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GREATER NOTTINGHAM

GROUNDWORK TRUST

COMPANY NUMBER

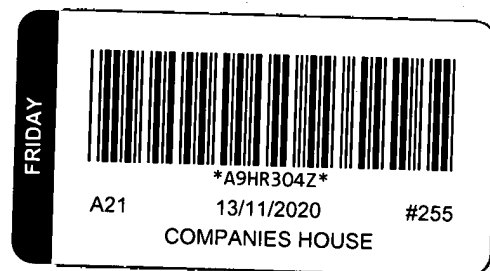
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CHARITY REGISTRATION NUMBER

1003426

REGISTERED OFFICE

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FOR THE YEAR ENDED 31 MARCH 2020

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Vision and Objects

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

Mission

We achieve our vision by:

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

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

Responding: We design appropriate solutions in partnership.

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

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

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

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

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

Groundwork Greater Nottingham's Operational Area

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

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

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Chair's Statement

As I write this, it is hard to believe how different the world was on the 1st April 2019. Then, our staff were still working at our offices and out across the communities we serve alongside those who choose to volunteer with us. By the 31st March 2020, neither were true; our offices were closed with staff working from home or furloughed, and, while still working tirelessly on behalf of our beneficiaries, our remaining staff and volunteers were doing so from home. To all our staff and volunteers, I would like to express my gratitude at their resilience, resourcefulness, flexibility and positivity in adapting overnight to a new way of serving our beneficiaries. Prior to the challenges imposed by Covid-19, they had again demonstrated their enthusiasm, commitment and dedication to the work that they carry out on behalf of our communities across Nottinghamshire and Derbyshire and the surrounding areas and I feel the Trust is extremely lucky to have such amazing staff and volunteers delivering activities for the benefit of the communities we serve.

The last year has again been one of challenge and change. Over the course of the year we have said goodbye to a number of staff who have loyally served the Trust. While popular with employees and employers alike in providing an alternative work trial recruitment process to those traditionally used by employers, without ongoing funding it proved impossible to make our Experience Works programme financially sustainable and the Trust took the decision to close this service from the end of March when the remaining staff were offered alternative employment within the Trust or made redundant. As well as losing our Experience Works colleagues, the Trust also reviewed its management and administration structures during the year and made some roles redundant. To all those staff who left us through the year, I would like to thank you for your loyalty and dedication in serving our beneficiaries during your time with the Trust.

As part of the review of its management structure, the Trust decided to continue without appointing a new Chief Executive Officer for the time being, instead deciding to continue with Phillip Shaw, the Trust's Chief Financial Officer, leading the Trust supported by the Senior Management Team of Claire Hale, Jo Phelan and Colin Bradley. The Chair and Board would like to express our deep gratitude to them in stepping up and making it possible for the Trust to do such incredible work on behalf of our beneficiaries.

The Trust is again grateful for the financial support of all our funders as without them we could not serve our beneficiaries.

Our largest funder, the National Lottery, directly supported us on three of our programmes: Talent Match, Towards Work Building Better Opportunities and (Re) Generation Factory. Funding for both Talent Match and (Re) Generation Factory ended in June 2020. Over the six and a half years of the Talent Match programme, it engaged with over 1,300 young people, helping over 400 into full time work, of which over half were still in work six months later. By contrast, (Re) Generation Factory was a much smaller project, lasting eighteen months and aimed at breaking down loneliness and social isolation. Using around thirty volunteers, it engaged with just under four hundred residents in Bilborough and the surrounding area. Our Towards Work Building Better Opportunities funding was also due to end in February 2020, however the National Lottery has agreed to extend the programme for an extra two years. Following the extension of this programme, two of our partners who delivered this programme in Nottingham City and Nottinghamshire decided to end their involvement with the programme. To ensure continuity of service twelve of our partner's employees were TUPEed into the Trust during the year.

