of our local authority partners as they strive to make the most of the opportunities and initiatives designed to help build pride in place. We will also, as we always have, work with individuals and communities to grow human capital and build community resilience.

On behalf of the Trustees, I would like to thank our great team for their passion, creativity and commitment to the work that we do and to our beneficiaries. We are, of course, extremely grateful to our many partners, funders and supporters and to all of those who participate in our projects. Without their dedication and support, we would not be able to make a difference in our local communities.

A special thanks also to the hundreds of volunteers who give their time so generously to our charitable causes, as Board and Committee Members, and also those from businesses, schools and community groups who are actively involved in our projects on the ground.



**Antony Nelson, Chair** – 10 November 2025

# Governance

## How we are organised and governed

Groundwork Yorkshire is a charity and a company limited by guarantee that was formed in 2021 following a merger between Groundwork Leeds, Groundwork North Yorkshire and Groundwork Wakefield. The governing documents are its Memorandum and Articles of Association, which were last amended by resolution on 26 September 2023.

Membership of Groundwork Yorkshire comprises Leeds City Council, North Yorkshire Council, Wakefield Metropolitan District Council and Groundwork UK. A membership agreement sets out our relationship with Groundwork UK.

The Board of Trustees are appointed accordance with the Charities Act 2011, and are also the directors of the company in accordance with the Companies Act 2006. Up to ten of our trustees are nominated by our Members, through their respective Local Partnership Groups, and a further ten trustees may be co-opted by the Board on account of their skills, experience or networks.

Our trustees are responsible for ensuring Groundwork Yorkshire is managed effectively and efficiently with appropriate systems, processes and policies governing our financial management, our assets and our responsibilities to our staff, volunteers and beneficiaries. Trustees pay particular attention to our responsibilities in respect of health and safety, safeguarding, data protection and information management, and equity, diversity and inclusion across our organisation.

The work of the Board is supported by its sub-committees:

- > **Business Development Committee** – responsible for overseeing business development opportunities, areas for programme expansion and growth, and potential new opportunities.
- > **Finance Committee** – overseeing the financial management of Groundwork Yorkshire, reviewing the Annual Report & Financial Statements and leading on the audit and risk management.
- > **Governance & Compliance Committee**– responsible for overseeing governance and compliance functions, specifically, Health & Safety, Safeguarding, Information Management and Equity, Diversity and Inclusion.
- > **HR Committee**– overseeing our HR processes and policies.
- > **Local Partnership Groups** –a local focus in Leeds, Wakefield and North Yorkshire that brings together local interests to oversee activity in each area.

Groundwork Yorkshire's Senior Management Team is led by the Executive Director and includes senior staff members responsible for financial management and resources and programme delivery. This team operates through delegated powers outlined in our financial regulations and provides regular reports on financial and operational performance and risk management.

### Relationships within Groundwork

Groundwork is a federation of independent charities, each working under a common brand to a common strategy. This strategy sets the direction, milestones and targets which influence operational decision-making across all parts of Groundwork and against which executives hold each other to account.

Within this strategic framework we make our own decisions about the project work we develop and deliver. The federation strategy supports our local decision-making by focusing on those areas of development and delivery where there is a need or an opportunity for Groundwork to act collectively in order to achieve maximum benefit for the communities it serves.

We work closely with our national and regional Groundwork partners. This helps us collaborate to share expertise and amplify our voice and the work we do so we reach more communities. Our work locally reflects the national mission and vision and we are proud to have shaped this through our membership of Groundwork UK.

We work closely with our fellow Trusts; Groundwork Cheshire, Lancashire & Merseyside; Groundwork North East & Cumbria; Groundwork South & North Tyneside and Groundwork Greater Manchester to collaborate and share good practice to maximise service delivery. This approach allows us to present ourselves at the appropriate scale with partners.

Our shared vision is to create a vibrant and sustainable Groundwork delivering more impact to the communities we serve across the North.



# Objectives and Public Benefit

Groundwork Yorkshire's charitable objectives were set down in its Memorandum of Association and were adopted in January 2021 and last amended in September 2023. They commit us to:

1. To promote the conservation, protection and improvement of the physical and natural environment in the Area.
2. To 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 Area.
3. To advance public education in environmental matters and of the ways of better conserving, protecting and improving the same wheresoever.
4. To promote for the public benefit, urban or rural regeneration in areas of social and economic deprivation within the Area by all or any of the following means:
  - a) the relief of poverty in such ways as may be thought fit;
  - b) the relief of unemployment in such ways as may be thought fit including assistance to find employment;
  - c) the advancement of education, training or re-training particularly amongst unemployed people and providing unemployed people with work experience;
  - d) the provision of financial assistance, technical assistance, business advice or consultancy in order to provide training and employment opportunities for unemployed people in cases of financial or other charitable need through help:
    - i. in setting up their own businesses; or
    - ii. to existing businesses;
  - e) the creation of training and employment opportunities by the provision of work space, buildings and/or land for use on favourable terms;
  - f) 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;
  - g) the maintenance, improvement or provision of public amenities, including the provision of routeways such as footpaths and cycleways and access to main transport routes;
  - h) the preservation of buildings or sites of historic or architectural importance;
  - i) the provision or assistance in the provision of recreational facilities for the public at large and/or those who by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances, have need of such facilities;
  - j) the protection or conservation of the environment, including the reclamation of derelict land for use as open space;

- k) the provision of public health facilities and childcare, including the provision of schemes to promote healthier lifestyles and creche facilities to increase the ability of parents to take up employment;
  - l) the promotion of public safety and prevention of crime, including the alleviation of anti-social behaviour;
  - m) such other means as may from time to time be determined subject to the prior written consent of the Charity Commissioners for England and Wales.
5. To promote sustainable development for the benefit of the public within the Area by:
- a) the preservation, conservation and the protection of the environment and the prudent use of resources;
  - b) the relief of poverty and the improvement of the conditions of life in socially and disadvantaged communities;
  - c) the promotion of sustainable means of achieving economic growth and regeneration.
6. To advance the education of the public in subjects relating to sustainable development and the protection, enhancement and rehabilitation of the environment and to promote study and research in such subjects provided that the useful results of such study are disseminated to the public at large.
7. Sustainable development in this Article and in Article 2.5 above means "development which meets the needs of the present without compromising the ability of future generations to meet their own needs.
8. To promote the efficiency and effectiveness of charities within the Area in the direct furtherance of their objects (or any one of them) by the provision of information, advice and assistance in the establishment, administration and management of such charities including assistance of all types in connection with the raising and distribution of funds.
9. To promote the efficiency and effectiveness of the voluntary sector for the benefit of the public by the provision of information, support and advice to local community-based groups anywhere in the Area.

Groundwork Yorkshire's trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the organisation's objectives and planning future activities. In particular, the trustees consider how planned activities will contribute to the charitable objectives set out above.

Further details about the impact of Groundwork Yorkshire's activities during 2024/25 can be found on the following pages.

# Strategic Report for the Year Ended 31st March 2025

The Board of Trustees presents its report for the year ended 31 March 2025.

## 1. Performance overview

The UK remains one of the richest nations in the world yet many people in many communities face significant hardship. Indicators about the impact of the pandemic indicate a heightening of inequalities.

Uncertainty around potential reductions in public spending and possible increases in unemployment, the cost-of-living crisis and other economic and social factors will present multiple new challenges to communities already under stress.

Groundwork was founded at a time of political, social and economic challenge as an experiment to help communities cope with change and work together to make their lives and neighbourhoods better. That experience and that spirit of enterprise and innovation have never been more needed.

What drives us is the recognition that in every community – however disadvantaged – there are deep reserves of pride in the local area and people with the passion and ideas to improve their circumstances and surroundings.

Groundwork exists to harness that pride and unlock that passion through services, projects and programmes that change people's lives now but also make our communities more resilient for the future.

We know that the multiple challenges faced by many people before the pandemic have in many ways increased – obviously so for those living in isolation or with significant health issues in communities with few facilities and limited employment prospects.

The way we go about our work is informed by our commitment to 'the Groundwork approach' as set out in the Federation strategy:

- > We work where there is the most need and we can have most impact
- > We listen to local voices and empower people
- > We embed equity and inclusion in everything we do
- > We learn from local practice to influence wider change
- > We are collaborative and innovative
- > We are environmental exemplars

### Activity Highlights

This year, we have made a difference to the lives of people living in Yorkshire, working with businesses, schools and local communities. Our full range of activities are showcased on our website and social media channels. We are particularly proud of the following achievements:

#### Improving people's prospects

##### Alternative Curriculum

Groundwork Yorkshire secured funding from **North Yorkshire Council UKSPF** to deliver six-week sessions to five Secondary Schools in North Yorkshire and one Pupil Referral Unit. We began in September 2024 and completed in February 2025.

Over six weeks our qualified horticulture tutor worked with groups of up to seven young people on their school site to develop and enhance existing green space. During this time, they learnt a wide range of landscaping skills as well as appropriate use of equipment. In addition, soft skills around working as a team, taking a lead, negotiating, planning, time keeping were also learnt. All the young people completed their NOCN Level 1 Horticulture Certificate assessments.

