

GREATER NOTTINGHAM  
GROUNDWORK TRUST LIMITED

COMPANY NUMBER

02556957

CHARITY REGISTRATION NUMBER

1003426

REGISTERED OFFICE

Unit A  
Tennyson Hall  
Forest Road West  
Nottingham  
NG7 4EP

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PAGE

Vision And Objects .....	1-3
Directors' Report .....	4 - 33
Company Information .....	34 - 35
Auditors' Report .....	36 - 37
Statement of Financial Activities .....	38 - 39
Balance Sheet .....	40 - 41
Notes to the Financial Statements .....	42 - 57
Additional Disclosures Required By Funders .....	58 - 59

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

Groundwork Greater Nottingham (GGN) seeks to deliver a society made up of sustainable communities which:

- are vibrant, healthy and safe
- respect the local and global environment

and where:

- individuals thrive and
- enterprise prospers

Groundwork Greater Nottingham works within two thematic areas which are known as Inspiring People and Inspiring Places. In working towards this view of society the Trust is governed by its Memorandum and Articles of Association adopted on November 12th 1990 (as amended by special resolution on 15<sup>th</sup> September 2010), which outline its purpose. These 'objects' are:

- conservation, protection and improvement of the physical and natural environment anywhere in the area of the city of Nottingham and the districts of Gedling, Broxtowe and Rushcliffe.
- 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 of the city of Nottingham and in the districts of Gedling, Broxtowe and Rushcliffe.
- to advance public education in environmental matters and of the ways of better conserving, protecting and improving the same wheresoever.
- to promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation in the area of the city of Nottingham and the districts of Gedling, Broxtowe and Rushcliffe by: the relief of poverty in such ways as may be thought fit.
  - i.) the relief of unemployment in such ways as thought fit including assistance to find employment.
  - ii.) advancement of education, training or re training particularly amongst the unemployed and providing unemployed people with work experience.
  - iii.) creation of training and employment opportunities by the provision of work, space and/or land for use on favourable terms.
  - iv.) provision of housing for those who are in condition 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.
  - v.) the maintenance, improvement or provision of public amenities.

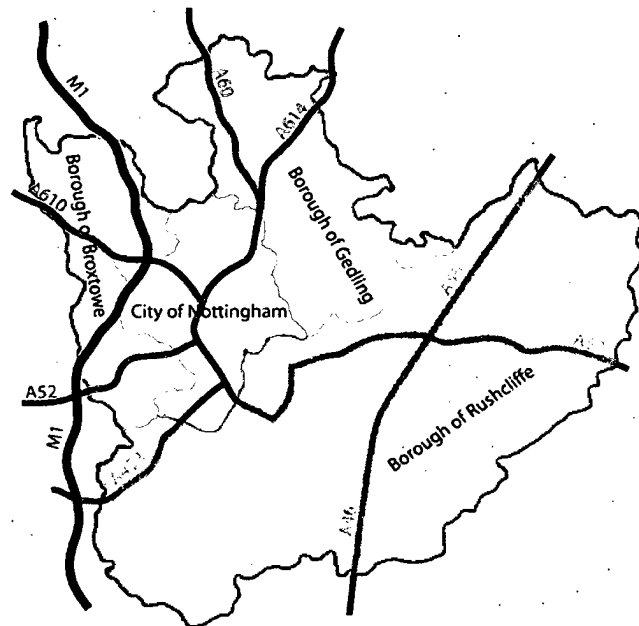
GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 MARCH 2014

- vi.) the preservation of buildings or sites of historical or architectural importance.
- vii.) provision or assistance in the provision of recreational facilities for the public at large and/or those who, by reasons of their youth, age, infirmity or disablement, poverty or social or economic circumstances, have need of such facilities.
- viii.) protection or conservation of the environment.
- ix.) promotion of public safety and prevention of crime.
- x.) such other means as may from time to time be determined subject to the prior written consent of the charity commission for England and Wales

**Groundwork Greater Nottingham's Operational Area**



The Trust believes that it has a vital role to play in creating a better local society and recognises that in striving to deliver its vision, it can support fully the agendas of a range of national, regional and more local organisations, which seek to enhance quality of life in a variety of ways.

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

The Trust supports a "community driven" approach to the development and implementation of activity, giving people the confidence, the skills and the resources to have a greater say in the future of their communities. In supporting this approach, it also recognises the need to engage at the strategic level if the resources for delivering public benefit through community

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 MARCH 2014

engagement are to be made available alongside those available from other funding sources such as the National Lottery. Accessing these resources enables the Trust to engage Community Workers, Education Officers, Landscape Architects, Youth Workers, Employment Workers, Maintenance Workers, Food Workers, Play workers and dedicated support staff in order to improve quality of life, particularly for those suffering from disadvantage.

People lie at the heart of what we do. Through consultation, and partnership engagement, the Trust is able to identify with the community its 'wants' and 'needs' and bring together in partnership in order to deliver activity which is locally appropriate, responsive and, as far as is practicable, sustainable.

Groundwork is a participating member of the umbrella body, the Federation of Groundwork Trusts, which comprises around forty independent Groundwork Trusts across England and Wales.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 MARCH 2014

**CHAIR'S STATEMENT**

I begin my report again this year by directing my appreciation, and that of the whole Board, to the work and dedication of all the staff and volunteers at Groundwork Greater Nottingham and especially to our Executive Director, Jo Bradley-Fortune.

For Groundwork Greater Nottingham (GGN) the past 12 months have been extremely challenging, requiring us to completely review and re-organise our operation. This unfortunately resulted in some staff redundancies, whilst others have taken on extra responsibilities as part of these changes. Even so I am pleased to report that we still managed to deliver 18,000 hours of activity which was of direct benefit to the Greater Nottingham conurbation. A real achievement.

I reported last year that a decision has been made to re-locate our office. We have now moved to Tennyson Hall on Forest Road West, Nottingham, in the heart of the community in which we work. The move was achieved without any significant disruption to the business. The new premises are seen as providing a better working environment for staff and benefit from being multi-use in the community.

The cutback in funds available from the local authorities in our area that were reported last year have, if anything, deepened over the intervening twelve months. The Nottinghamshire County Council Local Improvement Scheme (LIS) has seen a major cut-back in funding which has significantly reduced the amount of work supported by this fund.

Fortunately there have been other successful bids, and we are particularly proud of being appointed as the lead authority in Area 3- one of the key areas of the city of Nottingham with the remit to undertake a managing role, including dispersing the funding available to a number of organisations including our own. By appointing a lead organisation to operate in an area the local authority (Nottingham City Council) have a simpler monitoring role and there are opportunities for savings on both their budgets and those undertaking the work through a focus on collaboration between those providing the funds and those undertaking the work. This may provide a new model for some of our business going forward.

I reported a couple of years ago that Dig In Stay Out (DISO) was a relatively new venture for GGN to take young offenders into a scheme that would ultimately improve their chances of employment with a target of getting them fit for, and hopefully into, gainful employment by the end of their individual programme. Whilst those on the scheme have had a successful transition into the outside world the numbers coming to us from the prisons were less than the initial projections. However, after some initial teething problems, the project is now performing in line with targets agreed with the main sponsor and we are expecting our early success in "changing lives" to continue.

The re-structure of the team has now been completed and there is hope the project will continue with a much lower financial contribution now anticipated than the original projections. The new structure has been agreed in negotiation with the main sponsor and we are expecting our early success in 'changing lives' to continue. DISO is an important and evolving pilot which is informing practice and enabling the Trust to identify those avenues which do facilitate working with ex- offenders on rehabilitation.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 MARCH 2014

The challenging financial climate we all face formed a key element of last year's report, and the impact on the whole Groundwork organisation has continued to impact. The closure of the neighbouring trusts of Derbyshire and Leicestershire were newsworthy last year. This year I have to report on further pressure throughout Groundwork that has resulted in major changes to Groundwork UK and further financial difficulties in several regions.

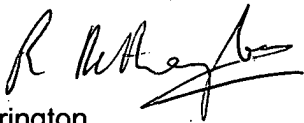
Whilst Groundwork Greater Nottingham continues to be financially viable, our projections going forward are closer to a 'break even' than we hoped, indeed a potential small loss is likely as we adjust to the new trading situation with no development support from national government being received via Groundwork UK and the need to allocate reserves to fund the increasing move to payment by results.

I reported last year that Groundwork UK were funding some research into the opportunities for GGN to expand our operational area into Leicestershire. As a result of this there some useful contacts have been made and work for the 'places' team secured. As we move forward we recognise that there will have to be a renewed effort if we are to succeed in gaining significant work from the area and we have plans in hand. It may be that this and other opportunities have to be addressed by entering into partnership arrangements with other organisations.

Whilst we have successful examples of partnership working in our own area there is always a need to operate in partnership with others who have the same commitment to quality as we have established over recent years, and these arrangements will take some time to become established. We are actively looking at the possibility of working more closely, in certain areas of our organisation, with other Groundwork Trusts which will benefit all concerned as we make better use of our operational teams and best practice organisational strengths. This process is at an early stage and we will keep you informed of progress. "

We are fortunate in that we have been able to build effective financial reserves over recent years that have given us a degree of confidence going forward, knowing that the Programming and Development Funding (PDF) from the government and the transition arrangements have come to an end. The Board have been particularly active in supporting the senior staff and our Executive Director in keeping a close monitor on the finances. I want to offer specific thanks to the Deputy Chairman, Geoff Bennett and Ian Livsey for undertaking an important monitoring task and offering their advice in support of the work of the trust. Other Trustees have played significant roles over the year in helping to address a range of issues.

I have been very proud of everyone associated with Groundwork Greater Nottingham since I joined a few years ago. The commitment of the staff, the volunteers, and the whole Board to make life better for the communities we serve is seen in everything we do. Due to other commitments I have had to relinquish my role as Chairman and will hand over to Keith Horton who has agreed to join the board as the new Chairman from July 2014. I hope to continue to play a part in the important work of Groundwork Greater Nottingham.



Ron Hetherington  
September 2014

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**REPORT OF THE DIRECTORS**  
**FOR THE YEAR ENDED 31 MARCH 2014**

**EXECUTIVE DIRECTOR'S STATEMENT.**

As a Trust we planned to listen to our communities and the people who live within them and provide a professional and responsive service that meets their needs in the way they want their needs to be met.

An Employer of our Dig In Stay out (DISO) placement said:

"Just to update you, at the end of the first week Ramone is doing really well. He has turned up on time every day with a smile on his face and he has worked extremely hard. He helps others when they are struggling and takes pride in his own work. He's a real asset to the programme."

As a Trust to achieve this aim we recognised that a strong and sustainable approach is our response towards the question of how to survive and progress within challenging economic times. As a Trust we have continued to work towards a solution which is flexible and able to grow in these times of financial uncertainty, not only for the sector but for the economy as a whole.

A partner said :

" We trust Groundwork to do a quality job."

Below I set out an outline of what we expected to achieve this year and what we actually achieved. I shall also map out the challenges, the context and finally our ambitions and plans going forward for the coming year.