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Also coming to an end in 2020, albeit not until August, is our involvement in the Small Steps, Big Changes programme, funded by Nottingham City Care. For the past five years we have been co-ordinating the delivery of this Family Mentor programme across the Bulwell and Aspley wards of Nottingham. In that time the programme has supported nearly 2,000 children and their families.

Following their transfer to the Trust in February 2019 from Groundwork Creswell, our team of three staff based at Ripley has continued to thrive over the past year delivering land maintenance and community volunteering activity across Derbyshire and Nottinghamshire. Alongside them, our team of landscape architects has continued to work with landowners and other stakeholders to design imaginative solutions across the East Midlands.

Raising funds continues to be the number one priority for the Trust, especially those that pay for the full cost of the activity being undertaken. While the Trust has been successful in securing smaller one-off amounts of funding during the year, it has been less successful in securing multi-year funding primarily due to the dearth of opportunities available to the Trust. One aspect of funding that is becoming much more prevalent, is the requirement to work in partnership or collaboration with other organisations. Where the Trust acts as the accountable organisation for the funding this brings additional risk in relation to the partners' values and behaviours. While we would always hope that our due diligence will identify organisations lacking in them, generally it is not until working with an organisation that we discover whether their espoused values and behaviours are true. Sadly, without exception, all our recent partnerships have featured organisations whose probity is questionable. When this occurs, not only does it present a financial risk to the Trust, as most of the funding arrangements mean that cash advances have been paid to our partners, but it also involves significant amounts of management time and expenditure to resolve these issues, time and expenditure that could be better used serving our beneficiaries.

Looking forward, as I said at the start of my report, the world today is very different to that of last year. While some aspects of 'lockdown' have now been eased, working in a pandemic presents significant challenges in ensuring that our beneficiaries, volunteers and staff are safe. Since late March, none of our staff, volunteers and beneficiaries have been meeting and working in close proximity to each other until very recently. Until then all our work was taking place remotely. Now, though, we are slowly restarting some of our previous activity; for example, some of our land-based volunteering programmes have restarted. Before restarting any of our outdoor programmes, though, a comprehensive risk assessment is undertaken and guidelines for safe working produced; these are then shared with all participants before each activity to ensure they know how to keep themselves safe during their time with Groundwork.

Compared to a lot of charities, Groundwork has been relatively unscathed by the pandemic so far. We have furloughed seven staff since April although most are now working at least part-time for us again and at the present time we do not envisage making any roles redundant because of the pandemic. Our income has also largely remained intact due to the generosity of most of our funders who have continued to fund us even though in some cases the activity they have funded has radically changed. Where we have lost income from funders, a combination of overhead savings and income from the government's Coronavirus Job Retention Scheme (CJRS) has mitigated most of these losses so far. Going forward, the impact of the pandemic is difficult to estimate although if our funders felt they could no longer carry on funding us then without the government's support through CJRS we almost certainly would need to make roles redundant. We currently have a good level of unrestricted cash for our day-to-day operations, but if we are faced with a situation where monthly income is significantly reduced from its current level without significantly reducing its costs the Trust will

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run out of cash in around four months. I remain optimistic that this will not happen and that over the remainder of this year the Trust will be able to return to supporting most of its beneficiaries in person rather than from a distance as currently.

Wendy Golland
(Chair)



Date:

2-11-20

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

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

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

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

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

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place at the 31st March 2016, the Trust had to make an additional contribution in 2020 of £4,091 (2019; £3,995). A triennial valuation also took place at the 31st March 2019 and this valuation requires the Trust to make additional contributions of: £4,026 in 2021; £4,173 in 2022; and £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

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

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REVIEW OF THE YEAR

Environment and Communities

The Environment and Communities teams focus on Groundwork Greater Nottingham's vision to **help people to flourish** by; working with them to improve the environments in which they live which provides opportunities for activities, relaxation and leisure with benefits of physical and emotional health and wellbeing. We also support our communities financially through grants to deliver a range of services which address local needs and encourage and assist them to take on volunteering opportunities to grow confidence and skills.