As part of UKSPF we embedded carbon literacy and careers around green skills. The Alternative Curriculum programme is now in its 4th year and continues to deliver significant impact to the young people in terms of their behaviour, attendance, and attainment. All our feedback states the difference that has been noted and their engagement in school.

#### Creating better places

##### Green Doctor

The Green Doctor service significantly increased in size during the year, both in terms of the number of people we are now supporting and also the services delivered by the team. We secured significant new funding from the **Department of Energy Security and Net Zero, Cadent Foundation** and **British Gas** which allowed us to increase the team size to meet growing demand and targets. As a result, we were able to deliver over 4,000 Green Doctor visits across Yorkshire:

Leeds <b>2,229</b>	Sheffield <b>267</b>	Wakefield <b>147</b>	North Yorks <b>27</b>
Bradford <b>571</b>	Calderdale <b>263</b>	Barnsley <b>103</b>	Doncaster <b>18</b>
Kirklees <b>308</b>	Rotherham <b>166</b>	Hull & East Yorks <b>88</b>	

New work included:

- > A pilot project funded through **Cadent Innovation fund**, surveying damp/ mould in 100 homes and providing landlords with options of how to remove. This pilot was delivered in South Yorkshire in partnership with Groundwork 5 Counties.
- > Delivering **Energy Assessments for Community Buildings**: 16 through Groundwork UK's national programme; 12 funded through NGN; and 5 through Third Sector Leaders Kirklees.

- > We have also delivered 2 **Energy Performance Certificates** for Community buildings paid for by the organisations.
- > We have delivered **ESOL specific workshops** funded through NPG to ensure we can reach communities for whom English is their second language.
- > We secured funding to launch **Green Doctor delivery in Hull** which started during the winter.

#### Delivery achievements in the year

- > 4,605 Referrals received into the service
- > 4,187 households assisted to reduce fuel poverty
- > £289,979 total savings
- > 247 heating and insulation referrals
- > 869 referrals about damp and mould
- > £10,705 saved on water bills
- > £89,931 of energy vouchers issued to 947 households
- > 1,504 households provided with Retrofit advice
- > 533 Retrofit assessments completed
- > 355 Energy Performance Certificates completed
- > 458 funded measures installed following Retrofit Assessment
- > 204 properties reconnected to gas following referral and having boiler/cooker replacements

#### Blue Influencers

The Blue Badgers from [Rotherham Opportunities College](#) (ROC) have been 'badgering for better blue space access', as part of Groundwork's Blue Influencer programme. The group are based at Ulley reservoir, near Rotherham where ROC run a café, building employability opportunities for students. The Blue Badgers believe in more accessible blue spaces. Their mobility and sensory needs limit how they connect with nature. They want to make Ulley an example of a disability-friendly nature park. The group's main focus is creating an accessible wildlife viewing platform, with easy-to-read signs, sensory packs, 'talking tins', and opportunities for investigation and play. Working with the Café, the group want this project to enhance the visibility of people with different brains and bodies, and spark conversations around living with disability.

So far, the Blue Badgers have explored relationships with blue spaces, applied for £5,000 funding and made bamboo litter pickers and willow wreaths (cut from the reservoir edge). Their next jobs are to paint the viewing platform, build wildlife boxes, install signage and benches and enhance pathing. The Blue Badgers want this project to serve as a 'blue' print and inspire similar projects elsewhere. They look forward to holding an open day for locals and doing tours with the Café.

## Summer Programmes

During the summer, our team delivered our largest summer holiday programme to date; three HAF (Holiday Activities and Food) programmes in South Leeds, one in Wakefield and our first OWL (Outdoor Woodland Learning) programme in Wakefield. Goole Go Wild ran at West Park and OWL sessions were delivered at Selby Town Park.

### Go Wild, Healthy Holidays, Leeds

1,440 places were available for children in Morley, East Ardsley and Rothwell. Children experienced a sunny holiday with daily opportunities to cook healthy nutritious meals which they enjoyed together developing skills and knowledge. They were physically active taking part in walks, football, tennis, live Hungry Hippo games and foot golf. All three cohorts were able to visit Lotherton Hall and benefit from guided tours of the animal and bird enclosures and the house.

### Go Wild, Healthy Holidays, Wakefield

This was our first time accessing HAF funding via Wakefield Council to deliver in Wakefield. Originally planned to deliver across Fryston and Frickley Country Parks, we were asked by Wakefield Council if we could source a venue in the South Kirkby community which had a gap in provision. Eight days of provision were delivered at South Kirkby Colliery Cricket Club, followed by eight days at Fryston Country Trails, at the Ranger's community centre.

Like the Leeds model, children took part each day in the preparation and cooking of the meals they ate together with leftovers being taken home. Children participated in a wide range of sporting, crafting activities and a cohort from each venue had a trip to the Yorkshire Dales National Park for a guided walk which was funded by the National Park. Only one child had previously visited. After the trips, we received this quote from Ruth at the National Park "We were all commenting on how amazing you both were with your group, and what a lovely rapport you had with them. And how curious and interested they were. And therefore, what a lovely day we'd had. So, thank you all"

### Outdoor Woodland Learning, Wakefield

The Outdoor Woodland Learning (OWL) programme is a component of the broader "Climate Action in Country Parks" project. Funded by the West Yorkshire Combined Authority and Wakefield Council, and distributed through NOVA, the third-sector framework for the Wakefield district, the project comprises four key strands which are being delivered across 2024:

- > **Walking and cycling:** Guided tours in Fryston and Frickley Country Parks, led by Groundwork's qualified experts.
- > **Outdoor Woodland Learning:** sessions for families connecting with nature and

each other.

- > **Path Restoration:** A dilapidated woodland path in Fryston Country Park is to be reinstated to improve accessibility and enhance the park's offerings.
- > **Habitat Creation:** The Morley Shed has been commissioned to make 8 different habitat boxes, 85 units in total which will be installed by the Ranger team in Sept/October to increase biodiversity.

The OWL sessions were delivered in Fryston and Frickley Country Parks. 24 sessions were held in total, 12 in each park. Sessions were led by a member of the communities' team who has also been a ranger on the sites and knows all they have to offer. Sessions were marketed to local families, free to attend, two hours each on a turn up basis. A wide range of nature-based learning activities were offered, enabling families to learn together outdoors, connect with nature, each other and most importantly have fun!

Activities included:

- > pond dipping where newts and water scorpions were found
- > nature crowns, completed with materials found on walks around the park
- > minibeast hunts and den building
- > creating minibeast hotels which were then filled with materials found together then taken home

### Goole Go Wild

Goole Go Wild is now in its third year of delivery, offering a mix of free and paid-for places. Feedback from working parents was resounding in terms of need for provision of this sort. Parents contacted us right from the start of 2025 to ask when enrolment for this year would open. When it did in mid-July, we opened at 10am and all 30 places were filled by 1pm. A waiting list was put into place and many parents signed up to that too.

The programme is structured to ensure that children learn about the environment and nature, are learning a range of life skills, are active and within this scheme focussing on mental and physical health, as well, of course having fun, building confidence and making new friends. This is an excellent transitional scheme too for children moving schools.

Having a wide range of external providers supporting Goole Go Wild has been fantastic again this year. This scheme has really enabled children who would not usually be outdoors over the summer to participate in a variety of outdoor activities. They have been completing a sport, environmental and art activity everyday day with a daily focus on health and food. They have benefitted from wellbeing activities at the end of each day, such as mindfulness, colouring and positive self-talk, Yoga etc. Being outdoors with other children has also supported their social development. Splitting

the children into groups worked well. We also mixed the staff around, so they had the chance to meet different children and work with one another.

### Summer Programme Statistics

- > 2,600 places available
- > 100 sessions
- > 959 attendees

## Protecting the planet

### WYCA Retrofit Engagement programme

The programme aimed to stimulate interest and engagement in retrofit in hard-to-reach groups by offering advice/help in a community setting. The programme targeted the traditional hard to reach groups of: Properties EPC D or below, Private rented, Hard to treat homes/ Pre 1919 properties, ESOL speakers, Off gas properties.

Through our engagement activity in local communities across West Yorkshire we achieved the following:

- > 1250 unique contacts
- > 140 installations of small measures
- > 3 large measures
- > 29 community champions trained so far

### Groundwork 's DESNZ funded Retrofit research programme

Groundwork developed a bespoke retrofit assessment for wider use than the current industry standard PAS2035 retrofit offering targeting the same groups as the WYCA Retrofit Engagement programme. Across Yorkshire we achieved the following:

- > 175 beneficiaries participated in research we ran with **Leeds Beckett University**
- > Gained additional funding from **Northern Powergrid**
- > 200 beneficiaries total engaged and received retrofit assessments
- > Demand exceeded, there is considerable interest from home owners to learn about retrofitting their homes.
- > 3 full ECO funded projects completed, with properties receiving measures, which has created follow on funding.
- > New bespoke model can be used across tenure and income groups.

### Biodiversity net gain

Across the globe we are in the middle of a biodiversity crisis due to the rapid decline in a very large number of species and habitats. In response the Government passed the Environment Act which has made it compulsory for all new planning applications to demonstrate a 10%

biodiversity net gain (BNG). The 10% gain can be on or off-site, and developers are allowed to buy BNG credits to meet their obligations.