**What we planned**

In 2013/14 we planned to deliver in excess of 18,000 hours of community work, develop over 56,000 sqm of community space, support 40 community groups and businesses, support 20 volunteers and get 20 people into jobs. We planned to achieve a total contribution level of £961,000, creating a surplus of £42,000. We recognised that the Trust still needed to continue to embed and consolidate over a range of business areas. In particular the Trust needed to continue to add to its reserves, diversify our existing offer, continue to drive performance, embed a new programme team and continue to standardise quality throughout the organisation in order to ensure it would have the ability to grow and actively compete in a dynamic market place. We focused on looking at how, by the end of 2013/2014, the Trust could become sustainable in its own right without government funds.

**What we achieved**

The Trust staff team worked exceptionally well with our communities and has as a result delivered in excess of 18,000 hours of activity designed to improve the quality of lives across the Greater Nottingham conurbation. This was on target but does not recognise the hours of the Dig In stay out project which if counted equates to over 7000 community beneficial hours. We improved in excess of 100,000sqm of community green space, worked with in excess of 40 community partners and supported 11 people into jobs.

During the year the Trust continued to deliver activity based on the two thematic areas identified last year, Places Team: Landscape Design Service and Community Consultation; and the People Team: Environment, Food, Youth and Play work and Employment. While



GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 MARCH 2014

maintaining this focus the Trust developed new areas of work to be delivered in the coming year.

The Trust commenced its new employment programme, Young & Successful, funded by the Big Lottery, that saw us providing personalised employment solutions through partner agencies and mentor support to young people aged 18-25 who are the furthest away from the job market. (Although no jobs were achieved this year as its start was in the final quarter) Our existing employment programme DISO, supported 15 young offenders into employment and our volunteer offer supported 75% of volunteers into employment and/or further education.

Our financial performance in 2013/14 was severely challenged and the Trust made a very disappointing deficit of £75,237. Notwithstanding, the challenge of closing the funding gap created by the loss of Government funding, a further fund that was made available from the government supported this year's target but presented future issues creating a predicted shortfall for the following year. To avoid financial difficulties in the following year, it was decided that a restructure was necessary to reduce overheads. This restructure took place in February and March this year and although no costs were saved this year, the Trust has a more sustainable foundation from which to work going forward which will include fully utilising a number of new systems in which the Trust has invested. Unfortunately our restructure saw us lose a number of posts and work areas. In addition to the costs of this restructure, unbudgeted costs to deal with legal issues and relocation costs added to the financial outcome. However, the cost of legal advice needs to be explained. With regards to the legal expenses, the Board Directors are not lawyers and making the correct decisions in protecting Groundwork and its operations should always be in consultation with legal advice. Whilst this is expensive it is necessary and in this regard it is hoped that one of the new Board positions for independent Directors will be someone with appropriate legal experience and qualifications.

Also impacting the financial result was the full financial inclusion of the Trust's defined benefit pension scheme for the first time this year. Previously full financial disclosure had not been possible because the Trust is only one of a number of organisations who are members of this particular defined benefit pension scheme and it had not been able to separate out the scheme's assets and liabilities out to individual members. One consequence of fully including the defined benefit pension scheme in the financial results is that the expected future pension scheme obligations exceed the assets to meet these obligations. This has resulted in the inclusion of a long-term creditor of £570,000 on the Trust's Balance sheet. As a result the Trust's reserves at the end of the financial year were negative £102,801; that is liabilities exceed assets. While on the face of it this position is very alarming, the defined pension scheme administrators have agreed an approach to address the Trust's liability in respect of the pension scheme. This will see the Trust make increased contributions to the scheme over the next twenty-three years. These contributions (including the increase) total approximately £30,000 per annum of which about a fifth come from current members of the scheme. The Trust is confident that it has both continuing work opportunities as well as existing resources to pay the annual contributions currently required of it.

Excluding the negative reserves relating to the defined benefit pension scheme the Trust had reserves at the year end of £467,199 of which £446,704 were unrestricted. This is in line with the Trusts agreed reserves policy.

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

Although the financial result for the year was very upsetting we feel that a more consolidated approach to our offer and the strengthening up of systems and efficiencies make us more flexible and fit for purpose going forward. We recognise the need to reduce overheads and drive efficiency across the Trust for the benefit of the community and this can only be achieved by our survival in a more appropriate form.

This year sees the end of our activities for food strategy and community and education projects as no income has been identified to continue the running of these programmes. Although these two projects had been core to the Trust, we recognised that as a trust we could no longer compete equally with our local community partners in delivering a service at costs that met their expectations. The work put into these two areas has not been lost and does not cease entirely. The Trust, as part of an exit strategy, has worked closely with the staff and partners to ascertain ways to make best use of the assets, skills, expertise and knowledge for the future benefit of the communities we have served, and will through support continue to serve.

In fact both programmes leave a legacy that can be built upon by community partners. The Fig Local project established a strong well adopted brand, owned and developed by food producers and has paved the way for further community based activity and will continue to drive Notts Nosh as a brand associated with local food production across Nottinghamshire.

The Windmill allotment site is a fully functioning site whereby community workers can with small investment from groups continue to embed the benefits of growing, cooking and eating for health and wellbeing. These two are wonderful indictments of the work that Groundwork has done to build a foundation for community ownership and development. Something we as a trust should be proud of as the community are actually taking control of the future of their projects.

As a result of all this activity we believe that we can continue to drive towards our mission to *Inspire People and Inspire Places*.

### **The following are some of our project successes and highlights of 2012/13**

#### Inspiring Places

- Successful delivery of 10 landscape improvement projects including play areas, retro-fit SUDs scheme (rain gardens), footpaths and multifunction public rights of way, sports facilities and public parks.
- Securing £437,480 of capital match funding with community partners to develop their environment.
- In the City, we have progressed a new play project at John Carroll Leisure Centre where we have worked in partnership with the City Council, local residents and school to understand need, raise funding and deliver a quality, diverse play facility.
- Our on-going relationship with the Environment Agency has resulted in the development of innovative solutions to deal with surface water at source within the Valley Road area of the city and Thackeray's Lane with the aim of improving water quality and biodiversity in the Day Brook and reducing flooding.

## GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

### REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

- We are the Leen Valley Sub-Catchment Host, part of the Lower Trent Catchment, which aims to work with key partners, the Environment Agency, Trent Rivers Trust and Severn Trent Water to improve water quality on a catchment wide basis alongside our partners in local authority.
- In the County we have delivered projects in Broxtowe, Gedling and Rushcliffe in partnership with Nottinghamshire County Council's Local Improvement Scheme providing improvements to public green open spaces to benefit local communities. These include footpath improvements to public parks in Broxtowe, Hickings Lane Recreation Ground in order to provide DDA compliant access to all for sport, recreation, leisure and environmental education along with installation of outdoor gym equipment, new play areas have been created in Kimberley, Stag Recreation Ground and Gedling, King George V Playing Field and a new skate park in Rushcliffe, Barnstone Community Field. Community involvement, as always, being key to successful delivery and to engender ownership.
- We are nearing completion of a major Green Infrastructure Strategy document for Broxtowe Borough Council which will sit alongside the new Local Plan and associated planning documents to inform future planning and development decisions.
- The development of six green open spaces in partnership with Nottingham City Homes is progressing to the next step of fundraising following detailed consultation and design proposal preparation.
- The creation of a dog agility trail in partnership with Mars has also enabled team building for this corporate company.
- The Places team have been challenged this year, the reduction of funds from Nottinghamshire Local Improvement Scheme dealt a severe blow for the team and meant an urgent change in resource, focus and delivery options.

#### Inspiring People

- Our Youth Team and Team continue to support two 'areas of interest' in the City and County to develop and drive their own youth provision. Unfortunately due to funding, our county provision ceased at year end.
- Our Community and Youth Play team delivered **over 150** 'projects' in the year.
- We continue to support a programme that targets children most at risk, one programme, Achievement Coaches supports young people at risk of non-attendance and under achievement, so far 26 young people have been supported. We continued to run a programme that saw us working with nearly two hundred children in temporary accommodation or living in hostels with parents who had fled domestic violence.
- Our teams that provide our community and education work supported 241 community partner projects and supported with our youth team 13 local schools.
- Our Local Food programme wound down, achieving all targets and leaving a legacy of learning material, a website ( [nottsnoosh.org.uk](http://nottsnoosh.org.uk)) and equipment and resources for community usage

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS

### FOR THE YEAR ENDED 31 MARCH 2014

- Our volunteer offer saw us support a range of people, from young people wanting experience, to women returners and recent graduates needing experience to support access to employment. In total we have recruited 28, 11 regular, 7 ad hoc and 10 move on's. Of these 7 of the 11 have moved into positive outcome either employment and or training. Feedback from volunteers rated their experience with us as good, very good or excellent.
- To get schools growing we developed a range of services and resources to educate and equip schools and their pupils, we recruited 10 Community growing champions, planted 5 orchards and created a range of growing calendars and growing areas
- We delivered nearly 150 practical learning and growing sessions with over 30 community groups at the Climate Friendly Gardeners allotment site.
- The Trust secured £6.2 m and commenced delivery of the Big Lottery funded Talent Match programme, a programme supporting long term unemployed young people aged 18-25 into work.
- We continued to support and act as strategic lead for the city wide Girls and Gangs network, which supports workers to develop their skills and drive change within the City. Contributing to the Girls and gangs review
- Continued to work with partners to look at forming consortia to address gang and young people issues
- Continued to support a range of community Associations, and VCS partners within Area 3 through the management of Area Based Grants for Community Centres, Youth services and Employment and Skills services. Through this area need and priority mapping took place, and this will form the foundations for supporting providers in Area 3 to be more unified and targeted in their delivery.

#### The Trust

- The Trust moved from its long-time home of Denman St East to Tennyson Hall, a community owned asset
- Successfully retained Investors in People, ISO9001. ISO14001, OHSAS 18001 Quality awards and has attained both ISO 27001 and Investors in Volunteers quality standards.
- The Trust was chosen to act as Area Lead for Area 3 in the City and to lead the youth contract – supporting young people into work from Aspley and Bilborough.
- The Trust was chosen by the Community Fund to act as Lead Organisation for the areas of Bilborough and Aspley, which sees bringing small essential funds to the grass root groups within those areas
- Undertook feasibility into neighbouring areas and commenced discussion with neighbouring trusts and partners for future joint operations

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

### **Looking to the Future**

#### What we know?

- We continue to recognise that we must achieve efficiency in everything that we do - we must be wise about how we resource our infrastructure function.
- We must consolidate and ensure we understand the value of our offer and be able to market its viability in an ever competing market, we will focus on employment, youth and play, places and sector leadership.
- That all Trusts within the Federation are at risk and as such we need to be vigilant and be prepared to deal effectively with the adverse effects of Trust closures and movement away from the Federation
- That the potential outcome of the squeeze on the public purse will see Local Authorities look more inwardly and be income generating for itself, whilst also looking to the community and private sector to provide affordable solutions.
- We recognise the potential of researching into new locations within the East Midlands and will undertake a thorough feasibility study to ensure that decisions to extend our area of interest are in the interests of sustainability and benefit for our communities
- That the Government had identified that localism is at the heart of their agenda with more money being directed at communities, and we see the Local Authority becoming more community focussed with the flow down of some funds, but this is not without risk to those of us that lead this new opportunity. Not only does it have to be fully realised by the Local Government, but to be fully actualised we must remain constantly in tune and alert to opportunity and its risk.
- That while regional bodies have been significantly reduced, contracts being offered are larger, and this means we must work more collaboratively with like-minded partners. We must look wider and to new partners and develop skills that allow us to become respected as a lead so we might collectively attain funding that supports our communities together.
- We recognise the shift in LEPs potential spend and locally the absence of voluntary sector engagement and involvement, therefore we need to identify ways in which we will be connected and recognised as an organisation of interest
- We recognise that the new Government will continue to press Local Authorities and its own departments to make significant cuts in public spending and redistribute funds based on outcomes, such as sustainable jobs and actual reduction in unemployment.
- We recognise that our Trust income levels will remain equal or fall, as a result of less capital project funds available nationally and partners opting to hold the funds internally due to market conditions.