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

Highlights of our achievements for 2020 include: **Engaging** over 170 community groups in environmental improvement projects, **understanding** what people need and want to support communities to realise their aspirations. **Responding** with quality landscape designs which benefit people and wildlife and as a result improving nearly 650,000 square metres of land and maintaining over 500,000 square metres of land. These projects have **enabled** over 320 volunteers to regularly take part in activities on sites within Nottinghamshire and Derbyshire, maintaining and enhancing the amenity and wildlife value of public open spaces, parks, long distance trails and nature reserves.

We are grateful to all our volunteers and are pleased that feedback demonstrates the value of our activities from a personal level as well as an environmental one:

"Just wanted to congratulate you on an excellent Walking Festival. I managed to get to five of the walks but there was such a good selection that I would have liked to go on more if I'd had the opportunity... so I'm looking forward to next year. I also wanted to say a big thank you to all those involved in organising the festival - all those behind the scenes and the walk leaders who were kind enough to give up their time to prepare the routes, gem up on relevant information and shepherd us all in the right direction. Many thanks to you all."

Some of the recipients of one of our Tesco's Bags of Help grants, Centre for homeless people in Derby, who developed the outdoor space to grow food and new community bonds, had this to say:

"One of the biggest problems for homeless people is the amount of time they have on their hands. What we're trying to do with this project is give them opportunities to try new things. When they're busy enjoying a new activity, we know that we'll get better results."

"In terms of mental health it's really improved wellbeing of some individuals. We have some clients with autism and it's really worked wonders for them."

"99.9% of people didn't want the place to open... but the allotment project has massively helped to challenge those perceptions, and create integration, and community cohesion."

The centre, in Arboretum – the most deprived ward in Derby – had previously been a disused hostel before being taken over by P.A.C.E. Supported Housing. They reopened it as an 'engagement centre' and also developed it into a venue for opportunities for learning and skills.

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The outside area was overgrown and the idea took shape to transform it into an allotment to benefit both the centre residents and the local community.

Residents of the engagement centre are aged from sixteen up to their sixties, and have a wide variety of backgrounds. Some have had very difficult life experiences and have complex needs while others simply lack independent living skills, especially the younger residents who are sometimes care leavers. All residents sign an agreement that they will commit to taking part in activities such as counselling, computer skills, art therapy or helping out on the new allotment.

The allotment is a crucial part of integrating the centre into the local community.

In Gedling, we have developed landscape designs for the Gedling Heritage Way, working in partnership with Gedling Borough Council and Nottinghamshire County Council, identifying a borough wide route way which links many historic and heritage features together. Within Gedling Country Park we designed two viewpoints, one overlooking the north with views as far afield as Lincoln Cathedral via a raised wheelchair accessible steel platform, the other south facing and encompassing stone filled gabions, both with interpretation panels. We successfully secured funding via a Rural Payments Agency bid and, now complete, the response from visitors to the park has been fantastic. We also designed a new multi-user trail along the old Bestwood to Calverton railway line, which forms a vital link with other rights of way to create the circular Gedling Heritage Way.

"Really impressed with the new viewing platform, quite surprised by how far you can see out. A great location."

"It is incredible what you can actually see when you get there. It is one of the highest points in Nottinghamshire and the views really are something special."

"These new visitor attractions are a welcome addition to the already fantastic, Gedling Country Park."

In Blidworth we designed and implemented a new garden for Haywood Oaks Care Home for residents suffering from dementia. The new design caters for the specific needs of the residents and provides a circular pathway, pergola, seating and sensory planting, creating a relaxing and peaceful oasis for residents, their visitors and staff to enjoy.

We continued our delivery in Derbyshire through our environment and community team who support local friends and volunteer groups to maintain a variety of parks, nature reserves and trails from as far south as the National Forest up to the High Peaks. The annual Autumn Footprints Amber Valley & Erewash Walking Festival took place during September 2019, this successful 16 day event had over 900 participants taking part in 41 guided walks of different distances, pace and themes with most of the walks being led by volunteers from over 20 organisations. We received much positive feedback from participants and from walk leaders.