**Leeds City Council** has commissioned Groundwork to produce a baseline BNG audit of all their 65 community parks. Groundwork enlisted the expertise of Evergreen Ecology to carry out an initial feasibility study and subsequently a baseline assessment and habitat condition assessment of 52 parks. This helped the Council to understand the potential of their greenspace assets for habitat banking and biodiversity enhancements. Leeds is looking into the possibility of offering some of their greenspace assets as BNG credits to help with future maintenance of their parks, particularly woodland and meadow creation.

This has opened up a new area of business for Groundwork's landscape architects and Evergreen Ecology, and we are working together on several projects. This offer is particularly attractive for architects who prefer the one stop shop approach to supply all their landscape design, ecology and arboriculture needs for planning applications centrally through Groundwork.

### **Ilkley Water Butts Programme**

We worked in partnership with **Yorkshire Water** to deliver an innovative water management programme installing leaky water butts. The initiative helps to slow the flow of water from domestic properties after rainfall, as part of a larger programme of measures to prevent spillages in the Ilkley area.

Typically, water butts are installed to capture rain running off roofs, to allow gardeners to save water for use during dry spells. The water butts that have been installed in selected areas of Ilkley, Addingham and Ben Rhydding still fulfil this function, but critically are also designed to slowly release some of the captured water, providing capacity to hold fresh rainfall and reduce the likelihood of the wastewater system from becoming overwhelmed.

The 150 free water butts have been provided to households in areas where water monitoring can evidence the impact that capturing this water has on the system. Three different leaky water butts configurations have been installed, ranging from a hi-tec water butt that can be controlled remotely, allowing water to drain in the 24 hours prior to a rainfall event; through to simple leaky water butts that will gradually drain down to 50% capacity over a few hours, with no remote monitoring; and also some that can be monitored remotely for their water levels only. These different configurations will allow cost benefit analysis to be undertaken to help to determine future options.

In addition to supplying and installing the water-butts, Groundwork's landscape architects have designed a rain garden to be created later in the year with pupils at Ashlands Primary School, as a demonstration of how larger volumes of water can be safely captured and allowed to filter into the ground. An education programme linked to the water cycle, water industry, water conservation and climate change will also be provided for the School.

## OUR IMPACT IN 2024/25



**£2,884,445**

Grants distributed to over 350 community organisations via local and national partners



**403**

Adults and young people supported into education, employment or training



**466**

Days of volunteering valued at £45,137



**979,067m<sup>2</sup>**

Landscape improved, the size of 137 football pitches



**3,006**

Nature-based solutions and actions to improve biodiversity



**190**

Projects delivered, bringing benefits to the people of Yorkshire



**£2,721,996**

Domestic utility bill savings



**8,422 tonnes**

of CO<sup>2</sup> emissions saved, including over 8,000 tonnes from domestic properties



**7,047**

People reported positive health or wellbeing outcomes

## 2. Sustainable Development Report

Supporting practical environmental action is core to our mission as a charity, and our strategy commits us to act as 'environmental exemplars'. We continue to focus on three priorities:

- Inspiring our staff to adopt more sustainable behaviours in the workplace and in the home.
- Reducing the carbon footprint of our operations as we work towards 'net zero'.
- Designing and managing programmes that deliver social and environmental benefits.

Our first cohort of staff has been trained in carbon literacy. In common with the rest of the Groundwork federation, we have now established a baseline carbon footprint for our operations. Our action plan to reduce this focuses on maintaining low levels of transport-related emissions by making best use of technology and promoting sustainable travel and supporting staff to embed sustainability in their working arrangements.

We recognise that, as a small staff team, the greatest contribution we can make to sustainable development is through the programmes we develop and deliver. During the year our Green Doctors worked with 5,110 households to achieve £2.7m of utility bill savings which saved over 8,400 tonnes of CO<sub>2</sub>.

## 3. Equity, diversity and inclusion

As a federation, Groundwork has committed to ensuring it embeds good practice in relation to equity, diversity and inclusion in the way it manages its people and delivers its projects, programmes and services. To advance these discussions within Groundwork Yorkshire we have brought together an EDI working group to develop an action plan and lead wider colleague engagement.

Groundwork Yorkshire is committed to being an inclusive organisation both in the work that we do and the people we employ. We are committed to encouraging equity, diversity and inclusion in the workplace and all areas of our activities. We aim to create an environment in which personal differences and the contributions of all individuals are recognised and valued, so that they feel respected and able to give their best. In common with Trusts across the federation we undertook two surveys during 2024/25 intended to capture data about the diversity of our staff team and to generate views and feedback about the degree to which they view Groundwork Yorkshire as an inclusive employer.

This showed that:

- 53% of our workforce is male, and 58% is aged over 45;
- 11.7% of respondents identified as an ethnic or national identity other than white British (this compares to 19.5% for the whole of England and Wales)
- 21% of respondents reported having a disability or health condition. The most prevalent condition was a diagnosed mental health condition (by comparison the charity Scope reports that 19% of working age adults in the UK have a disability)
- 97% of respondents felt that they enjoyed working or volunteering with Groundwork Yorkshire

- 14% of respondents said they had experienced or witnessed discrimination or harassment, although the majority of issues arose as a direct result of working with the general public.

Groundwork Yorkshire's gender pay gap stands at minus 3.1% (2024 9%), with female workers earning, on average, five pence per hour more than their male counterparts. We continue to address this by providing flexible working arrangements and prioritising internal development opportunities.

## 4. Our plans for the future

### Improving people's prospects

Our North Yorkshire & Learning service works with people of all ages, helping to develop their skills and confidence, overcoming barriers to participation, improving wellbeing, and providing a mix of accredited and non-accredited training. We work with a range of people, including those who are hardest to reach in terms of unemployability. During the year, we will:

- Provide a joined-up service across the Yorkshire and Humberside Region and develop provision with national organisations.
- Grow our adult learning and skills provision, particularly offering non-accredited tailored learning and paid for provision.
- Grow our adult employability programme, particularly for hard-to-reach groups and in line with the Government's key objectives.
- Boost digital skills, including offering the National Databank and household budgeting.
- Work with young people through our Alternative Curriculum programme for schools and to grow our Supported Internship offer across the region.
- Deliver our Green Skills training across the Region
- Grow our outdoor education services, including our Go Wild Summer holiday provision and Outdoor Woodland Learning activities across the region.
- Deliver a quality service that is flexible and meets the needs of the funders and the learners, that is innovative, supportive and responsive.
- Achieve growth in our service, through increased revenue; the development of a broader subject offer; and through wider geographical coverage.

### Creating better places

Our Communities Teams will deliver a wide range of environmental education and health and wellbeing projects to underserved communities across Yorkshire. In West Yorkshire, we will:

- Manage Fryston, Frickley and Rabbit Ings Country Parks effectively, striking a balance between providing a home for a variety of wildlife and creating an enjoyable and safe place for communities to visit.
- Connect our children and young people with the natural world around them building knowledge and skills which will support them in adulthood.
- Develop our strategic role, working collaboratively with partners in key networks across the district including the Local Care Partnerships and the Leeds Community Anchor Network.
- Continue our grant administration supporting local organisations to secure funding which builds their capacity and sustainability.
- Support our adult communities by offering activities and opportunities which promote good health and positive wellbeing.

In Hull, we will focus on:

- > Strengthening and grow Groundwork's operational activity.
- > Ensuring the sustainability of Groundwork's existing initiatives including our community hubs at Springhead Park and The Shed.
- > Working with people of all ages through projects that improve wellbeing, and address disadvantage.
- > Increasing participation and volunteering across all our projects.
- > Continuing to deliver environmental activities across our region to create and improve spaces for nature and people.
- > Growing our strategic presence across our operational area by building on existing partnerships.

Groundwork has been delivering our Green Doctor Energy Advice programme in Yorkshire since 2007, providing support to households at risk of fuel poverty across England & Wales. These are households who for the last few years have already been making that choice to not heat their home properly, not top up their energy meter, just so they can feed themselves or their family. In the coming year, we will:

- > Reduce energy bills through behavioural change
- > Tackle water efficiency and correct usage and setup of heating controls
- > Deal with billing and meter issues, and switching energy provider for a cheaper deal,
- > Deal with energy complaints and debt issues and assisting them through to resolution,
- > Prevent condensation, damp and consequent mould growth through behaviour advice
- > Support onward referral to health and social care providers for the most vulnerable.
- > Grow our Damp, mould, Condensation & Indoor Air Quality services to ensure they are sustainable elements of Green Doctor.
- > Grow the income secured from Energy Companies for the Green Doctor service.
- > Grow the Green Doctor Service into new areas of Yorkshire.

### Protecting the planet

Our Green Doctor Retrofit team works to ensure that Housing Associations, Landlords and Community Organisations can make improvements to their properties, which not only reduce costs but also reduce the carbon footprint of their properties. The team delivers PAS 2035 Retrofit contracts for Housing Associations and Local Authorities. Our success delivering a pilot awareness programme in 2024/25 has led to us being a key partner on the West Yorkshire Retrofit One Stop Shop. Over the next five years we will deliver an awareness raising campaign to promote Retrofit within communities and deliver Retrofit Assessments.