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

### Main challenges for 14/15

#### Delivering Growth in the Size of the Trust.

The Trust recognises that it needs to continue to grow so that it can achieve a sustainable platform and also offer a response commensurate with the issues facing the population of Greater Nottingham. Such growth is important in enabling the Trust to maintain and grow its own quality thresholds by being able to spread costs. It enables the Trust to grow its community impact, delivering greater benefit in all areas of need across its operational area. The plan for 2014/15 includes an aspiration for growth with partnerships/consortia which is regarded as a key priority despite the current economic environment.

#### The reducing value of the Government grant

The Trust continues to be grateful to all of its funders for the support that they provide. The annual Government grant, known within the Federation as Project Development Fund (PDF), has been a constant throughout our history. The funding has now ceased and this year will test our ability to go alone. This year though we need to recognise that the following year we need to diversify our income streams to ensure we are ready for contracts and the open market

#### Working within a co-ordinator led region and Federation size changes

This past year saw the demise of a high number of Trusts across the country and currently now only 22 remain from the 47 that were in place 4 years ago. Groundwork UK has lost its CEO and has also lost its Government funding and like others across the Country taken on projects with difficult and trying margins. Last year a choice was made to ensure the survival of the federation by closer working and identifying national development opportunities, we have largely aligned our priorities to Groundwork UKs and see that as a federation member we need to support their survival. We do recognise that our focus must also remain local, with local partnerships being prominent. The challenge is ensuring that as a Trust we optimise the capacity, size and expertise of our partner Trusts including our national partner whilst understanding they too are consolidating, so we must not only rely on their presence for growth

#### Persuading partners and funders to pay appropriately for the quality of service, and all associated costs

The Trust is a professional organisation and as such invests heavily in making sure that staff members and services are fit for purpose. The Trust is mindful that its partners and funders need to ensure good value for money and the Trust is transparent about its costs and the need to recover them through its activities. These costs include the provision of: statutory compliance; financial monitoring; insurance; health, safety and welfare; staff training; and other overheads. The Trust still works to these standards despite the fact that many funders are unwilling to pay for these necessary elements of a well-run organisation. The Trust, during 2014/15, will continue to implement approaches to demonstrate to partners and funders the added value that its approach brings.

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

### Where are we now at the start of the new financial year?

- As at 31<sup>st</sup> May 2014 over 78% of the Trust's income target for the coming financial year had been secured and over 40% has been secured for the 2015/16 financial year.

### In 2014/15 our goals and ambitions

- To deliver a surplus of £47,000, together with some growth in delivery staff headcount.
- To deliver just over 18,000 hours of community beneficial activity, targeting those most in need in our communities.
- To review our performance measures in line with our consolidated offer.
- To continue to pursue sponsorship/partnership possibilities with local corporate organisations, Small and medium enterprises locally and regionally.
- To make significant improvements to the way the Trust evaluates its activities.
- To give increased focus to the marketing and promotional activities of the Trust.
- To utilise the opportunity to develop new functions for the Trust by developing new income generating activities from employment programmes, to re-profile and make ready for new Government Policy.
- To continue to build and improve quality systems
- To provide jobs and training for over 50 people in partnership with a range of agencies and organisation.
- To continue to deliver quality and valued services with and for communities.

### **Actions**

- We intend to capture the added value impact of our practice, so we can demonstrate that the public purse receives value for money from the funds that it provides us to support communities within Greater Nottingham.
- We intend to continue to reduce reliance on public funds but recognise that the core of our business does not sit with the production of products that can be sold openly in the market place.
- We will continue in this coming year to create income through generating market required services that generate surplus by match funding public money with contracts.
- We will continue to enhance the development function further within the organisation in readiness for the challenge that lies ahead.

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 MARCH 2014

- We will continue to build on our existing community contacts and with those communities with which we already closely work, so we are considered to be a provider of choice for both community and the funding bodies.
- We will seek to embed the quality awards gained last year across the organisation
- We will focus on working closely with Local Authorities to match their devolved responsibility.
- We will build on our existing employment programmes and develop packages to assist those people most distant from the job market.

### Partnerships

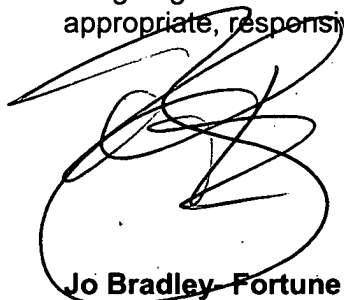
We are committed and feel passionate about bringing real change in our communities, and recognise that over the past year, our partners and our willingness to identify where partnerships can be developed, have enabled the Trust to develop new areas of working and provide a wider range of services that are valued by communities and that meet their needs.

The Trust will strive to participate effectively in the range of local and thematic partnerships serving its operational area. Operating within a continually changing environment, with five local authorities, two Integrated Children's Services Departments, the New Local Enterprise Partnerships, The new Health and Well Being Board, two Primary Care Trusts, with four sets of groups and a commensurate range of thematic or geographic groupings, cannot be underestimated and demands considerable resource requirements

The Trust places great value upon all of its partnerships and will continue in the same vein, to strengthen and develop these links for the benefit of the community and for each other.

### Our Continued Vision

Our vision is working with communities to inspire people and the places where they live. We believe that we have a genuine offer that is supportive, guiding, helpful, resourceful and beneficial and success can be achieved through working together. Through genuine consultation and partnership engagement, Groundwork Greater Nottingham will continue to bring together community wants and needs in order to deliver activity which is locally appropriate, responsive and, as far as is practicable, sustainable.



**Jo Bradley-Fortune**

**Executive Director**

**22<sup>nd</sup> September 2014**



**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**REPORT OF THE DIRECTORS**  
**FOR THE YEAR ENDED 31 MARCH 2014**

**Key highlights 2013 to 2014**

Action	Outcome
To deliver a surplus of £47,000, together with some growth in delivery staff headcount.	Not achieved
To deliver just over 18,000 hours of community beneficial activity, targeting those most in need in our communities.	18,800 achieved
To continue to pursue sponsorship/partnership possibilities with local corporate organisations	2 corporates signed up, smaller businesses supporting programmes
To make significant improvements to the way the Trust evaluates its activities.	Identified standards and improved some – all new programmes
To give increased focus to the marketing and promotional activities of the Trust.	Not achieved – resources not adequate
To utilise the opportunity to develop new functions for the Trust by developing new income generating activities from employment programmes, to re-profile and make ready for new Government Policy.	In part achieved but not fully readied-
To continue to build and improve quality systems	Framework in place, staff awareness higher – requires further input
To provide jobs and training for over 20 people in partnership with a range of agencies and organisation.	11 – referrals were poor affected results

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**REPORT OF THE DIRECTORS**

**FOR THE YEAR ENDED 31 MARCH 2014**

**Delivery of Community Benefit In 2013/14**

The table below demonstrates how some of the Trust's reported outputs respond to the Trust's Charitable Objects.

<b>Object 1</b> To promote the conservation, protection and improvement of the physical and natural environment						
<b>Object 2</b> 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 Greater Nottingham						
<b>Object 3</b> To advance public education in environmental matters and of the ways of better conserving, protecting and improving the same						
<b>Object 4</b> To promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation						
				<b>Outputs</b>	<b>2013/14</b>	<b>Outcome</b>
✓	✓		✓	Trees Planted	150	1530
✓	✓	✓	✓	Total projects	200	184
✓		✓	✓	Schools worked with	0	13
✓	✓	✓	✓	Young People Actively Involved (person days)	2900	542
✓		✓	✓	Adults Actively involved (person days)	2200	986
✓	✓		✓	Area land improved (square metres)	40000	594,907
✓	✓		✓	Area land maintained (square metres)	16000	622,834
✓	✓	✓	✓	CO2 saved or reduced (tonnes)	2	1.5
✓	✓	✓	✓	Diversion from Landfill (tonnes)	25	?
✓		✓	✓	Routes of progression	100	45
			✓	Jobs Created	25	8
			✓	Qualifications Gained	100	36
			✓	Businesses supported	50	
	✓			Community organisations supported	200	160

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning their future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

### **Trust Activities 2013/14**

Groundwork Greater Nottingham (GGN) has retained its two thematic areas and in the next year will continue to align its activities to the Local Plans, The Nottingham Plan 2020 for the City and in the County the Nottinghamshire Sustainable strategy 2010- 2020

<b>Nottingham City Priority</b>	<b>GGN Delivery Area</b>
Develop Nottingham as an international city known for Science, Culture and Sport	<b>Senior Executive Team</b>
Ensure all young people and children thrive and achieve	<b>People Team</b> Youth and Play Team
Tackle Poverty by getting people into jobs	<b>People Team</b> Employment team
Reduce crime, fear of crime, substance misuse and improve health and well being	<b>People Team</b> Youth and Play Team Employment team Landscape design services
Transform Nottingham's neighbourhoods	<b>People &amp; Places team</b> Landscape design services Youth and Play Team Employment Team
Improve Health and Wellbeing	<b>People &amp; Places Team</b> Landscape design services Youth & play team Employment Team

<b>Nottinghamshire County Priority</b>	<b>GGN Delivery Area</b>
A Greener Nottinghamshire	<b>Places Team</b> Landscape design services
A Place where children achieve their full potential	<b>People Team</b> Youth and Play Team
A Safer Nottinghamshire	<b>People Team</b> Youth and Play Team Employment team Landscape design services
Health and Wellbeing for all	<b>People &amp; Places Team</b> Landscape design services Youth and Play team
A More Prosperous Nottinghamshire	<b>People Team</b> Youth and Play Team Employment team
Making Nottinghamshire's communities stronger	<b>People &amp; Places team</b> Landscape design services Youth and Play Team Employment Team

The Trust also notes the differing priorities from each of the District Councils which it serves.

For ease we have amalgamated both County and the City's Plan into 4 areas:

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 MARCH 2014

**Children and Young people**

<b>Trust Objects addressed</b>
<b>Object 1</b> To promote the conservation, protection and improvement of the physical and natural environment
<b>Object 2</b> 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 Greater Nottingham
<b>Object 3</b> To advance public education in environmental matters and of the ways of better conserving, protecting and improving the same
<b>Object 4</b> To promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation

2013/14 saw the youth and play team's work changing significantly, and whilst driven by the same ethos, and values, political and financial challenges have seen a difference in the programmes we delivered, as well as the locations within which work took place. Work continued to be driven by the needs of local young people, and although the geographical coverage of our work reduced across the year, we have retained a significant focus within Area 3 of the city (Bilborough, Aspley and Leen Valley) which comprises one of the highest and most complex deprivation indices within Nottingham, and indeed the country as a whole. We undertook significant aping activity within the year to help inform our work, and that of our partners, and know from both anecdotal, and statistical evidence that the young people we continue to engage and support are likely to face significant educational, social, and wider socio economic barriers. The hardest hitting, and most prevalent issues include; low levels of aspiration, low levels of attainment, low levels of employment, high levels of obesity, high levels of substance misuse, high levels of other ill health, high levels of teenage pregnancy, and extremely high levels of domestic violence.