"I went on the Loscoe and Codnor Castle walk on the 20th September. Thirty-nine of us walked through varied landscapes but always with reference to the historic coal mining and more. Robert was a good leader who provided sufficient history and was able to provide more if asked. Such a worthwhile event long may such as this continue. I thoroughly enjoyed it."

"The walk went well and the turnout was exceptional considering the weather which was drizzle throughout! Those that participated I think from their feedback enjoyed it. Many thanks for all your organisation."

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Work in the High Peak involved improvement of the public rights of way surfacing, revetments and upkeep of the many cross drains. New way marking signage has been installed and repairs to sections of dry stone walls all improve the experience of walkers in this stunning part of the country. Our volunteers are dedicated and hardworking, coming out in all weathers to participate in these vital management activities, as ever we are thankful for their continued support.

The Clowne Branch Line Greenway continues to develop, with new habitat creation works being undertaken by a well-attended volunteer group who between them bring a wealth of skills and knowledge to the project. This year small and sapling trees have been removed from a couple of limestone ledges at either side of the greenway, allowing in more light and the development of the grassland habitats. Vegetation was cleared to open up a small 'sandpit' beneath the sandstone escarpment, a favourite childhood haunt of one of our volunteers which brought back many happy memories. Litter clearance and trimming back vegetation to maintain the footpath in its best condition, are ongoing tasks which the weekly volunteer group eagerly take part in.

"I needed my husband to go out of the house because he suffers from social anxiety and dislikes crowds so I persuaded him to volunteer. He now speaks highly of the volunteer group and attends religiously as he really needs the group, he feels comfortable with them and is jovial and well respected by his fellow volunteers."

"I really need this and I miss it so much when I can't come." One of our regular volunteers who always arrives with a bag full of litter she has collected on her walk to meet up with the group!

Our work with the Overseal Footpath Group this year has consisted of surveying paths and carrying out vegetation cutback particularly upgrowth around styles and gates to over 15 public rights of way. The group also carried out work to the National Forest Way at Rosliston Forestry Centre and Carvers Rock including installation of waymarker posts, clearing a boardwalk and cutting back overhanging vegetation which complements our other work supporting local groups working within the National Forest. In addition, with the Butterfly Conservation group and Parish Council, they are helping to improve the village orchard for butterflies and other insects through meadow management and wildflower planting.

Two groups in Little Eaton, the Friends of Little Eaton Canal and Little Eaton Greenway Supporters, affectionately known as FLEC and LEGS respectively, continue to carry out conservation management and access improvement tasks to enhance both sites for the benefit of wildlife and people. Excellent recordings this year have included the Brown Argus and Silver-washed Fritillary butterflies.

Work continues for Heanor and Loscoe Town Council maintaining Red River Nature Reserve with the Friends Group. Conservation and habitat management tasks regularly take place with up to eighteen volunteers participating in a tree planting event. Woodland and hedgerow management along with the development of a meadow and creating a mosaic of habitats which this year saw visits from the Song Thrush, Great Spotted Woodpecker, Sparrow Hawk, Chiff Chaff and Goldcrest, along with over 15 species of butterfly and 3 species of dragonfly over the pond.

In Matlock the Denefield Volunteer Rangers meet every Thursday to assist in the management of four sites: Denefields Reserve, Bailey's Tump public open space, the Wild Thyme Garden and the nature area at Wellfield Allotments. Tasks involve regular litter picks, maintenance of

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the bee and butterfly border, hazel coppicing, step construction and path repairs, removal of damaged and dangerous trees, bramble clearance, hedge laying and meadow cutting. Again, the sites have recorded a wide variety of birds, butterflies, wildflowers and mammals.