We currently deliver around 400 Retrofit Assessments each year for housing associations and Local Authorities as well as a range of technical services such as SAP modelling, Air Tightness and ventilation testing, and all our work meets the PAS 2035 framework standards. We have also developed our expertise to provide the voluntary sector and small businesses with energy audits, advice and support and can provide non-domestic Energy Performance Certificates. This year, we will:

- > Grow our capacity and reach for delivering Retrofit work across Yorkshire.
- > Continue to grow our support for other Trusts across the Federation, to increase national capacity to deliver Retrofit contracts
- > Establish ourselves as the leader for Retrofit delivery within the Third Sector

Our Landscape Design Team delivers a professional landscape design service that can take a project from inception through to sketch design, detailed design, planning application, and contractor procurement and implementation management. Our projects are often on public open space and developed in conjunction with our Communities Teams and can, where appropriate, be delivered by our in-house landscape contracting team. During the year, we will:

- Continue to develop and sustain our Service Level Agreement relationship with **Leeds City Council** particularly with the Parks & Countryside and Regeneration teams.
- Develop our burgeoning relationship with **City of Doncaster Council** by successfully helping them deliver their Future Parks Programme and supporting them deliver several HLF bids.
- Develop our portfolio with the **Environment Agency** and develop our relationship with Yorkshire Wildlife Trust through their NFM programme.
- Expand our portfolio of work with **TransPennine Express** as their 'go to' landscape consultants in Yorkshire.
- Develop our climate resilience offer with Sustainable Drainage Systems design including rain gardens, air quality mitigation measures, woodland creation, Miyawaki forests, ecological landscape design and river valley restoration schemes, showcasing these Nature Based Solutions through the Oldham Urban Greening project.
- Develop our Biodiversity Net Gain offer to local authorities and landowners.

All of our planning is designed to ensure we have the resilience and flexibility as an organisation to cope with a changing and challenging context while focusing on the development of new programmes of work that contribute to our mission and express our values. This will mean a greater variety of income sources, investment in our communications capabilities, effective and efficient performance on our portfolio of programmes and contracts, active management of our costs and assets and a continued commitment from our volunteer trustees to support and champion our work.

Overall, in 2025/26, we aim to:

- Improve 300,000 square metres of publicly accessible land
- Deliver 12 projects addressing climate resilience and ten projects to address habitat and biodiversity loss
- Work with 150 children/young people on environmental and education projects
- Fund 60 VCS organisations via grant programmes
- Deliver 20 activities to communities on the country parks
- Support 700 people to make greener choices
- Support 350 Adults into Education, Training and Employment
- Support 100 Young People into Education, Training and Employment
- Help people gain 100 formal qualifications
- Provide 500 outdoor education places
- Support 3,500 fuel poor households
- Save clients £80,000 on their Utility bills
- Save 35 tonnes of carbon in domestic homes
- Provide 500 homes with Retrofit Assessments and/or Energy Performance Certificates
- Save 15 tonnes of CO<sub>2</sub>e in non-domestic properties
- Work with 100 community organisations through the WYCA One Stop Shop

## 5. Financial performance

Our net incoming resources for 2024/25 totalled £6,273,323 (2023/24 £6,003,129), with an unrestricted deficit of £11,884 (2023/24 a surplus of £28,427).

Our financial strategy has three clear and linked strands as follows:

- to minimise our overhead costs to ensure discretionary spending is focused on supporting front line delivery and generating more income
- to achieve an operating break-even
- to improve our financial strength to withstand unexpected challenges ahead and to invest in the capability we need to diversify our income streams and ensure the quality of our provision.

### Reserves

In line with this financial strategy our trustees have agreed that we should aim to hold at least 3 months of operating costs (c £763,000 for Groundwork Yorkshire in 2024/25) in liquid reserves. We believe this is appropriate for the following reasons:

- to absorb short term set-backs such as loss or delays in funding
- to provide the working capital required to finance retrospective programme funding which can result in considerable timing differences between expenditure and receipt of funds
- to cover the cost of investing in staff training and development to develop new and improved services for Groundwork
- to cover the cost of developing new services, such as improved communications, research and quality and business information systems
- to set aside funds for capital assets such as ICT equipment and for properly equipping our properties
- to provide funding to cover any unforeseen downturn in activity, allowing alternative activity to be generated and/or a planned down-sizing of our staff team.

The above needs for reserves have to be balanced against the following factors:

- the need to be seen as a responsible charity by the Charity Commission, our partners and funders, our member Trusts within Groundwork and the communities we serve
- the need to avoid the creation or retention of unnecessary surpluses for which there is no future planned requirement or that bear no relation to our charitable aims.

The charity's level of free liquid reserves at the end of 2024/25 stands at £590,799, which represents net current assets less restricted funds and less designated funds expected to be used in the next financial year. We recognise that this is lower than our reserves target, and our financial strategy continues to focus on the effective management of cashflow and the generation of operating surpluses to improve our reserves position.

At the end of the financial year, the charity's unrestricted reserves totalled £1,159,580 (2023/24: £302,648) and restricted reserves totalled £0 (2023/24: £900,000).

### Principal funding sources

Most of our funding comes from public or private sector grants and contracts. Each main programme is structured and funded differently, as outlined below:

- Our **Design & Capital Programme** – is supported by Leeds City Council, various Parish and Town Councils across the region, Tesco through their Bags of Help programme, Landfill Community Funding e.g. Veolia, National Lottery Community Fund and through various grass roots community groups, such as Friends of Gledhow Valley Woods.
- Our work in **Communities** is supported by the National Lottery Community Fund, Tesco, Comic Relief, the Land Trust, Leeds City Council, Leeds Community Foundation, and North Yorkshire Council.
- The main funder for our **Lifelong Learning** programme is Leeds City Council's Adult Learning service.
- **Green Doctor and Green Doctor Retrofit** are funded by Leeds City Council, Bradford City Council, Kirklees Council, Care and Repair, Energy Redress, Groundwork UK, British Gas Trust, Northern Gas Networks & Northern Powergrid, Dyson and a range of housing partners.

### Expenditure on charitable objectives

In line with the objectives set in our strategy and our business plan, our expenditure in the year was directed towards the activities mentioned in the above report and summary. In the period to March 2025, Groundwork Yorkshire spent £5 million on charitable activities. £1.2 million was spent on our trading activities.

### Staff Remuneration

Staff salaries are set by management, based on broad pay bands and market tested through recruitment. The salary of the Executive Director is determined by the Board.

### Events after the year end

After the year ended 31st March 2025 but prior to the date of this report, Groundwork Yorkshire Limited was appointed and became the sole trustee of Leeman Road Millenium Green Trust (charity number: 1077557). At the date of appointment, the net assets of Leeman Road Millenium Trust were £492,828.

## 6. Principal risks and uncertainties

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

Major risks are those that have a high probability of occurring and would, if they occurred, have a severe impact on either operational performance or achievement of purpose, or could damage Groundwork's reputation.

Our Board of Trustees, through its delegated Committee structure, regularly monitors the development and operation of Groundwork Yorkshire's risk management process. The process, which operates as both a top-down and bottom-up mechanism, is designed to enable trustees to conclude whether the major risks to which the charity is exposed have been identified and reviewed, and that systems have been established to mitigate these risks.

Our senior management team has, with support from trustees, undertaken the following:

- reviewed the main, high impact generic risks
- established a risk register of all the significant risks which might impact on our core purposes and key objectives
- established a bottom-up and top-down process of risk identification, assessment, mitigation and monitoring for all likely risks
- produced a detailed annual report setting out the action designed to eradicate or mitigate the risks identified

Following review by Committee, a report is prepared for the Board identifying the major risks on which trustees should concentrate action at the highest level.

The major areas of potential risk, for which we have active and specific mitigation strategies in place, are as follows:

- > The climate and nature crises will deepen, leading to further pressure on governments and businesses to demonstrate leadership and support practical action.
- > The long tail of the Covid pandemic will continue to cause disruption and put pressure on public finances requiring ongoing flexibility and the need to operate within tight national and local spending plans.
- > The future policy direction of the UK government is unclear.
- > The gap between the plans and priorities of the UK government and devolved administrations and mayors is likely to remain, and possibly grow, requiring a multi-faceted response to political positioning.
- > The transition from EU Structural Funds to a new UK Shared Prosperity Fund is likely to lead to gaps in provision, but also new opportunities for more joined-up programmes of social and economic regeneration

- 
- > Poor delivery quality or the inappropriate use of funds undermining our reputation and compromising future business development or an unexpected withdrawal of funding from a major partner, for example due to failure to meet targets, or a significant clawback of funding as a result of programme audits
  - > A major personal incident (e.g. in relation to Health & Safety or Safeguarding) occurring on a project or non-compliance with data security requirements by our staff or subcontractors or our systems being affected by a significant cyber-attack.

We recognise that risk management is an essential part of good business practice and an effective mechanism of good governance. The Board is committed to ensuring that risk management processes are embedded throughout the organisation, and that these processes are used to help identify at an early-stage issues that affect performance or achievement of purpose.