Much of the team's work is therefore driven by this identified need, and the adopting both early intervention practices (a range of activities with children and young people aimed at raising awareness, skills and self-efficacy in avoiding the development of such issues), offering curative support to resolve issues (supporting young people to move away from negative behaviours and situations, and signposting to specialist support services if needed), and by creating safe spaces for children and young people. This has also helped to shape the nature of our programmes.

Our Youth and Play Team delivered; Support for NEET young people in re-entering training and education, mentoring programmes within three key secondary schools, aimed at increasing both educational engagement, and individual attainment, within Hostels and Refuges. They supported children and families affected by homelessness and domestic violence through positive play. They delivered a range of targeted and detached youth activity (including holiday schemes) within 4 areas of the city. They continued working with young people in Gedling to look at their role within the community, community cohesion, and young people's role as a positive

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

force within the area, and the team also worked with gang affected young people in developing their enterprise skills through legitimate self-employment opportunities.

As ever the team's work was diverse, and far reaching, and was delivered with a full time equivalent of just 4 staff members. However through this activity the team contributed the equivalent of 4900 chargeable hours in the year, in turn delivering 2621 days of community beneficial activity, directly supported 1225 local people, and 51 local organisations.

Collectively the people team have therefore delivered 5550 days of community beneficial activity, engaging directly with 2831 people (supporting tens of thousands more through information and resources on blogs, websites, and the dissemination of educational materials), and working with 400 local groups, partners and other organisations across sectors.

In the latter part of the year the team saw the addition of the new Young and Successful (YaS) programme, which has extended the reach of our programmes across 27 wards throughout D2N2, and will see us support over 300 long term unemployed young people a year (although the majority of delivery will be taking place through partners, and not directly via in-house teams). This programme will be joined in the 2014/15 financial year by the addition of the Nottingham City Council Youth programme, which offers opportunities to fortify and further develop our employment offer.

The closure of some programmes and the Trust's re-structure at the end of the year saw the People Team lose The Community Education Officer, Community and Volunteering Coordinator, and the Local Food Officer.

### Communities

<b>Trust Objects addressed</b>
<b>Object 1</b> To promote the conservation, protection and improvement of the physical and natural environment
<b>Object 2</b> 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 Greater Nottingham
<b>Object 3</b> To advance public education in environmental matters and of the ways of better conserving, protecting and improving the same
<b>Object 4</b> To promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation

During the year the Trust continued its partnership approach to improving quality of life in neighbourhoods, particularly those facing multiple disadvantages. The implementation of our plans, informed through genuine community engagement, have helped to build the confidence of respective individuals and communities through skills development, provision of positive experiences and breaking down the barriers between different groups.

Our Community and Education Team, provided the equivalent of over 1600 chargeable staff hours in the year, delivering 8 distinct programmes of work which in turn contributed 2402 days of community beneficial activity, directly supported 1185 local people, 72 local

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS

### FOR THE YEAR ENDED 31 MARCH 2014

organisations, and 14 schools. The team and its programmes improved and maintained over 7,300 square metres of land in public spaces, and delivered a wide range of education and training activities, and community events across the year in order to help local people engage with, learn about, and care for their natural environment.

This year our small team of three, delivered of 10 landscape improvement projects including play areas, retro-fit SUDs scheme (rain gardens), footpaths and multifunction public rights of way, sports facilities and public parks. Securing £437,480 of capital match funding with community partners to develop their environment.

Our on-going relationship with the Environment Agency has resulted in the development of innovative solutions to deal with surface water at source within the Valley Road area of the city and Thackeray's Lane with the aim of improving water quality and biodiversity in the Day Brook and reducing flooding.

We were selected to be the Leen Valley Sub-Catchment Host, part of the Lower Trent Catchment, which aims to work with key partners, the Environment Agency, Trent Rivers Trust and Severn Trent Water to improve water quality on a catchment wide basis alongside our partners in local authority.

In the County we have delivered projects in Broxtowe, Gedling and Rushcliffe in partnership with Nottinghamshire County Council's Local Improvement Scheme providing improvements to public green open spaces to benefit local communities. These include footpath improvements to public parks in Broxtowe, Hickings Lane Recreation Ground in order to provide DDA compliant access to all for sport, recreation, leisure and environmental education along with installation of outdoor gym equipment, new play areas have been created in Kimberley, Stag Recreation Ground and Gedling, King George V Playing Field and a new skate park in Rushcliffe. In the City we have developed a number of growing spaces to be realised this coming year alongside a range of greenspace improvements throughout the City

Our team exceeded all their targets – they planted 1530 trees, improved 594,907 square metres of land, maintained 622,834 square metres of land and diverted 25 cubic metres of waste from landfill.

#### **Health and Well being**

<b>Object 1</b> To promote the conservation, protection and improvement of the physical and natural environment
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<b>Object 2</b> 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 Greater Nottingham
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<b>Object 3</b> To advance public education in environmental matters and of the ways of better conserving, protecting and improving the same
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<b>Object 4</b> To promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation
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Groundwork Greater Nottingham has, for a long time, recognised the link between health and disadvantage. In that context, it continues to deliver a range of health related projects,

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

which seek to use the local physical environment, and associated resources as the context for engendering health and well-being.

This year saw the end of the Local Food initiative 'Notts Nosh', which aimed to re-localise our food system, and to promote and support the financial, health and environmental benefits of local food. This year Notts Nosh has developed a network of connecting suppliers and food producers to their end users for the provision of fresh healthy, seasonal food. Notts Nosh has also produced local food maps, identified and strengthened the connections between suppliers and producers, developed markets to showcase Nottinghamshire's food, developed the local food brand 'Notts Nosh', which has been welcomed widely and has catalysed a range of smaller projects which support local people in using healthy fresh food confidently too. Notts Nosh has left a legacy of producers who now assume Notts Nosh as their logo and a way to enable producers to be visible both locally, regionally and nationally as developing the link between food production and local consumption

The Local Food Team reduced (as planned) from 1.5 to 1.0 full time equivalent staff during the year, delivering the FIG Local project, as well as forging several smaller food growing projects for delivery by both Groundwork Greater Nottingham and other local partners through the year. This year saw the team heavily involved in the reinstatement and re-launch of Sneinton Market, which adopted the programme's 'Notts Nosh' brand, and launched as the home of Nottingham's local food, as well as sharing best practice around re-localisation of local food both locally, and nationally through presentations to members of the Plunkett foundation. Similarly this programme culminated in the sharing of learning and resources to be adopted locally beyond the life of the project, and has resulted in the ongoing identification of local food under the project's 'Notts Nosh' brand. Similarly many of the networks, links and activities around connecting local food consumers, projects and producers have retained a voluntary commitment and will also live on beyond the project.

Through the local food team we contributed the equivalent of 1346 chargeable hours in the year, in turn directly delivering 527 days of community beneficial activity, supporting 421 local people, and 277 local organisations.

The Trust continued to run and support a number of allotment based growing projects across the conurbation with activities that provide a range of healthy eating advice and skills development to improve health and wellbeing across communities. These included Dig In and Broxtowe food growing programmes within Broxtowe primarily supporting children and young people

Many of our other activities respond to the broader health agenda, either through the provision of facilities to enable physical activity to take place (play equipment, footpaths, cycleways, skateboard/bmx tracks), or through our community focussed project activity, for example gardening based projects.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 MARCH 2014

**Prosperous/ Poverty in Nottinghamshire**

<b>Trust Objects addressed</b>
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This year saw the Trust continuing to build its employment offer DISO continued to support young offenders, we were successful in our bid to secure £6.2 Million Talent Match programme which will support long term unemployed young people aged 18-25 into work, and we were selected by Nottingham City Council to act as Youth Contract lead for areas within the city to support young unemployed adults back into work through personal support and training

The Trust continued to work in partnership with local voluntary providers to in its role as neighbourhood lead organisation facilitating the delivery of Area Based Grant funding for Area 3 of Nottingham City across youth services, employment services and community centres between 2013 and 2016. This offers a wealth of opportunities both practically and for our reputational value in the market.

In addition we secured income from the Talent Match fund hosted by the Big Lottery Fund, from which the Young and Successful (YaS) programme has been developed. The programme puts young people in the driving seat, it aims to support over 500 young people across the D2N2 area, from 27 wards who have been long term unemployed and have multiple and complex barriers. They are being given support through the ownership of a personalised budget. They are supported by localised hubs who have employed coordinators and mentors who support the assessments and help identify what they think will work for them. To date, no young person has been supported but an enormous amount of work has been put in place for the preparation for referrals, setting up of hubs, stakeholder consultation, advisory group identification. In the new financial year we will be from April 1<sup>st</sup>, betaking our first referral.

We have continued to support a number of people by offering placements in food strategy, marketing, landscape design and sports to develop their experience.

Our volunteer offer saw us support a range of people; from young people wanting experience through to women returner and recent graduates needing experience to access employment opportunities. In total we have recruited **28** new volunteers, resulting in 11 regular, 7 ad-hoc, and 10 who have since moved-on (of these 10, 7 have moved on to either training or employment). Feedback from volunteers rated their experience with us as good, very good or excellent.

Dig In – Stay Out (DISO) is a supported employment programme that initially set up to support 200 young **male** custody leavers age 18 - 25. This year in agreement with the BLF



GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 MARCH 2014

we have reduced the number of outcomes originally set, as we have encountered difficulties in working with prisons and gaining access to support young people whilst in custody. Changes to prison regimes, staffing changes due to cut backs, and sickness of staff. In addition we intended to gain a number of work contracts but this due to the economic environment was fraught with difficulties which resulted in us rethinking how to best deliver the DISO programme. Through careful assessment and the negotiation with key partners such as REACH were able to devise a programme that could still meet original programme aims, supporting young people in to employment after custody. However this did mean as a result of not having enough flow of young people we were unable to sustain the existing staff structure. In negotiation with the Big Lottery Fund we reformulated the funding, renegotiated the outcomes and restructured the team to meet the objectives agreed. This took some time and resulted in some voluntary redundancies and the departure of the programme manager and number of other staff. The team by January looked very different and were extremely focused and in a short time produced results that were looked on favourably by the Big Lottery and our new partner REACH. In late 2013 it was decided to review the structure in light of these difficulties and review what could be achieved given the exacting circumstances. What resulted was that we realised that it was more achievable to get 40 young people into work this last 16 months, 66 into placement and 100 being met and assessed.

The DISO programme is delivered in three stages.

- 1) Three months prior to being released – “the In Prison stage” – Participants work with Review and Horticultural Workers to gain horticultural experience, develop relationships and put in place the structure needed to support them to leave prison and settle outside successfully.
- 2) The participant is asked to volunteer for up to 3 months – “the volunteer stage” - whilst they get their lives back on track. This gives them the opportunity to adjust to a new life outside, and will place the onus on them to choose to accept the opportunity of work after this stage.
- 3) After successfully demonstrating a commitment to wanting a ‘new life’ through the volunteering stage, they will be offered 3 months of employment with Groundwork – “the employment stage” - with the potential of being supported beyond this time for up to 6 months. This will be a real job offering work experience.