Within Amber Valley we review the Routeway series of country walks, rewriting text, as necessary, to resolve any route issues, reporting access problems and re-waymarking with numbered discs those that are damaged or missing. We carry out vegetation clearance tasks working with volunteers from community walking groups, the Ramblers Association and other local volunteers. We also develop, manage and maintain existing Local Nature Reserves and other sites of nature conservation interest including Carr Wood, Hammersmith Meadows, Belper Parks, Pennytown Ponds and Sandbed Lane. This includes nature conservation and bio-diversity, community involvement, informal education, interpretation, events and activities and environmental education. This year we have delivered over 1,860 hours of volunteer time an equivalent of over £15,600 of in kind contribution and held 19 events throughout the year, including a Christmas event at Carr Wood attracting over a hundred adults and just under ninety children and a Hedgehog Event attended by fifty adults and sixty children at Hammersmith Meadows.

As Lead Organisation in Nottingham City's Area 3 (Aspley, Bilborough and Leen Valley) for the delivery of: employment and skills; targeted and diversionary youth work; support for older people and support for the voluntary sector generally, we continue to deliver, manage, monitor and distribute funding to local organisations to achieve against targeted priorities for the area. We also contribute to employment and youth meetings and forums to best meet the needs of the local community. This year we also set up the older people's network with similar aims and objectives.

The following quotes from our partners' highlights the value of this grass roots approach to area based needs.

Our Children and young people work, both diversionary and targeted:

"It is fantastic to work with a lead funding organisation which knows our local area as well as we do and which really cares about providing the best and most appropriate positive outcomes for children and young people in Area 3. Groundwork Greater Nottingham is well respected in the community for engaging with all local voluntary sector partners which support children and young people. This was demonstrated when Amy Palmer, our Programme Manager, chaired Bilborough Youth Network for two years. In addition, Groundwork has acknowledged the link between young people learning from older generations and the support that they can provide to local residents living in social isolation. In response to this, one strand of Area Based Grant funding was directed towards Older People's projects in Bilborough, which has not only brought the old and young of our community together, but also the organisations working with these people. It is refreshing to work with a funder which demonstrates its commitment to a wide range of diverse groups to bring about positive change and experiences for young and old alike. Thank you."

A Place to be Me.

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Our employment job clubs:

"Over the past six years, Groundwork and Empleo CIC have built a strong and inclusive relationship. Our missions and core values are aligned and the partnership ethos emerging has enabled us to work in the Area 3 community with maximum impact. We've felt empowered by the Contract Manager - someone who has been there for us whenever we've needed support, guidance and transparent advice. Effectively, our relationship with Groundwork has been a critical part of our development as a community organisation."

Empleo.

Our groups for older people:

"I am very grateful for the way Groundwork handle the area based grant. There is always someone available to give help or advice, or to go and find the information if they don't have it. Groundwork is not a faceless company, some members have become part of the community and are widely known to the residents."

And Sew it Begins.

We initiated our Smile project which provides a much-needed service to many elderly and isolated people living within our Bilborough community. The project recruited older volunteers to become befrienders who visit elderly people who would like the company for a chat and cup of tea or who appreciate help in being taken to one of the many community groups to take part in social and craft activities. Typically, the challenge identified by our befriending volunteers was that often the only contact some people had was with those supporting them from the health profession. Many have no family and live alone. One of our participants, aged 102, living alone and independently but with no family has really welcomed this service, which has enabled her to attend social groups on a regular basis, helped her make and build a network of friends, become more physically active resulting in her ability to walk short distances without help. This is what she had to say:

"I am happy that I can come out now. Thank you for sending my befrienders especially SW. I look forward to her coming to take me to activities every week. I especially love coming to SupportNet because the people are very friendly, and I have made many friends here"
Participant.

The befriending service has also been welcomed by our volunteers who have faced their own challenges and have benefitted from their participation. Our volunteers work in pairs to provide support and ensure good safeguarding practices operate. One of our younger befrienders struggled with anxiety at the start of her journey with us, however her confidence has really grown and she is now more able to manage her anxiety, even returning to formal educational studies.