However, the Board recognises that a risk management system can only seek to manage rather than eliminate risk of failure, and that it should therefore be only one of the tools that the Board uses to provide effective control and management of the administration of the charity.

## 7. Statement of trustees' responsibilities

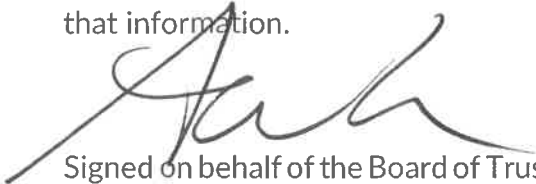
Our trustees are responsible for preparing Groundwork Yorkshire's Annual Report and Financial Statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

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

Our trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and taking reasonable steps to prevent and detect fraud and other irregularities. These financial statements are published on our website in accordance with UK legislation governing the preparation and dissemination of financial statements. The maintenance and integrity of the website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements published.

### Disclosure of information by the trustees to the auditor

Each of the trustees has confirmed that, so far as they are aware, there is no relevant audit information of which Groundwork Yorkshire's auditor is unaware, and that they have taken all the steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that Groundwork Yorkshire's auditor is aware of that information.



Signed on behalf of the Board of Trustees

**Antony Nelson, Chair** 10 November 2025

# Independent Auditor's Report to the Trustees of Groundwork Yorkshire Ltd

## Opinion

We have audited the financial statements of Groundwork Yorkshire Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31st 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 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 auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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 group and parent 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 to going concern are described in the relevant sections of this 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 Report of the Independent Auditors thereon.

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

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

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

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

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

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

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

In the light of the knowledge and understanding of the group and parent charitable company 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 in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and 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 or 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 an auditor's 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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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:

Based on our understanding of the entity and industries in which it operates, we identified the principal risks of non-compliance with laws and regulations related to health and safety, safeguarding, employments law and data protection. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, tax legislation and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

We assessed the susceptibility of the company's financial statements to material misstatement and how fraud might occur, including through discussions with the directors and discussions within our audit team planning meeting. We determined the principal risks were related to posting journal entries to manipulate profits, and management bias in accounting estimates.

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

- Performed analytical procedures to identify any unusual or unexpected relationships.
- Identified and tested journal entries and identified any significant transactions that were unusual or outside the normal course of business.
- Investigated the rationale behind significant or unusual transactions.
- Challenged assumptions and judgements made by management in determining significant accounting estimates.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed audit procedures which included, but were not limited to:

- Agreeing financial statements disclosures to underlying supporting documentation.
- Discussions with management of known or suspected instances of non-compliance with laws and regulations.

At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance of laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement relating to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

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

#### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's 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.

C. Darwin

Christopher Darwin FCA (Senior Statutory Auditor)

For and on behalf of Thomas Coombs Limited

Statutory Auditor

Chartered Accountants

3365 The Pentagon

Century Way

Thorpe Park

Leeds

West Yorkshire

LS15 8ZB

Date: .....10<sup>th</sup> November 2025.....

# Statement of Financial Activities

FOR THE YEAR ENDED 31 MARCH 2025


	Notes	Unrestricted fund £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	75,944	-	75,944	204,707
<b>Charitable activities</b>					
Community Projects	6	625,549	413,437	1,038,986	1,069,574
Design Projects		1,586,676	71,450	1,658,126	1,196,171
Green Doctor		1,632,195	709,383	2,341,578	2,084,374
Other trading activities	4	1,074,838	-	1,074,838	1,367,416
Investment income	5	83,851	-	83,851	80,887
<b>Total</b>		<b>5,079,053</b>	<b>1,194,270</b>	<b>6,273,323</b>	<b>6,003,129</b>
<b>EXPENDITURE ON</b>					
<b>Raising funds</b>					
Other trading activities	7	1,154,385	-	1,154,385	1,280,773
Investment management		72,125	-	72,125	53,542
<b>Charitable activities</b>					
Community Projects	8	693,576	413,437	1,107,013	1,205,970
Design Projects		1,348,971	71,450	1,420,421	1,181,341
Green Doctor		1,821,880	709,383	2,531,263	2,253,076
<b>Total</b>		<b>5,090,937</b>	<b>1,194,270</b>	<b>6,285,207</b>	<b>5,974,702</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(11,884)</b>	<b>-</b>	<b>(11,884)</b>	<b>28,427</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		966,404	-	966,404	937,977
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>954,520</b>	<b>-</b>	<b>954,520</b>	<b>966,404</b>

# Charity Balance Sheet

AT 31 MARCH 2025

	Notes	Group		Charity	
		2025 £	2024 £	2025 £	2024 £
<b>FIXED ASSETS</b>					
Tangible assets	14	237,929	248,318	15,932	35,483
Investments	15	-	-	251	251
Investment property	16	900,000	900,000	900,000	900,000
		<u>1,137,929</u>	<u>1,148,318</u>	<u>916,183</u>	<u>935,734</u>
<b>CURRENT ASSETS</b>					
Stocks	17	60,652	47,696	11,490	9,542
Debtors	18	1,180,903	1,560,507	1,160,176	1,686,510
Cash at bank		388,945	242,422	344,361	205,241
		<u>1,630,500</u>	<u>1,850,625</u>	<u>1,516,027</u>	<u>1,901,293</u>
<b>CREDITORS</b>					
Amounts falling due within one year	19	(1,394,212)	(1,538,923)	(925,228)	(1,213,058)
		<u>236,288</u>	<u>311,702</u>	<u>590,799</u>	<u>688,235</u>
<b>NET CURRENT ASSETS</b>					
		<u>1,374,217</u>	<u>1,460,020</u>	<u>1,506,982</u>	<u>1,623,969</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
<b>CREDITORS</b>					
Amounts falling due after more than one year	20	(419,697)	(493,616)	(347,402)	(421,321)
		<u>954,520</u>	<u>966,404</u>	<u>1,159,580</u>	<u>1,202,648</u>
<b>NET ASSETS</b>					
<b>FUNDS</b>					
	27				
Unrestricted funds- General fund		236,288	66,404	590,799	302,648
Designated funds		718,232	-	568,781	-
Restricted funds- fixed assets		-	900,000	-	900,000
Restricted funds		-	-	-	-
		<u>954,520</u>	<u>966,404</u>	<u>1,159,580</u>	<u>1,202,648</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>					

The financial statements were approved by the Board of Trustees and authorised for issue on 10/11/25 and were signed on its behalf by:



Antony Nelson, Chair

# Consolidated Cash Flow Statement

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	261,043	(32,181)
<b>Cash flows from investing activities</b>			
Investment income		83,851	80,887
Investment management costs		(72,125)	(53,542)
Purchase of tangible fixed assets		(42,241)	(53,621)
Net cash from investing activities		(30,515)	(26,276)
<b>Cash flows from financing activities</b>			
Loan repayments		(72,351)	(70,554)
Loan interest		(11,654)	(14,041)
Net cash from financing activities		(84,005)	(84,595)
Increase/(decrease) in cash and cash equivalents		146,523	(143,052)
Cash and cash equivalents at beginning of period	2	242,422	385,474
Cash and cash equivalents at end of period	2	388,945	242,422

**NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31ST MARCH 2025**

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

	2025	2024
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(11,884)	28,427
<b>Adjustments for:</b>		
Depreciation charges	52,630	54,710
Loss on disposal of fixed assets	-	1,390
Investment income	(83,851)	(80,887)
Investment management costs	72,125	53,542
Loan interest	11,654	14,041
Increase in stocks	(12,956)	(5,633)
Decrease/(increase) in debtors	379,604	(187,521)
(Decrease)/increase in creditors	(146,279)	89,750
<b>Net cash provided by operations</b>	<u>261,043</u>	<u>(32,181)</u>

**2. ANALYSIS OF CHANGES IN NET DEBT**

	At 1/4/24	Cash flow	At 31/3/25
	£	£	£
<b>Net cash</b>			
Cash at bank	<u>242,422</u>	<u>146,523</u>	<u>388,945</u>
	<u>242,422</u>	<u>146,523</u>	<u>388,945</u>
<b>Debt</b>			
Bank loan	(24,128)	10,177	(13,951)
Other loans	<u>(586,746)</u>	<u>62,174</u>	<u>(524,572)</u>
	<u>(610,874)</u>	<u>72,351</u>	<u>(538,523)</u>
<b>Total</b>	<u>(368,452)</u>	<u>218,874</u>	<u>(149,578)</u>

# Notes forming part of the financial statements

## FOR THE YEAR ENDED 31 MARCH 2024

### 1. ACCOUNTING POLICIES

#### Basis of preparing the financial statements

The financial statements of the 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

#### Going concern

At the time of signing these accounts, having considered the economic climate, the Trustees expectations and intentions for the next 12 months, and the availability of working capital, the Trustees are of the opinion that the company will remain viable for the foreseeable future and accordingly these financial statements have been prepared on the going concern basis.

The trustees have considered that the forward order book, indicates that, overall, a promising proportion of funding for the year is now in place, based on confirmed contracts. The trustees have a reasonable level of confidence, based on development work that is already at an advanced stage, for another significant proportion.