At the end of the programme the participants will walk away with vocationally relevant training real work experience on their work records and references which can demonstrate their positive in-work behaviours.

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**REPORT OF THE DIRECTORS**  
**FOR THE YEAR ENDED 31 MARCH 2014**

**ENVIRONMENTAL SUSTAINABILITY**

The Trust is committed towards taking steps that ensure environmental sustainability. This commitment is enshrined in an environmental policy that is endorsed by the Board. This policy is actively managed by the Trust's senior management in collaboration with all staff members. All employees receive environmental sustainability training and have continuous input on environmental sustainability linked to their annual appraisal and ongoing supervisions.

As part of this commitment the Trust successfully retained its accreditation of the ISO14001 Environmental Management System standard.

Under ISO14001 the Trust's key environmental objectives are:

- Assess & re-assess regularly the environmental effects of our activities
- Minimise the production of material waste
- Minimise energy waste
- Promote the use of recyclable and renewable materials
- Reduce and/or limit the production of pollutants to water, land and air
- Control noise emission from operations
- Train staff, volunteers and community in environmental issues
- Minimise the risk to the public and employees from our activities
- Ensure all contractors/sub-contractors work to our standards

It was noted in the ISO14001 audit report that the environmental management system was managed effectively and there were no further actions required.

In October 2013, the Trust moved to new premises. As a result the Trust currently does not generate its own electricity as it did at the previous premises. In addition, as a result of moving to premises where the Trust is one of a number of tenants, supply of gas and electricity is arranged by the landlord on behalf of all tenants and therefore currently the emphasis is on price rather than the source of energy.

Currently we are unable to provide a baseline of gas and electricity consumption in the new premises and as such are unable to see yet where any potential consumption savings can be made.

However, in addition to the environmental sustainability activities already established with the staff and volunteers at the Trust, since the move to the new premises the following changes to practice have been made:

- Use of environmentally friendly taxi companies
- Use of a heat recovery ventilation unit in appropriate areas of the premises
- Reduction in heating use negotiated with the landlord to reflect seasonal changes rather than all year round set pattern

## GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

### REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

- Continue to work with our landlord to identify ways to reduce carbon and lowers fuel consumption

The Trust has a sustainable travel plan aimed at reducing dependency upon private car usage by improving access for employees and volunteers to public transport information and encouraging employees and volunteers to cycle to work by supplying safe storage for them near the reception area.

In the year business mileage increased due to an increased number of staff starting with the organisation and working across a larger geographical area.

The Trust uses a specialist waste recycling contractor who 100% recycles our paper, card, plastic, aluminium and steel waste. For other waste produced by the Trust, through recycling and energy recovery, they achieve a reuse rate of between 93.4%. They are the lead recycler of materials in the Midlands and are continuing to work towards minimising landfill.

## **FINANCE**

The accounts have been prepared in accordance with the requirements of the Accounting and Reporting by Charities: Statement Of Recommended Practice (Revised 2005).

### Prior-Year Restatement Of Statement Of Financial Activities and Balance Sheet

The Trust operates two pension schemes one of which, the Nottinghamshire County Council Pension Defined Benefits Scheme, is a multi-employer pension scheme. In prior years the trustees understood, for accounting purposes it was not possible to identify the assets and liabilities of the scheme that were attributable to the Trust. Under Financial Reporting Standard 17 the scheme was, therefore, accounted as if it were a defined contributions scheme with contributions to the scheme charged as expenditure as they were paid. It is now possible to separately identify the assets and liabilities of the scheme to individual employers. Accordingly, these assets and liabilities have been included in this year's financial statements with the prior year figures adjusted to ensure they are on a comparable basis.

### 2014 Performance

In 2014 the Trust recorded a deficit of £75,237. This compares to a planned surplus of £42,677 for 2014 and the surplus of £70,017 achieved in 2013. This underperformance against its plans was caused by a number of unplanned, one-off costs incurred in the year. Recognising that its current structure was unsustainable going forward, a number of roles were made redundant at a cost of £53,586. This includes £4,720 included on the balance sheet as a provision for those employees whose roles were identified as redundant but who did not leave the Trust's employment until after the end of the financial year. The Trust does not own any property, instead renting accommodation for its operations. In October the Trust relocated to new premises at a one-off cost of £67,520. Included in this cost is a provision for the cost of dilapidations at the Trust's former premises of £46,240 which is also included on the balance sheet. To enable the Trust's Board of Directors to discharge their duties unplanned legal costs of £42,181 were incurred during the year. Also incurred were unplanned costs totalling £25,000 as a result of the change in the accounting treatment of the Trust's defined benefit pension scheme.

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

### Incoming Resources

Incoming resources in 2014 of £1,512,494 compared to £1,900,961 in 2013. A fall in income received for places charitable activity from £945,070 in 2013 to £342,936 in 2014 was behind the decline in incoming resources from charitable activities which fell from £1,769,548 in 2013 to £1,295,388 in 2014. This decline was partially offset by an increase in Voluntary income from £100,600 in 2013 to £187,758 in 2014. This increase was due to income received for the Trust to investigate the feasibility of expanding its operational area.

### Charitable Activities

People's income increased in 2014 to £952,452 from £824,478 in 2013. Income from the National Lottery for the Trust's programme working with young, ex-offenders increased slightly on the previous year at £267,720 (2013; £246,454). Funding was also secured from the National Lottery during the year to deliver its Talent Match programme. This programme has the potential to run for five years and income from it totalled £128,827 in 2014. As well as these two programmes, income was received from the National Lottery (although the funding is administered by the Royal Society of Wildlife Trusts) for two other programmes; income for these programmes fell from £120,189 in 2013 to £93,844 in 2014 as both programmes came to an end during the year. Income received from Nottingham City Council more than doubled in 2014 over the previous year to £198,887 (2013; £90,520) as the Trust was entrusted to manage for part of the city the provision of youth services through the voluntary sector.

Places' income fell to £342,936 in 2014 from £945,070 in 2013. Income received from local authorities fell from £563,603 in 2013 to £282,651 in 2014 primarily due to significant decreases in income received from both Nottinghamshire County Council and Nottingham City Council. Income received through the community landfill tax scheme of £9 was £275,080 less than that received in 2013 while income of £75 received from Groundwork UK was £62,875 less than that received in 2013. The expectation for both of these funding sources is that the Trust will receive increased funding in 2015; for local authority income the level of funding that the Trust can expect to receive in 2015 is less clear.

The Trust's operational area encompasses five local authorities who together provided income for charitable activities of £510,642 in 2014 (2013; £666,127). This reduction in income was primarily a result of reduced income for Places' activity. During the year Nottinghamshire County Council changed the focus of its Local Improvement Scheme away from the type of activity the Trust currently undertakes. As a result, income from Nottinghamshire County Council fell to £219,551 from £291,213 in 2013. Income from Nottingham City Council also fell year-on-year; from £256,993 in 2013 to £205,837 in 2014 primarily as a result of the Trust receiving less funding for Places' activity.

Private sector income of £111,370 in 2014 was nearly half of that received in 2013 (£214,783). Income of £86,570 received from Groundwork UK was considerably down in 2014 compared to £166,985 received in 2013. This was primarily due to a reduction in funding received for Places' activity. Compared to 2013 the Trust received no funding from Castle Cavendish (2013; £47,280) following the end of the Walk On The Wild Side programme in 2013.

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

The introduction of the Talent Match programme was behind the £150,093 increase in Other National Lottery income to £396,547 in 2014 while no significant Landfill Tax funded activity was undertaken in the year (2014: £9; 2013: £275,089).

### Other Income

Voluntary income increased to £187,758 in 2014 from £100,600 in 2013. Income received through Groundwork UK from the Department of Communities and Local Government was £177,758 (£90,600 in 2013). This increase was as a result of the Trust receiving funding to investigate the feasibility of expanding its operational area. This is the last year the Trust will receive government funding through Groundwork UK.

### Cost Of Generating Funds and Governance Costs

The cost of generating funds increased from £61,920 in 2013 to £109,459 in 2014. Included in 2014's costs is expenditure related to assessing the feasibility of expanding the Trust's operational area.

Governance costs increased to £68,638 in 2014 from £17,566 in 2013 as a result of the Directors taking professional advice to enable them to discharge their duties.

### Other Expenditure

Support costs (before reallocation) equated to just over eleven percent of the Trust's total expenditure in 2014 (2013: 8%). In absolute terms they increased by £35,273 over 2013 to £180,176 in 2014. Within support costs, salary costs increased to £121,855 in 2014 from £99,946 in 2013 due to an increase in headcount. Charges in respect of financing the Trust's pension liability of £19,000 were less than the £21,000 charged in 2013. Office costs increased to £14,459 in 2014 from £6,408 in 2013 as a result of one-off costs incurred in the year in relation to the Trust relocating its premises.

In 2014 just over ninety-five percent of the Trust's income was spent on charitable activity; three percentage points more than in 2013. The Trust's two largest areas of expenditure are works costs and salaries. In 2014 these two areas of expenditure accounted for just over 81% of total expenditure; down from just under 91% in 2013. This decrease in the overall proportion of expenditure is due to a combination of lower works costs in 2014 (2014: £464,514; 2013: £898,560) and a number of costs within overheads which were not incurred in 2013 including office relocation costs of £67,520 and legal fees of £42,181. Salary costs increased to £822,038 in 2014 from £762,629 in 2013. This increase in expenditure includes one-off costs relating to the reorganisation of the Trust's programme working with young, ex-offenders and also costs in relation to the five roles identified as being redundant as part of the Trust's drive for long-term sustainability. The average number of persons employed during the year remained unchanged compared to 2013 (26 in 2014; 26 in 2013) although the average for 2014 includes one participant employed through the Trust's young, ex-offender programme.

### Cash at Bank and in Hand

Total cash held at 31 March 2014 was £816,167, up on last year's equivalent balance of £688,242. Unrestricted cash was £456,397 at 31 March 2014, up on 2013's balance (2013:

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

£401,008) At the 31 March 2014 the Trust held restricted cash of £359,770 (2013: £287,234).

### Reserves

At the 31 March 2014 the Trust had reserves of minus £102,801 (2013: minus £27,564) at 31 March 2014. Of these reserves minus £570,000 relates to the pension scheme liability (2013: minus £545,000)

Excluding the pension scheme liability, the Trust's reserves were £467,199 (2013: £517,436) at 31 March 2014. Of these, £446,704 were unrestricted reserves (2013: £501,236). Additionally, the Trust had £20,495 of non-pension related restricted reserves (2013: £16,200). Of these non-pension restricted reserves, £12,316 relates to surpluses on education and training activity which has been ring-fenced in accordance with HM Revenue & Customs' rules for maintaining the Trust's eligibility to treat education and training income as exempt from the need to charge Value Added Tax on it. Additionally, the Trust had £8,179 of restricted funds relating to fixed assets which will be released over the life of the assets purchased.