"I feel happy I am volunteering and I am enjoying doing it and the benefits I am getting out of it is meeting new people and listening to them about their experiences and it goes well on your cv and I get to meet old people and listening to what they have been through in life"

Smile Volunteer.

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Employment and Small Steps Big Changes (SSBC)

Our teams primarily focus on the social regeneration element of Groundwork Greater Nottingham's mission, helping individuals within the communities we serve to improve their personal experiences, and help them to achieve their aspirations, so that the people within our communities can truly *flourish*.

2020 saw us achieving this through the work of the Experience Works Team, Employment Team (who directly delivered three employment programmes: Building Better Opportunities Towards Work; YEI; and 3SC), and the SSBC team who provided both consortia management, and elements of direct delivery on the Small Steps Big Changes programme.

Through these teams and the programmes they delivered we have continued to help a diverse range of local people in: preparing for and entering employment; gaining greater access to wraparound support services to help overcome challenges faced in a holistic manner; the development of skills and confidence through volunteering opportunities; and the facilitation of programmes which support families and community volunteers to give children the best start.

In order to do this our teams have continued to embed the Trusts mission into all elements of service design and delivery.

Experience Works

Our ethical recruitment programme, Experience Works, saw us *Engaging* with Job Seekers and Employers alike, using a work trial model we were able to support participants to gain real world paid experience in their chosen role with the possibility of this leading to permanent employment. The benefits of this approach being that it allowed people who may struggle with a traditional interview process to demonstrate and apply their skills in the workplace, and both Employers and Participants had the opportunity to 'Try before you buy' helping to find a better match between the two parties.

Although the main body of this programme ended in March 2020, during the preceding year the team had been able to; attract over 350 Job Seekers to apply for vacancies via the programme's online portal, matching with the 51 Local Employers who engaged with the service, fostering the creation of 25 Work Trials, from which 18 participants secured long term employment opportunities. In addition to these achievements, Groundwork were very fortunate because the programme's funders agreed that residual funding at the end of the programme could be used to fund the creation of up to six Full Time Traineeships into 2020.

Due to the Covid-19 restrictions at the end of the 2019 financial year, only four of those traineeships were able to be put in place prior to the period of national lock-down, however they are employed by an SME in the manufacture and installation of emerging greener building technologies, and of their impact the employer says;

"As we emerge from the lockdown etc. the Trainees are all extremely keen to progress and I can see that they will be alive to the opportunity of a skilled future. These trainees are a core group that will be nurtured at an individual level and they will be directly involved in both the manufacture and the installation of our products. As this is the first cohort of this type, we plan to base the company's growth in workforce on the process evolved around their training, etc. So, they will be helping both the development of our trainee process and making a direct contribution to the bottom-line as they emerge with the necessary skills."

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The Employment Team

The Employment Team have supported over 500 people across Nottingham City, Nottinghamshire, Derby City and Derbyshire in employment focussed activities. To **Engage** with the widest variety of participants from all sectors of our local communities, the team have undertaken weekly outreach activities including the delivery of over 160 open access work clubs hosted in community venues. At GGN we pride ourselves on delivering programmes that enable and empower participants, designing them in line with their needs desires and wishes. It is our aim to always deliver programmes holistically with local people and not assume an autocratic approach of delivering programmes 'to' people. This empowering approach is supported by our drive to always have a strong **Understanding** of the communities within which we work, the life experiences of the people in those communities, and what they feel would improve those experiences and life chances for local people.

Of the more than 500 people we supported in 2020, we are delighted that; 323 people enrolled on one of our dedicated Employment Programmes, of whom 111 people were offered jobs or training opportunities, 62 people started work, 24 people returned to education or formal training, and 31 people completed one of our programmes having gained the skills to independently seek work.

Most importantly behind each programme statistic is a team supporting individuals who are positively changing their lives, and whose stories give the work of GGN its purpose. These participants on our Employment programmes kindly gave us permission to share their stories.