New opportunities continue to be explored.

Our Trading Companies continue to make a positive financial contribution. GPL has a strong forward order book for the next two years, and membership of our golf clubs at Whitwood and Springhead has been growing steadily.

#### Group financial statements

These financial statements consolidate the accounts of the charity and its subsidiary undertakings, all of which are made up to 31 March, on a line by line basis. Transactions between group companies are eliminated on consolidation. No Statement of Financial Activities is presented for the charity alone.

#### Income

Income is recognised in the Statement of Financial Activities (SoFA) when the charity has entitlement to the funds, any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Income from charitable activities is accounted for when earned for service contracts. Where grants are considered to be performance related, income is recognised to the extent that the services outlined had been performed by the year end. Where income has been received but the related service had not been performed by the year end, the balance is carried forward as deferred income.

**1. ACCOUNTING POLICIES – continued**

**Income**

Investment income is earned through holding assets for investment purposes-such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Where contracts include success fees this income is not recognised until the targets have been achieved. Where activities have been undertaken that are expected to-lead to future success fees this is included at cost in work in progress.

**Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of other trading activities includes the costs of the group's non-charitable trading subsidiary.
- Expenditure on charitable activities includes direct and indirect costs of delivering the group's charitable activities.
- Investment management costs includes the cost of maintaining the group's investment property. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises overheads have been allocated on a staff time basis and other overheads have been allocated on a staff time basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

**Tangible fixed assets**

Individual tangible fixed assets costing £1,500 or more are capitalised and included at cost including any incidental expenses of acquisition.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write-off the cost of fixed assets, less their estimated residual value, over their expected useful life on the following basis:

Project equipment and tools	<b>5 years SL</b>
Office equipment	<b>3-5 years SL</b>
Computer Hardware	<b>3 years SL</b>
Motor vehicles	<b>3 years SL</b>
Golf course and facilities	<b>20 years SL</b>

**Investment property**

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

**1. ACCOUNTING POLICIES – continued****Stocks**

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

**Taxation**

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

**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.

**Financial instruments**

The group 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.

**Pension costs**

The company makes contributions to the West Yorkshire Local Government Superannuation Fund, a defined benefit scheme.

The scheme is a funded multi-employer 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 credit 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 the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses. A net pension asset is recognised where it is supported by a right to reduce contributions due.

**Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation, Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The group makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in the notes, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation has been used by the actuary in valuing the pensions liability at 31<sup>st</sup> March 2025.

Any difference-s between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**3. DONATIONS AND LEGACIES**

	2025	2024
	£	£
Core funding	67,012	53,870
Other	<u>8,932</u>	<u>150,837</u>
	<u>75,944</u>	<u>204,707</u>

**4. OTHER TRADING ACTIVITIES**

	2025	2024
	£	£
Trading activities of subsidiaries	<u>1,074,838</u>	<u>1,367,416</u>

**5. INVESTMENT INCOME**

	2025	2024
	£	£
Rents received	<u>83,851</u>	<u>80,887</u>

**6. INCOME FROM CHARITABLE ACTIVITIES**

		2025	2024
	Activity	£	£
Income from projects	Community Projects	1,038,986	1,069,574
Income from projects	Design Projects	1,658,126	1,196,171
Income from projects	Green Doctor	<u>2,341,578</u>	<u>2,084,374</u>
		<u>5,038,690</u>	<u>4,350,119</u>

7. RAISING FUNDS

	2025	2024
	£	£
Trading activities of subsidiaries	<u>1,154,385</u>	<u>1,280,773</u>

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Support costs (see note 10)	Totals
	£	£	£
Community Projects	899,173	207,840	1,107,013
Design Projects	1,088,729	331,692	1,420,421
Green Doctor	<u>2,062,852</u>	<u>468,411</u>	<u>2,531,263</u>
	<u>4,050,754</u>	<u>1,007,943</u>	<u>5,058,697</u>

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff costs	1,813,983	1,463,757
Temporary staff	60,785	52,667
Materials	180,954	106,140
Other project costs	323,951	227,953
Vehicle and equipment costs	180,386	133,713
Subcontractor & consultant fee	1,236,754	1,351,576
Grant funding activities	<u>253,941</u>	<u>240,081</u>
	<u>4,050,754</u>	<u>3,575,887</u>

10. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Community Projects	204,731	3,109	207,840
Design Projects	326,729	4,963	331,692
Green Doctor	<u>461,402</u>	<u>7,009</u>	<u>468,411</u>
	<u>992,862</u>	<u>15,081</u>	<u>1,007,943</u>

## 10. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

	Community Projects £	Design Projects £	Green Doctor £	2025 Total activities £	2024 Total activities £
Staff costs	130,943	208,972	295,107	635,022	708,076
Travel	13,227	21,109	29,810	64,146	70,864
Marketing	213	339	479	1,031	1,216
Premises	11,270	17,985	25,398	54,653	51,315
Communications	7,799	12,447	17,577	37,823	19,596
Professional fees	1,389	2,216	3,129	6,734	30,764
Insurance	8,072	12,882	18,192	39,146	42,620
Sundry	13,685	21,840	30,843	66,368	21,734
IT	14,398	22,979	32,450	69,827	75,062
Depreciation of tangible and heritage assets	3,735	5,960	8,417	18,112	23,309
<u>Governance costs</u>					
Legal and professional fees	-	-	-	-	-
Audit fees	3,109	4,963	7,009	15,081	19,421
Non-audit services	-	-	-	-	523
	<u>207,840</u>	<u>331,692</u>	<u>468,411</u>	<u>1,007,943</u>	<u>1,064,500</u>

## 11. TRUSTEES' REMUNERATION AND BENEFITS

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

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31st March 2025 nor for the year ended 31st March 2024.

12. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	2,686,608	2,391,489
Social security costs	219,534	183,648
Pension costs	<u>62,394</u>	<u>59,324</u>
	<u>2,968,536</u>	<u>2,634,461</u>

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

	2025	2024
Charitable activities	80	75
Trading subsidiaries	<u>42</u>	<u>42</u>
	<u>122</u>	<u>117</u>

The total employment costs to the group of the key management personnel during the year were £279,361 (2024: £230,137). These amounts are total staff costs and therefore include social security costs and employer’s contributions to pension schemes.

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

	2025	2024
	Number	Number
In the band £70,001-£80,000	<u>1</u>	<u>1</u>

Pension contributions of £Nil (2024: £Nil) were paid by the Charity for the above employee.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	204,707	-	204,707
<b>Charitable activities</b>			
Community Projects	296,298	773,276	1,069,574
Design Projects	331,368	864,803	1,196,171
Green Doctor	577,422	1,506,952	2,084,374
Other trading activities	1,367,416	-	1,367,416
Investment income	80,887	-	80,887
<b>Total</b>	<u>2,858,098</u>	<u>3,145,031</u>	<u>6,003,129</u>
<b>EXPENDITURE ON</b>			
<b>Raising funds</b>			
Other trading activities	1,280,773	-	1,280,773
Investment management	53,542	-	53,542
<b>Charitable activities</b>			
Community Projects	432,694	773,276	1,205,970
Design Projects	316,538	864,803	1,181,341
Green Doctor	746,124	1,506,952	2,253,076
<b>Total</b>	<u>2,829,671</u>	<u>3,145,031</u>	<u>5,974,702</u>
<b>NET INCOME</b>	28,427	-	28,427
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	937,977	-	937,977
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>966,404</u></u>	<u><u>-</u></u>	<u><u>966,404</u></u>

14. TANGIBLE FIXED ASSETS

Group	Golf course and facilities equipment	Project equipment	Office
	£	£	£
<b>COST</b>			
At 1st April 2024	193,276	186,182	13,003
Additions	<u>22,687</u>	<u>7,087</u>	-
At 31st March 2025	<u>215,963</u>	<u>193,269</u>	<u>13,003</u>
<b>DEPRECIATION</b>			
At 1st April 2024	56,260	127,187	1,569
Charge for year	<u>13,280</u>	<u>14,627</u>	<u>4,334</u>
At 31st March 2025	<u>69,540</u>	<u>141,814</u>	<u>5,903</u>
<b>NET BOOK VALUE</b>			
At 31st March 2025	<u>146,423</u>	<u>51,455</u>	<u>7,100</u>
At 31st March 2024	<u>137,016</u>	<u>58,995</u>	<u>11,434</u>
	Motor vehicles	Computer equipment	Totals
	£	£	£
<b>COST</b>			
At 1st April 2024	116,272	54,529	563,262
Additions	<u>12,157</u>	<u>310</u>	<u>42,241</u>
At 31st March 2025	<u>128,429</u>	<u>54,839</u>	<u>605,503</u>
<b>DEPRECIATION</b>			
At 1st April 2024	84,802	45,126	314,944
Charge for year	<u>12,886</u>	<u>7,503</u>	<u>52,630</u>
At 31st March 2025	<u>97,688</u>	<u>52,629</u>	<u>367,574</u>
<b>NET BOOK VALUE</b>			
At 31st March 2025	<u>30,741</u>	<u>2,210</u>	<u>237,929</u>
At 31st March 2024	<u>31,470</u>	<u>6,590</u>	<u>248,318</u>

15. FIXED ASSET INVESTMENTS

Charity

	Shares in group undertakings £
<b>MARKET VALUE</b>	
At 1st April 2024 and 31st March 2025	<u>251</u>
<b>NET BOOK VALUE</b>	
At 31st March 2025	<u>251</u>
At 31st March 2024	<u>251</u>

The charity owns the whole ordinary share capital of Groundwork Pride Limited, a company registered in England and Wales. The subsidiary undertakes environmental projects similar to those of the charity but which, because of their location or nature cannot be undertaken by the charities. Taxable profits are donated to the charities in proportion to the work done in each area. Assets and liabilities are not owned in proportion to the shareholdings but as agreed between the two companies.