During the year, the Directors reviewed the Trust's Reserves' Policy for both the reasons to hold reserves and the amount of reserves needed by the Trust. The reasons for holding reserves are to: cover fluctuations in cash flow; allow for seasonal variation in work activity; enable the implementation of new business; enable the cessation of activity, in particular to cover the costs of redundancy; cover risks associated with undertaking activity in schools; offset the risks inherent in undertaking fixed price contracts; cover the costs of closing down business ventures; and offset the costs of operational equipment.

### Liquidity

A result of it now being possible to separately identify the Trust's defined benefit pension scheme assets and liabilities is that the Trust's total liabilities exceed total assets. However, the pension scheme liability is a long-term liability and has been estimated by the pension scheme's actuaries to be repayable over twenty-three years. On an annual basis the Trust is confident that it can generate sufficient cash flow, in addition to that needed for its other commitments, to meet this obligation.

If the long-term pension scheme liability is excluded then the Trust has net assets of £467,199 (2013: £517,436). Indeed, if provisions for liabilities and charges are excluded then the Trust's liquidity increases with net current assets of £496,248 (2013: £495,375).

### Investment Policy and Performance

The Trust does not have any managed investments. It does, however, utilise current and deposit accounts in order to generate small levels of interest on the cash balances it holds.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 MARCH 2014

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**The Board**

The Trust is administered by a Board of unpaid Directors who are responsible for the overall governance of the Trust in accordance with Company and Charity Commission Law.

At the 31st March 2014 the Board had 12 Directors, five who represent the local authorities which make up the operational area that the Trust covers. The Chair of the Board is Councillor Ron Hetherington while Geoffrey Bennett, is the Deputy Chair.

The remaining Directors are co-opted for their particular skills and experience through an open recruitment process which is informed by the Trust's Equality and Diversity Policy and Recruitment and Selection procedures. The Board is fully committed to the furtherance of the local communities which it serves.

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

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

The Board are supported by the Trust's Company Secretary who is a Director of the Trust.

**Committees of the Board**

The three main committees of the Board and the Advisory Group work within parameters defined by their respective approved Terms of Reference. As directed by the Board, all the Groups regularly report and provide recommendations to the Board. The Groups responsibilities are:-

**Audit Committee**

This Committee is responsible for liaising directly with the Trust's External Auditors; Risk Assessment and Management; Internal Control; review of Reserves Policy and reviewing the format of Financial Information. The Audit Committee works to ensure that proper procedures are in place to manage cash resources prudently and to advise the Board on the appropriate level of unrestricted reserves.

The Committee works to an agreed Action Plan against which performance is measured. Key tasks during this year included: review of the Trust's Reserves Policy, continued review

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 MARCH 2014

of the Trust's banking arrangements, review of the Trust's internal financial systems and the overseeing of the Trust's response to the recommendations and reports of external auditors.

The Committee is supported by the Trust's Finance Manager.

**Appointments and Remuneration Committee**

The Appointments and Remuneration Committee have been charged with: assisting in developing robust processes for recruitment and selection of senior Trust staff; the establishment of respective remuneration levels and their periodic review. The work of the Committee is supported by the Trust's Executive Director.

**Health and Safety Committee**

The Committee has responsibility for overseeing the Trust's response to Health and Safety issues. During the course of 2013/14 the Directors reviewed existing arrangements; reviewed Trust fire procedure; monitored and, as necessary, challenged performance; received reports on a range of items; framed the review of the Trust's Health, Safety and Welfare Policy and shaped the annual Health and Safety Report for the Board.

The Committee is supported by the Executive Director, Support Services Co-ordinator, People Programme Manager, Places Programme Manager and Employment Manager.

**Business Development Group**

The Marketing and Communications Advisory Group was disbanded this year and the Chair now hosts the Business Development group that meets every 6/8 weeks. Their role is to identify and are charged with the review of the vision and new development for the Trust

**Executive Director**

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



# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## REPORT OF THE DIRECTORS

FOR THE YEAR ENDED 31 MARCH 2014

### **Statement of Directors' Responsibilities and Corporate Governance**

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

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

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

- The Trust is operating efficiently and effectively
- Its assets are safeguarded against unauthorised use or disposition and are properly applied
- The Trust complies with relevant laws and regulations

### **Audit Information**

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

### **Auditors**

With effect from 1 April 2014 Smith Cooper LLP, the company's auditor, transferred its business to Smith Cooper Limited. The Directors consent to treating the appointment of Smith Cooper LLP as extending to Smith Cooper Limited with effect from 1 April 2014. A resolution to reappoint Smith Cooper Limited as auditor will be put to the Annual General meeting.

### **Corporate Governance**

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

## GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

### REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

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

#### **Risk Management**

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

The Trust has traditionally secured funding from a variety of funding streams. This is healthy since it spreads the risk. Such an approach can also be, however, resource expensive, if the value of bids is low. The Trust remains keen to bid to a range of funders, but is determined to raise the financial value of the bids which it submits. Major external funding risks do however remain, many of which are beyond the Trust's direct control. These include:

- the reduction by the Groundwork Federation of Project Development Funding (PDF), the grant which all Groundwork Trusts receive from Government;
- restructuring and budgetary constraints in partner organisations; and
- securing funding that allows the Trust to fully recover all its costs, something which is loudly voiced but has yet to materialise.

#### **Training and Communications**

The Trust recognises the value of its people and is committed to the training and career development of all employees. The Trust is an 'Investor in People' with a robust appraisal and staff development system in place ensuring the appropriateness and timeliness of all training. Training provision links directly with the Trust's forward strategy, providing a critical tool for securing long-term objectives.

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

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

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 MARCH 2014

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

The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. Induction training and supplementary consideration, within the context of Trust meetings, provides a vehicle for ensuring that diversity is valued by all staff. Diversity training forms a compulsory element of the Trust's induction programme, ensuring that all staff are appropriately informed and act accordingly. The Trust is committed to ensuring that both equal opportunity and diversity agendas are reflected in all of its activities.

**Pensions**

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

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



Ron Hetherington  
22<sup>nd</sup> September 2014

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## COMPANY INFORMATION

### COMPOSITION OF THE BOARD (as at 31 March 2014)

Councillor Ron Heatherington (Chair)  
Geoffrey Bennett (Deputy Chair)  
Susan Clarson  
Wendy Golland  
Janet Wootton  
Councillor Richard Butler  
Cllr Seamus Creamer  
Ian Livsey  
Deborah White  
Cllr Roy Allan  
Cllr Sam Webster  
Cllr Richard Butler

### Changes to the Board Over the Year

Cllr Roy Allan was reappointed to the board as the Gedling Borough Council representative on 7<sup>th</sup> April 2013.

Councillor Ian Tyler was appointed to the board as the Broxtowe Borough Council representative on 20<sup>th</sup> May 2013.

Following a successful recruitment campaign for independent board members Deborah White and Ian Livsey were appointed as co-opted directors on 20<sup>th</sup> May 2013.

Jim Creamer was appointed to the board as the Nottinghamshire County Council representative to replace Richard Butler on 22<sup>nd</sup> July 2013.

Richard Butler agreed to continue on the board and was therefore appointed as a co-opted director on 22<sup>nd</sup> July 2013.

Councillor Sam Webster was appointed to the board as the Nottingham City representative on 23<sup>rd</sup> September 2013.

### COMPOSITION OF BOARD COMMITTEES (as at 31st March 2014)

#### Audit Committee

S. Clarson (Chair)  
G. Bennett  
D. White  
I. Livsey

#### Business Strategy Group

Janet Wootton (Chair)  
R. Hetherington  
G Bennett

#### Appointments and Remuneration

W. Golland (Chair)  
J Wootton  
D. white

#### Health and Safety

J. Wootton  
R. Heatherington (Chair)  
S. Creamer

Cllr Ron Heatherington (Chair) is an ex officio of all the Board Committees

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**COMPANY INFORMATION**

**ADVISERS TO THE BOARD (as at 31 March 2014)**

**Executive Officers:**

Executive Director: J. Bradley- Fortune      Finance Manager: P Shaw  
Company Secretary: J Kerry (Resigned February 2014) Replaced by D White

**Solicitors**

Browne Jacobson  
44 Castle Gate  
Nottingham NG1 6EA

**External Auditors**

Smith Cooper Limited  
2 Lace Market Square  
Nottingham  
NG1 1PB

**Health and Safety Advisors**

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

**Bankers**

National Westminster  
Nottingham Smiths Branch  
Nottingham

Barclays  
Sir Frank Whittle Road  
Derby

Nottingham Building Society  
Upper Parliament Street  
Nottingham

Yorkshire Bank  
Lock House  
Castle Meadow Road  
Nottingham

**Insurance Advisors**

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

**Value Added Tax Advisers**

County VAT Consultancy  
Pippin Cottage  
Broadlane  
Bishampton  
Worcestershire WR10 2LY

Lloyds TSB  
St James Street  
Nottingham

HSBC  
Long Row  
Nottingham

CAF Bank  
Kings Hill Avenue  
West Malling  
Kent

**INDEPENDENT AUDITORS' REPORT**  
**TO THE MEMBERS OF**  
**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**Auditor's statement**

We have audited the financial statements of Greater Nottingham Groundwork Trust Limited for the year ended 31 March 2014 which comprise the Statement of Financial Activities the summary Income & Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities)

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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of trustees and auditor**

As explained more fully in the Directors' Responsibilities Statement set out on page 34 the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2014 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 applicable to smaller entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF  
GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

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

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

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

Sarah Flear  
Senior Statutory Auditor  
For and on behalf of: Smith Cooper Limited  
Chartered Accountants and Statutory Auditors  
2 Lace Market Square  
Nottingham  
NG1 1PB

Date: 22<sup>nd</sup> September 2014

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES**

**(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)**

**FOR THE YEAR ENDED 31 MARCH 2014**

	Note	Unrestricted Funds	Restricted Funds	Total 2014	Total 2013 (As re- stated) £
		£	£	£	£
<u>Incoming resources from generated funds</u>					
Voluntary income	2	187,758	-	187,758	100,600
Activities for generating funds	3	26,907	-	26,907	27,974
Investment Income	4	2,441	-	2,441	2,839
<u>INCOMING RESOURCES FROM GENERATED FUNDS</u>		217,106	-	217,106	131,413
<u>Incoming resources from charitable activities</u>					
People		-	952,452	952,452	824,478
Places		-	342,936	342,936	945,070
<u>INCOMING RESOURCES FROM CHARITABLE ACTIVITIES</u>		5	-	1,295,388	1,769,548
<u>INCOMING RESOURCES</u>		217,106	1,295,388	1,512,494	1,900,961
Less costs of generating funds	6	(109,459)	-	(109,459)	(61,920)
Governance costs		(68,638)	-	(68,638)	(17,566)
<u>NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATION</u>		39,009	1,295,388	1,334,397	1,821,475
<u>Resources expended on charitable activities</u>					
People		-	1,034,723	1,034,723	727,084
Places		-	372,911	372,911	1,024,374
<u>RESOURCES EXPENDED ON CHARITABLE ACTIVITIES</u>		-	1,407,634	1,407,634	1,751,458
Net incoming / (outgoing) resources before transfers	7	39,009	(112,246)	(73,237)	70,017



GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2014

	<u>Note</u>	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total 2014</u>	<u>Total 2013</u> <u>(As re-stated)</u>
		£	£	£	£
Net incoming / (outgoing) resources before transfers	7	39,009	(112,246)	(73,237)	70,017
Comprises of:					
Total incoming resources for the year		217,106	1,295,388	1,512,494	1,900,961
Total resources expended for the year	8	(178,097)	(1,407,634)	(1,585,731)	(1,830,944)
Net incoming resources for the year before transfers		39,009	(112,246)	(73,237)	70,017
Transfers between funds		(93,541)	93,541	-	-
Net Incoming/(Outgoing) Resources Before Other Recognised Gains And Losses		(54,532)	(18,705)	(73,237)	70,017
Actuarial Gains and Losses in Defined Benefit Pension Scheme		-	(2,000)	(2,000)	(126,000)
Net Incoming/(Outgoing) Resources and Net Movement In Funds		(54,532)	(20,705)	(75,237)	(55,983)
Fund balances brought forward at 1 April 2013		501,236	16,200	517,436	425,419
Prior year adjustment relating to year ended 31 March 2013		-	(148,000)	(148,000)	-
Prior year adjustment relating to period prior to year ended 31 March 2013		-	(397,000)	(397,000)	(397,000)
Fund balances as at 1 April 2012 (as restated)		-	-	-	28,419
Fund balances carried forward at 1 April 2014		446,704	(549,505)	(102,801)	(27,564)

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

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**COMPANY NUMBER: 02556957**

**BALANCE SHEET AS AT 31 MARCH 2014**

	<u>Note</u>	<u>2014</u>	<u>2013</u> (As re-stated)
		£	£
<b><u>FIXED ASSETS</u></b>			
Tangible Assets	14	21,911	22,061
<b><u>CURRENT ASSETS</u></b>			
Debtors	15	394,640	338,383
Cash at Bank and in Hand		816,167	688,242
		<u>1,210,807</u>	<u>1,026,625</u>
<b><u>CREDITORS: Amounts falling due within one year</u></b>	16	<u>(714,559)</u>	<u>(531,250)</u>
<b><u>NET CURRENT ASSETS</u></b>		<u>496,248</u>	<u>495,375</u>
<b>PROVISIONS: For liabilities and charges</b>	17	<u>(50,960)</u>	<u>-</u>
<b><u>NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES</u></b>		<u>467,199</u>	<u>517,436</u>
Defined benefit pension scheme liability	12	<u>(570,000)</u>	<u>(545,000)</u>
<b><u>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</u></b>	19	<u>(102,801)</u>	<u>(27,564)</u>
<b><u>FUNDS</u></b>			
Unrestricted Funds		446,704	501,236
Restricted Funds excluding pension liability		20,495	16,200
Pension Reserve		<u>(570,000)</u>	<u>(545,000)</u>
Total Restricted Funds		<u>(549,505)</u>	<u>(528,800)</u>
<b><u>TOTAL FUNDS</u></b>	21	<u>(102,801)</u>	<u>(27,564)</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2014

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime under the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board on 22<sup>nd</sup> September 2014 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'R Hetherington', with a stylized flourish at the end.

R Hetherington

Director

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

1. ACCOUNTING POLICIES

Basis of Accounting

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

Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2005 and applicable accounting standards.

Fund Accounting

General Funds are available for use at the discretion of the directors in furtherance of the general objective of the Trust.

Restricted funds are funds subject to specific restrictive conditions imposed by funders or by the purpose of the grant. Any surplus made on restricted projects is available to transfer to unrestricted funds.

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

Resources Arising

Income

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

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

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

*[continues ...]*

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2014

#### 1. ACCOUNTING POLICIES ...continued]

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

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

#### Gifts in Kind

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

#### Resources Expended

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

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

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

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

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

*[continues ...*

# GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2014

#### 1. ACCOUNTING POLICIES ...continued]

##### Government Grants

From 2012 grants that relate to specific capital expenditure are taken as income in the year they are received with any surplus being held as a restricted reserve. Over the life of the asset, the cost of depreciation is taken as expenditure through the income and expenditure account and ultimately charged against the restricted reserve. Prior to 2012 grants that relate to specific capital expenditure were treated as deferred income and released to the credit of the income and expenditure account over the related asset's useful life.

##### Depreciation

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

Computer Equipment	33.3%
Fixtures and Fittings	20%
Motor Vehicles	25%

##### Leasing Commitments

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

##### Provisions

Provisions are provided on the following basis:

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

##### Pensions

The company participates in two pension schemes.

#### **1. Defined Contribution Pension Scheme**

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

#### **2. Defined Benefit Scheme**

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

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

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

The pension charge for the defined benefits pension scheme is based on a full actuarial valuation dated 31 March 2014.

Irrecoverable Value Added Tax (VAT)

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

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

2. VOLUNTARY INCOME

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

	<u>2014</u> £	<u>2013</u> £
Grants for core funding	10,000	10,000
Other grants	177,758	90,600
Gifts in kind	-	-
	<hr/>	<hr/>
	187,758	100,600
	<hr/>	<hr/>

3. ACTIVITIES FOR GENERATING FUNDS

Activities for generating funds can be analysed as being received from the following sources:-

	<u>2014</u> £	<u>2013</u> £
Rental income	4,500	4,500
Other	22,407	23,474
	<hr/>	<hr/>
	26,907	27,974
	<hr/>	<hr/>

4. INVESTMENT INCOME

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

	<u>2014</u> £	<u>2013</u> £
Interest received	2,441	2,839
	<hr/>	<hr/>
	2,441	2,839
	<hr/>	<hr/>



**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2014**

**5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

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

	<u>2014</u>	<u>2013</u>
	£	£
Central Government	-	17,563
Local Government	510,642	666,127
Primary Care Trusts	-	1,634
Heritage Lottery Fund	-	6,291
Other National Lottery	396,547	246,454
Other Public Sector	37,236	79,012
Voluntary Sector	189,499	241,253
Private Sector	111,370	214,783
Landfill Tax	9	275,089
Other income	50,085	21,342
	<hr/>	<hr/>
	1,295,388	1,769,548
	<hr/>	<hr/>

**6. COSTS OF GENERATING FUNDS**

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

	<u>2014</u>	<u>2013</u>
	£	(As re-stated) £
Generating voluntary income	109,459	61,920
	<hr/>	<hr/>
	109,459	61,920
	<hr/>	<hr/>

**7. NET RESOURCES EXPENDED BEFORE TRANSFERS**

	<u>2014</u>	<u>2013</u>
	£	£
Net outgoing resources before transfers is after charging:		
Depreciation of owned assets	12,671	11,281
Release of capital grants	2,451	2,525
Auditors' remuneration	4,280	4,200
Operating lease payments - Leasehold property	18,402	24,000
Directors' expenses	915	379
	<hr/>	<hr/>

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2014**

**8. TOTAL RESOURCES EXPENDED**

	Costs of Generating Funds	People	Places	Support Costs	Governance	Total 2014	Total 2013 (As re- stated) £
	£	£	£	£	£	£	£
Costs directly allocated to activities							
Salaries	65,275	502,492	117,646	121,855	14,770	822,038	762,629
Works and incidental costs	-	270,359	194,155	-	-	464,514	898,560
Travel and motor expenses	134	301	642	1,199	69	2,345	2,681
Recruitment	-	-	-	3,173	-	3,173	3,491
Training	-	-	-	3,947	-	3,947	3,722
Marketing	-	-	-	-	-	-	-
Professional Fees	10,291	1,828	-	2,948	46,461	61,528	9,776
Bad debts written off / (Written Back)	-	-	220	-	-	220	-
Other finance income	-	-	-	19,000	-	19,000	21,000
Other direct costs	1,298	44	1,816	1,516	845	5,519	4,170
Other costs allocated to activities							
Office costs	8,763	70,100	15,772	14,459	1,752	110,846	54,175
Insurance	849	6,788	1,527	1,400	170	10,734	10,318
Depreciation	1,001	8,013	1,803	1,654	200	12,671	11,281
Printing, postage and stationery	551	4,412	993	909	111	6,976	9,649
Information technology	2,067	16,537	3,721	3,408	415	26,148	17,574
Bank charges	67	536	121	111	13	848	333
Equipment rental	754	6,033	1,357	1,245	151	9,540	9,540
Sundry expenses	2,029	16,243	3,655	3,352	405	25,684	12,045
	93,079	903,686	343,428	180,176	65,362	1,585,731	1,830,944
Allocation of support costs	16,380	131,037	29,483	(180,176)	3,276	-	-
	109,459	1,034,723	372,911	-	68,638	1,585,731	1,830,944

Other costs allocated to activities are allocated on the basis of average headcount.

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2014**

**9. EMPLOYMENT COSTS**

	<u>2014</u>	<u>2013</u> (As re-stated)
	£	£
Salaries	731,231	679,468
Social Security costs	57,743	52,833
Pension costs	29,624	23,763
Temporary staff costs	3,440	6,565
	<hr/>	<hr/>
	822,038	762,629
	<hr/>	<hr/>

There are no high paid staff.

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

	<u>2014</u>	<u>2013</u>
People	14	17
Places	3	5
Generating funds	2	1
Support and governance	6	3
Employment Programme participants	1	-
	<hr/>	<hr/>
	26	26
	<hr/>	<hr/>

**10. OTHER FINANCE INCOME**

	<u>2014</u>	<u>2013</u> (As re-stated)
	£	£
Expected return on pension scheme assets	37,000	30,000
Interest on pension scheme liabilities	(56,000)	(51,000)
	<hr/>	<hr/>
	(19,000)	(21,000)
	<hr/>	<hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

11. PENSION SCHEMES

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

Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions are made by employees at a minimum rate of 4.5% of salary. Employer contributions are made at the rate of 7.5% of salary (2013: 7.5%). At 31 March 2014 £1,513 (2013: £814) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £8,632 (2013: £6,600).

Defined Benefit Pension Scheme

The Nottinghamshire County Council Pension Scheme is a defined benefit scheme; its assets are held in a separately administered fund. Contributions are made by employees at the rate of between 5% and 7.5% of salary. Employer contributions are made at the rate of 17.5% of salary (2013: 16.9%). At 31 March 2014 £1,966 (2013: £1,839) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £20,992 (2013: £17,163 (restated)).

The amounts recognised in the balance sheet are as follows:

	<u>2014</u>	<u>2013</u> (As re-stated)
	£	£
Present value of funded obligations	(1,292,000)	(1,221,000)
Fair value of scheme assets	722,000	676,000
	<hr/>	<hr/>
Net liability	(570,000)	(545,000)
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**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2014**

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

	<u>2014</u>	<u>2013</u> (As re-stated)
	£	£
Current service cost	(21,000)	(17,000)
Interest on obligation	(56,000)	(51,000)
Expected return on scheme assets	37,000	30,000
	<hr/>	<hr/>
	(40,000)	(39,000)
	<hr/>	<hr/>
	<hr/>	<hr/>
Actual return on scheme assets	(42,000)	(80,000)
	<hr/>	<hr/>

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

	<u>2014</u>	<u>2013</u> (As re-stated)
	£	£
Opening defined benefit obligation	1,221,000	981,000
Current service cost	21,000	17,000
Interest cost	56,000	51,000
Contributions by scheme participants	6,000	6,000
Actuarial losses	7,000	176,000
Benefits paid	(19,000)	(11,000)
	<hr/>	<hr/>
Closing defined benefit obligation	1,292,000	1,221,000
	<hr/>	<hr/>

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

	<u>2014</u>	<u>2013</u> (As re-stated)
	£	£
Opening fair value of scheme assets	676,000	584,000
Expected return on assets	37,000	30,000
Actuarial gains and (losses)	5,000	50,000
Contributions by employer	17,000	16,000
Contributions by scheme participants	6,000	6,000
Benefits paid	(19,000)	(11,000)
	<hr/>	<hr/>
Closing defined benefit obligation	722,000	676,000
	<hr/>	<hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

The cumulative amount of actuarial gains and losses recognised in the Statement of Financial Activities was £128,000 (2013: £126,000).