The charity owns the whole ordinary share capital of Job Match (UK) Limited, a company registered in England and Wales. The subsidiary provides recruitment services tailored to the needs of beneficiaries of the charities employment projects. Any profits will be donated to the charity.

The charity owns the whole ordinary share capital of Whitwood Golf Club Limited, a company registered in England and Wales and incorporated on 21 June 2012. The subsidiary operates two golf courses.

The results of each company is included within these consolidated financial statements on a line by line basis.

	JMUKL 2025 £	GPL 2025 £	JMUKL 2024 £	GPL 2024 £
Turnover	61,045	924,406	52,949	851,879
Cost of sales	<u>(54,242)</u>	<u>(447,820)</u>	<u>(45,788)</u>	<u>(604,310)</u>
Gross profit	6,803	476,586	7,161	247,569
Administrative expenses	(1,265)	(371,474)	(6,731)	(232,843)
Interest received and other income	<u>-</u>	<u>5,760</u>	<u>-</u>	<u>280</u>
Net profit/(loss)	<u>5,538</u>	<u>99,352</u>	<u>430</u>	<u>15,006</u>
Assets	359	389,450	1,624	360,940
Liabilities	<u>(41,559)</u>	<u>(468,068)</u>	<u>(48,362)</u>	<u>(538,910)</u>
Net assets	<u>(41,200)</u>	<u>(78,618)</u>	<u>(46,738)</u>	<u>(177,970)</u>
Called up share capital	100	100	100	100
Profit and loss account	<u>(41,300)</u>	<u>(78,718)</u>	<u>(46,838)</u>	<u>(178,070)</u>
	<u>(41,200)</u>	<u>(78,618)</u>	<u>(46,738)</u>	<u>(177,970)</u>

15. FIXED ASSET INVESTMENTS - continued

	WGCL 2025 £	WGCL 2024 £
Turnover	741,059	856,374
Cost of sales	<u>(304,052)</u>	<u>(442,817)</u>
Gross profit	437,007	413,557
Administrative expenses	(539,033)	(443,822)
Interest received and other income	<u>28,320</u>	<u>20,948</u>
Net profit/(loss)	<u><u>(73,706)</u></u>	<u><u>(9,317)</u></u>
Assets	349,468	396,724
Liabilities	<u>(434,459)</u>	<u>(408,009)</u>
Net assets	<u><u>(84,991)</u></u>	<u><u>(11,285)</u></u>
Called up share capital	100	100
Profit and loss account	<u>(85,091)</u>	<u>(11,385)</u>
	<u><u>(84,991)</u></u>	<u><u>(11,285)</u></u>

Company registration numbers of the subsidiaries are  
 Groundwork Pride Limited- 02871169  
 Job Match (UK) Limited- 07677305  
 Whitwood Golf Club Limited- 08114265

16. INVESTMENT PROPERTY

Group and Charity	£
<b>FAIR VALUE</b>	
At 1st April 2024 and 31st March 2025	<u>900,000</u>
<b>NET BOOK VALUE</b>	
At 31st March 2025	<u><u>900,000</u></u>
At 31st March 2024	<u><u>900,000</u></u>

The property was valued on an open market existing use basis on 11 April 2023 by Feather Smalles Scales Chartered Surveyors. The historical cost of the asset is £5,790,717 (2024: £5,790,717).

17. STOCKS

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Stocks	<u>60,652</u>	<u>47,696</u>	<u>11,490</u>	<u>9,542</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade debtors	575,279	734,665	306,041	539,845
Other debtors	145,172	103,403	144,339	473,401
Amounts owed by group undertakings	-	-	395,959	147,556
Prepayments and accrued income	460,452	722,439	313,837	525,708
	<u>1,180,903</u>	<u>1,560,507</u>	<u>1,160,176</u>	<u>1,686,510</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Bank loans and overdrafts (see note 21)	10,170	10,170	10,170	10,170
Other loans (see note 21)	108,656	107,088	63,733	62,165
Trade creditors	504,059	612,290	247,797	380,952
Social security and other taxes	237,955	212,648	225,352	188,101
Other creditors	37,985	17,085	20,164	10,667
Accruals	83,026	279,444	60,597	267,601
Deferred income (see note 22)	412,361	300,198	297,415	293,402
	<u>1,394,212</u>	<u>1,538,923</u>	<u>925,228</u>	<u>1,213,058</u>

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

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Bank loans and overdrafts (see note 21)	3,781	13,958	3,781	13,958
Other loans (see note 21)	415,916	479,658	343,621	407,363
	<u>419,697</u>	<u>493,616</u>	<u>347,402</u>	<u>421,321</u>

21. LOANS

An analysis of the maturity of loans is given below:

	2025	2024
	£	£
Amounts falling due within one year on demand:		
Bank loans	10,170	10,170
Other loans	<u>108,656</u>	<u>107,088</u>
	<u>118,826</u>	<u>117,258</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	3,781	10,170
Other loans - 1-2 years	<u>137,638</u>	<u>136,028</u>
	<u>141,419</u>	<u>146,198</u>
Amounts falling between two and five years:		
Bank loans – 2-5 years	-	3,788
Other loans – 2-5 years	<u>206,087</u>	<u>201,014</u>
	<u>206,087</u>	<u>204,802</u>
Amounts falling after more than five years:		
Bank loans - more than 5 years	-	-
Other loans - more than 5 years	<u>72,191</u>	<u>142,616</u>
	<u>72,191</u>	<u>142,616</u>

Other loans include £407,354 (2024: £469,518) secured on the charity's investment property.

22. DEFERRED INCOME

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Balance brought forward	300,198	294,673	293,402	260,186
Income received	6,103,109	5,283,872	5,178,703	4,241,244
Income released to SOFA	<u>(5,990,946)</u>	<u>(5,278,347)</u>	<u>(5,174,690)</u>	<u>(4,208,028)</u>
Balance carried forward	<u>412,361</u>	<u>300,198</u>	<u>297,415</u>	<u>293,402</u>

Income has been deferred because it relates to future accounting periods as stipulated by the funders or where the conditions imposed have not yet been met.

## 23. COMMITMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	<u>916</u>	<u>8,814</u>
	<u>916</u>	<u>8,814</u>

The group had rents due from its investment property as follows:

	2025	2024
	£	£
Within one year	<u>41,437</u>	<u>39,990</u>
Between one and five years	<u>64,875</u>	<u>69,497</u>
	<u>106,312</u>	<u>109,487</u>

24. EMPLOYEE BENEFIT OBLIGATIONS

The company makes payments on behalf of employees to the West Yorkshire Pension Fund. It is a funded defined benefit scheme, with the assets held in separate trustee-administered funds.

A full actuarial valuation was carried out at 31 March 2022 and was last updated to 31 March 2025 by a qualified independent actuary. As at the year end the scheme was in surplus and had recorded a surplus movement for the year. There is no provision within the scheme terms for the return of any part of the surplus to the employer and accordingly in accordance with FRS 102, neither the pension surplus nor the movement in the year have been recognised.

Major assumptions

	2025	2024
	%	%
Rate of Increase in salaries	3.8	3.9
Rate of Increase for pensions	2.5	2.6
Rate of Inflation (CPI)	2.5	2.6
Discount rate	5.8	4.8

Life expectancy assumptions

	2025	2024
	years	years
Male current pensioner age 65 now	20.9	21.0
At 65 for a male future pensioner aged 45 now	21.8	22.3
Female current pensioner age 65 now	24.1	24.2
At 65 for a female future pensioner aged 45 now	24.8	25.2

	Value as at 2025	Value as at 2024
	£000	£000
<b>Share of assets and rate of return</b>		
Equities	4,325	3,639
Government bonds	491	389
Other bonds	218	192
Property	153	128
Cash	142	82
Other	<u>125</u>	<u>151</u>
Total market value of assets	5,454	4,581
Present value of scheme liabilities	<u>(4,033)</u>	<u>(3,925)</u>
Unrecognised asset	<u>1,421</u>	<u>656</u>

£000	Movement in unrecognised asset/(deficit) £000	2025	2024
	At start of year	656	345
	Current service charge	(33)	(28)
	Employer contributions	-	2
	Net interest/return on assets	33	16
	Actuarial gain/(loss)	38	10
	Remeasurement gain/(loss)	(53)	-
	Actuarial gains/(losses) due to changes in financial assumptions	746	-
	Gains from group transfers	34	-
	Asset restriction	-	-
	At end of year	<u>1,421</u>	<u>656</u>