The company expects to contribute £17,000 to its defined benefit pension scheme in 2015.

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

	<u>2014</u>	<u>2013</u> (As re-stated)
Equities	73%	74%
Gilts	8%	5%
Other bonds	5%	7%
Property	11%	12%
Cash	3%	2%
	<hr/>	<hr/>
Total	100%	100%
	<hr/>	<hr/>

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

	<u>2014</u>	<u>2013</u> (As re-stated)
Discount rate	4.6%	4.6%
Future salary increases	4.7%	4.7%
Future pension increases	2.9%	2.9%
RPI increases	3.7%	3.7%
CPI increases	2.9%	2.9%

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

	<u>2014</u>	<u>2013</u> (As re-stated)
Retiring today		
Males	22.0	21.9
Females	25.1	25.0
Retiring in 20 years		
Males	24.1	24.0
Females	27.4	27.3

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	<u>2014</u>	<u>2013</u> (As re-stated)
	£	£
Defined benefit obligation	(1,292,000)	(1,221,000)
Scheme assets	722,000	676,000
	<hr/>	<hr/>
Deficit	(570,000)	(545,000)
	<hr/>	<hr/>
Experience adjustments on scheme liabilities	-	-
Experience adjustments on scheme assets	4,000	50,000

12. DIRECTORS' REMUNERATION, EXPENSES AND RELATED PARTY TRANSACTIONS

The directors were not remunerated for any services in the year (2013 : £Nil).

During the year two directors incurred travel costs totalling £70 (2013: two directors were reimbursed a total of £127 for travel costs). Other expenses incurred were: £42,181 for legal advice (2013: £nil); £320 for two directors to attend the Groundwork Federation AGM (2013: one director at a cost of £252); £525 for support in relation to the Board reviewing its vision for the Trust (2013: £nil).

As a member of Groundwork East Midlands Limited, the Trust is able to appoint a director to the Groundwork East Midlands Board of Directors. This appointment was held by Ron Hetherington, a director of the Trust, throughout the year. During the year the Trust received income from Groundwork East Midlands of: £5,300 (2013: £30,429) of funding for charitable activities; and £nil (2013: £1,432) for the provision of services to Groundwork East Midlands. The Trust made no purchases (2013: £Nil) from Groundwork East Midlands during the year. At the 31<sup>st</sup> March 2014 an amount of £nil (2013: £11,400) was still outstanding from Groundwork East Midlands Limited.

13. TAXATION

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

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

14. FIXED ASSETS

	Computer equipment £	Office fixtures and fittings £	Motor vehicles £	Total £
<u>COST</u>				
At 1 April 2013	53,220	57,412	13,225	123,857
Additions	12,521	-	-	12,521
Disposals	(28,950)	(36,934)	-	(65,884)
At 31 March 2014	36,791	20,478	13,225	70,494
<u>DEPRECIATION</u>				
At 1 April 2013	43,965	54,317	3,514	101,796
Charge for the year	7,644	1,720	3,307	12,671
Elimination on disposal	(28,950)	(36,934)	-	(65,884)
At 31 March 2014	22,659	19,103	6,821	48,583
<u>NET BOOK VALUE</u>				
At 31 March 2014	14,132	1,375	6,404	21,911
At 1 April 2013	9,255	3,095	9,711	22,061

All fixed assets are used for direct charitable purposes.

At 31 March 2014 the company had no capital commitments which were authorised and contracted for (2013: £nil).



**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2014**

**15. DEBTORS**

	<u>2014</u>	<u>2013</u>
	£	£
Trade debtors	320,071	219,211
Amounts owed by Groundwork UK and other Groundwork Trusts	22,010	21,144
Accrued income	37,466	68,578
Prepayments	15,093	29,450
	<hr/>	<hr/>
	394,640	338,383
	<hr/>	<hr/>

**16. CREDITORS: Amounts falling due within one year**

	<u>2014</u>	<u>2013</u>
	£	£
Trade creditors	142,491	92,228
Amounts owed to Groundwork UK and other Groundwork Trusts	-	-
Other taxes and social security	37,121	35,901
Grants received in advance and deferred grants	489,890	363,422
Other creditors	3,479	2,673
Accruals	41,578	37,026
	<hr/>	<hr/>
	714,559	531,250
	<hr/>	<hr/>

**17. PROVISIONS FOR LIABILITIES AND CHARGES**

	<u>Provision for</u>	<u>Provision for</u>	<u>Total</u>
	<u>Dilapidations</u>	<u>Redundancy</u>	<u>Provisions</u>
	£	£	£
At 1 April 2013	-	-	-
Provided for during the year	46,240	4,720	50,960
Utilised during the year	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2014	46,240	4,720	50,960
	<hr/>	<hr/>	<hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

18. OBLIGATIONS UNDER OPERATING LEASES

At 31<sup>st</sup> March 2013 the company had annual commitments under operating leases as follows:-

	Land & Buildings		Other	
	<u>2014</u>	<u>2013</u>	<u>2014</u>	<u>2013</u>
	£	£	£	£
Under 1 year	-	-	9,540	9,540
Expiring between 2 and 5 years	-	24,000	240	240
Over 5 years	13,000	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	13,000	24,000	9,780	9,780
	<hr/>	<hr/>	<hr/>	<hr/>

The above amount relates to three items. An ongoing, secondary lease for photocopier/printing equipment entered into in August 2013; a five year three month lease for a franking machine entered into in November 2010; and a ten year lease for a single property which the Trust entered into in September 2013.

19. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

	Restricted Funds for Fixed Assets	Restricted Funds	Unrestricted Funds	Total 2014	Total 2013 (As re- stated) £
	£	£	£	£	£
Tangible Assets	6,404	-	15,507	21,911	22,061
Current Assets excluding bank and cash in hand	-	91,825	302,815	394,640	338,383
Cash at bank and in hand	1,775	357,995	456,397	816,167	688,242
Creditors: amounts falling due within one year	-	(437,504)	(277,055)	(714,559)	(531,250)
Provisions for liabilities and charges	-	-	(50,960)	(50,960)	-
Defined benefit pension scheme liability	-	(570,000)	-	(570,000)	(545,000)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	8,179	(557,684)	446,704	(102,801)	(27,564)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2014**

**20. SHARE CAPITAL**

The company is limited by guarantee with no share capital. The equity in the company is owned by the members, each of whom has undertaken to contribute such amount not exceeding £1 as may be required under certain circumstances. At 31<sup>st</sup> March 2014 there were 4 members (2013 : 4).

**21. ANALYSIS OF MOVEMENT OF FUNDS**

	Balance 1.4.2013 £	Prior Year Adjustment £	As restated 1.4.2013 £	Net resources (expended) £	Transfers between funds £	Actuarial gains and losses £	Balance 31.3.2014 £
Restricted funds for Fixed Assets	11,486	-	11,486	-	(3,307)	-	8,179
Restricted funds excluding pension liability	4,714	-	4,714	(89,246)	96,848	-	12,316
Pension reserve	-	(545,000)	(545,000)	(23,000)	-	(2,000)	(570,000)
Unrestricted funds	501,236	-	501,236	39,009	(93,541)	-	446,704
	517,436	(545,000)	(27,564)	(73,237)	-	(2,000)	(102,801)

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

**22. PRIOR YEAR ADJUSTMENT**

This is the first period in which the company has adopted the disclosures required in respect of its defined benefit scheme.

Previously it was understood that the information needed to make these disclosures was unavailable and so was not included. However the required information has been obtained for this period, and for the prior period. Accordingly the current period has been stated to include this information and the comparative figures have been restated.

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**ADDITIONAL DISCLOSURES REQUIRED BY INDIVIDUAL FUNDERS**

**FOR THE YEAR ENDED 31 MARCH 2013**

**NATIONAL LOTTERY**

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

**Big Lottery Grants**

	Cash Held/ (Due) at 1 April <u>2013</u> £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March <u>2014</u> £
<b>Grant from Youth In Focus</b>				
Dig In Stay Out	(49,093)	473,448	(267,720)	156,635
	<u>(49,093)</u>	<u>473,448</u>	<u>(267,720)</u>	<u>156,635</u>
<b>Grant from Local Food</b>				
Climate Friendly Gardeners	1,105	24,038	(30,438)*	(5,295)
Food Initiatives Group				
Local Food Network 'FIG Local'	7,155	48,490	(63,406)*	(7,761)
	<u>8,260</u>	<u>72,528</u>	<u>(93,844)</u>	<u>(13,056)</u>

\* Note that this expenditure is not included in the figure for income received from the National Lottery in Note 5. Incoming Resources from Charitable Activities of the Notes to the Financial Statements as this funding is administered by and received from the Royal Society of Wildlife Trusts and is, therefore, included in the figure for income received from the Voluntary Sector. The National Lottery does require that this funding is acknowledged in the Annual Report and Accounts as National Lottery Funding.

	Cash Held/ (Due) at 1 April <u>2013</u> £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March <u>2014</u> £
<b>Grant from Talent Match</b>				
Talent Match Business Planning	50,000	-	(50,000)	-
Talent Match (Young & Successful)	-	115,882	(78,827)	37,055
	<u>50,000</u>	<u>115,882</u>	<u>(128,827)</u>	<u>37,055</u>

**GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED**

**ADDITIONAL DISCLOSURES REQUIRED BY INDIVIDUAL FUNDERS**

**FOR THE YEAR ENDED 31 MARCH 2013**

	Cash Held/ (Due) at 1 April 2013 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2014 £
<b>Grants from Community Spaces**</b>				
Victoria Embankment	780	-	-	780
	<u>780</u>	<u>-</u>	<u>-</u>	<u>780</u>

\*\* Note that this income although awarded to community groups is included in incoming resources as it is managed by Groundwork Greater Nottingham. It is not included in the figure for income received from the National Lottery in Note 5. Incoming Resources from Charitable Activities of the Notes to the Financial Statements as this funding is administered by and received from Groundwork UK and is, therefore, included in the figure for income received from the Private Sector. The National Lottery requires that this funding is acknowledged in all publicity.

**OTHER INDIVIDUAL DONORS REQUIRING DISCLOSURE**

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

	Cash Held/ (Due) at 1 April 2013 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2014 £
<b>The Clothworkers Foundation</b>				
- Dig In Stay Out	1,775	-	-	1,775
<b>The Equitable Charitable Trust</b>				
- Winning By Greening	10,100	-	(10,100)	-
<b>Garfield Weston Foundation</b>				
- Killisick Positive Futures	10,000	-	(10,000)	-
<b>The Jones Charitable Trust</b>				
- Happy Days	106	-	(106)	-
<b>People's Postcode Trust</b>				
- Dig In Stay Out	127	-	-	127
<b>Vodafone Foundation</b>				
- World Of Difference	2,063	-	(2,063)	-