24. EMPLOYEE BENEFIT OBLIGATIONS - continued

Net interest/return on assets	2025	2024
	£000	£000
Interest on assets	233	203
Interest on liabilities	(200)	(187)
	<u>33</u>	<u>16</u>

25. RESULTS OF PARENT CHARITY

	2025	2024
	£	£
Income	5,338,498	4,658,958
Expenditure	(5,381,566)	(4,636,648)
Increase/(decrease) in funds	(43,068)	22,310
Total funds brought forward	<u>1,202,648</u>	<u>1,180,338</u>
Total funds carried forward	<u>1,159,580</u>	<u>1,202,648</u>
Restricted funds	-	900,000
Designated funds	568,781	-
Unrestricted funds	<u>590,799</u>	<u>302,648</u>
	<u>1,159,580</u>	<u>1,202,648</u>

26. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

2025	Designated funds	Restricted funds	Unrestricted funds	Total
	£	£	£	£
Group				
Tangible fixed assets	237,929	-	-	237,929
Investments	-	-	-	-
Investment property	900,000	-	-	900,000
Current assets	-	-	1,630,500	1,630,500
Creditors < 1 year	-	-	(1,394,212)	(1,394,212)
Creditors > 1 year	(419,697)	-	-	(419,697)
Net assets	<u>718,232</u>	<u>-</u>	<u>236,288</u>	<u>954,520</u>

26. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS - continued

2025

	Designated funds	Restricted funds	Unrestrict ed funds	Total
Charity	£	£	£	£
Tangible fixed assets	15,932	-	-	15,932
Investments	251	-	-	251
Investment property	900,000	-	-	900,000
Current assets	-	-	1,516,027	1,516,027
Creditors < 1 year	-	-	(925,228)	(925,228)
Creditors > 1 year	(347,402)	-	-	(347,402)
Net assets	<u>568,781</u>	<u>-</u>	<u>590,799</u>	<u>1,159,580</u>

27. MOVEMENT IN FUNDS- GROUP

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
<b>Unrestricted funds</b>				
General fund	66,404	40,746	129,138	236,288
Designated fixed asset equity reserve	-	(52,630)	770,862	718,232
	<u>66,404</u>	<u>(11,884)</u>	<u>900,000</u>	<u>954,520</u>
<b>Restricted funds</b>				
Restricted fixed assets	900,000	-	(900,000)	-
Restricted projects	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>966,404</u>	<u>(11,884)</u>	<u>-</u>	<u>954,520</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	5,079,053	(5,038,307)	40,746
Designated fixed asset equity reserve	-	(52,630)	(52,630)
	<u>5,079,053</u>	<u>(5,090,937)</u>	<u>(11,884)</u>
<b>Restricted funds</b>			
Restricted fixed assets	-	-	-
Restricted projects	1,194,270	(1,194,270)	-
	<u>1,194,270</u>	<u>(1,194,270)</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>6,273,323</u>	<u>(6,285,207)</u>	<u>(11,884)</u>

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	At 31/3/24 £
<b>Unrestricted funds</b>			
General fund	37,977	28,427	66,404
<b>Restricted funds</b>			
Restricted fixed assets	900,000	-	900,000
Restricted projects	-	-	-
	<u>937,977</u>	<u>28,427</u>	<u>966,404</u>
<b>TOTAL FUNDS</b>	<u>937,977</u>	<u>28,427</u>	<u>966,404</u>

## 27. MOVEMENT IN FUNDS- continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,858,098	(2,829,671)	28,427
Restricted funds			
Restricted projects	3,145,031	(3,145,031)	-
	<u>6,003,129</u>	<u>(5,974,702)</u>	<u>28,427</u>
<b>TOTAL FUNDS</b>	<b>6,003,129</b>	<b>(5,974,702)</b>	<b>28,427</b>

Unrestricted funds are the retained surpluses of the group and are available to be used for any purpose specified within the trust's objectives and are the only funds that are available for use at the discretion of the trustees.

Restricted funds represent unspent balances on grants received for specific projects. The restrictions are generally imposed by the funding body and often include the type of expenditure allowed and geographical area of project and the activity to be supported.

The designated fixed asset equity reserve represents the book value of fixed assets less long term debt which provides financing to the group and charity.

Restricted fixed asset funds represent the net book value of fixed assets purchased out of restricted funds together with unexpended balances on grants received for specific projects where the project expenditure is to be capitalised as a fixed asset.

Transfers from the restricted fixed asset reserve represent the fulfilment of a restriction following the completion of development works at the Charity's investment property.

## 28. SUBSEQUENT EVENTS

After the year ended 31<sup>st</sup> March 2025 but prior to the date of this report, Groundwork Yorkshire Limited was appointed and became the sole trustee of Leeman Road Millenium Green Trust (charity number: 1077557). At the date of appointment, the net assets of Leeman Road Millenium Trust were £492,828.

29. RELATED PARTY DISCLOSURES

The Federation of Groundwork Trusts, Wakefield Metropolitan District Council, Leeds City Council, North Yorkshire Council are the members of the trust. The Federation of Groundwork Trusts is also a member of Groundwork North Yorkshire. It is also a member of The Leeds Groundwork Trust, which has a subsidiary undertaking Groundwork Environmental Services (Leeds) Limited.

During the year in the ordinary course of business, the group entered into transactions with the above as follows.

	2025	2024
	£	£
<b>Incoming resources</b>		
The Federation of Groundwork Trusts	1,049,343	542,307
Leeds City Council	1,130,813	1,240,996
Selby District Council	(4,083)	4,900
North Yorkshire Council	22,945	62,551
The Leeds Groundwork Trust	737	737
Groundwork Greater Manchester	19,883	-
Groundwork North and East Cumbria	8,174	-
Groundwork Pride Limited	25,790	34,793
Whitwood Golf Club Limited	11,152	18,586
Job Match (UK) Limited	502	1,504
<b>Resources expended</b>		
The Federation of Groundwork Trusts	19,320	18,067
Wakefield Metropolitan District Council	2,469	2,732
Leeds City Council	18,242	9,582
Selby District Council	2,650	-
Groundwork Five Counties	8,332	-
Groundwork Greater Manchester	545	-
Groundwork London	9,648	-
Groundwork Pride Limited	717,666	369,494
Whitwood Golf Club Limited	3,092	8,186
Job Match (UK) Limited	60,864	52,667
<b>Debtors</b>		
The Federation of Groundwork Trusts	37,864	33,453
Leeds City Council	160,323	277,356
Selby District Council	-	5,750
North Yorkshire Council	-	-
The Leeds Groundwork Trust	-	85,881
Groundwork Greater Manchester	21,360	-
Groundwork North and East Cumbria	680	-
<b>Creditors</b>		
The Federation of Groundwork Trusts	2,508	-
Wakefield Metropolitan District Council	407,754	469,518
Leeds City Council	11,432	12,652
Selby District Council	-	-
Groundwork Five Counties	8,332	-
Groundwork Greater Manchester	-	-
Groundwork London	476	-

# Advisers

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## Auditors

Thomas Coombs Limited  
The Pentagon  
3365 Century Way  
Leeds LS15 8ZB

## Bankers

The Co-operative Bank plc  
P.O. Box 101  
1 Balloon Street  
Manchester  
M60 4EP

## Solicitors

Eversheds  
Cloth Hall Court  
Infirmary Street  
Leeds LS1 2JB

Stapleton Gardner & Co  
Stoneleigh House  
Commercial Street  
Morley  
Leeds LS27 8HN

# The Board of Trustees

The trustees (who are the directors of the company in accordance with the Companies Act 2006) on the date of approval of this report, or who served as trustees at any time during the year reported on, are as follows.

Nominated trustees	First appointed	Last appointed	Retired/resigned
David Blackburn	September 2023		Resigned June 2024
Elaine Blezard	May 2013	AGM 2022	
Peter Cooper	July 1999	AGM 2023	
David Jones	January 2024		Resigned June 2024
Antony Nelson	January 2021	AGM 2024	
John Readshaw	January 2021	AGM 2024	
Steve Shaw-Wright	September 2023	AGM 2023	
Paul Wray	September 2023	AGM 2023	

Co-opted trustees	First appointed	Last appointed	Retired/resigned
Alexena Cayless	September 2023	AGM 2023	
Trevor Lincoln	January 2021	AGM 2024	
Heena Mahmood	September 2023	AGM 2023	
Judith McKenna	September 2024	AGM 2024	
Azizur Rehman	September 2023		Resigned June 2024
Nicholas Robinson	September 2023	AGM 2023	
Gary Williams	September 2023	AGM 2023	
Dan Wilson	March 2022	AGM 2022	

## Company Secretary

Sarah Munro

### Committees & Trading Companies

Business Development Committee	Chair – Dan Wilson
Finance Committee	Chair – Judith McKenna
Governance & Compliance Committee	Chair – vacant
HR Committee	Chair – John Readshaw
Groundwork Pride Limited	Chair – Peter Cooper
Whitwood Golf Club Limited	Chair – Peter Cooper

### Executive Director

Adrian Curtis