Help from start to finish

Terry was referred to Groundwork by his work coach at DWP for further support in gaining employment having been on Universal Credit for several months. Following his induction with an advisor, Terry was placed on our specialist employment programme which supports those with a visual impairment find suitable employment.

With the support of his advisor, Terry was quickly applying for job roles and securing interviews with large regional and national organisations. This led to him securing employment within a Government Department. As well as helping with the application and interview processes, we were able to help Terry secure ID to enable the pre-employability ID checks and provide travel assistance his first month of employment, bridging the period between starting work, and getting his first month's salary. Once Terry had started in post, his advisor provided in work support for seven months which has helped Terry address any initial concerns about work and complete the probationary period in his new role successfully.

When describing his journey into employment, Terry said: "Since joining Groundwork I have found them very professional in their approach in getting me into work. My advisor was extremely professional and very pro-active to my individual requirements regarding my disability and helped me from start to finish in finding full time work. Once secured, he and Groundwork assisted me in settling in my role and helping me prove my worth. I would highly recommend them and my advisor".

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Life Changing

When Janine came to Groundwork to meet her work coach she confided in them that she felt she had endured a difficult life; she had experienced abusive personal relationships, and had found it particularly difficult to escape these because she had never been able to read and write very well. She told us that lots of people in her life had told her that she was stupid, and she believed them.

Janine's confidence was really low, and she said that she had very little hope for her future. She told us that she felt left behind in the digital world, and didn't feel capable of finding a job or any other opportunity.

Janine's work coach encouraged and supported her, together they developed an individualised plan which gave Janine smaller achievable steps towards gaining the skills she felt that she was lacking.

It wasn't always easy, for instance when Janine attended a screening assessment to help assess her literacy needs, she couldn't take part because she couldn't read the instructions, or even switch on the computers. Undeterred Janine's work coach was able to find specialist provision and after testing Janine's literacy level they were able to offer her the opportunity to enrol on a suitable course.

Janine didn't feel confident enough to join a course to begin with, fearful of what other people would think of her. Janine's work coach was able to arrange a volunteering placement, and even volunteered alongside her until she felt more able to be around new people.

With this experience under her belt, Janine agreed to try the literacy course, and, to help her feel more confident about doing so, her work coach provided travel training on how to get to the college, attended the pre-start visits to the college with Janine, and they even spent some time in the classroom she would be using to make it a more familiar environment.

Janine was delighted when she passed her course and started to see that the what she had been told about herself was untrue. Janine enrolled on a second English course and passed with flying colours, even though to do so she had to independently write an essay and give a presentation in front of people she did not know.

Janine is now confident and enthusiastic about the "new start" she has, and rather than moving straight into work, she has now enrolled on a full time college course so that she can gain the qualifications which will help her secure her career.

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We love to celebrate successes when our participants move on to the job or training, they aspire to, but we recognise the importance of our work is also captured in the milestones participants achieve along their journeys with us.

A New Outlook

For Alice, the journey is about so much more than 'just' employability skills. Alice joined GGN's programmes with a diagnosis of complex mental health and anxiety issues, which together made it very difficult for Alice to leave her home, she even found speaking to friends on the phone a distressingly anxious experience.

To begin with, Alice asked to bring someone with her to all of her appointments and required preparation and support when she had to speak to her work coach over the telephone. As her work coach developed Alice's trust, they started to meet without another person in the room, which graduated to meeting without Alice being accompanied at all. To help this, Alice's work coach met with Alice in a range of gradually less familiar places until Alice felt able to go into town with her work coach and access public services there.

Alice is still on her journey towards work, and continues to address the things which make this difficult for her with the support of her work coach, however, we were delighted when recently her Mum called us to say that working with GGN had had such a positive impact she wanted to "shout about it"!

Alice feels able to telephone her work coach without becoming anxious now, and has told us how, following her appointments, she doesn't experience the harmful thoughts that she has struggled with which is giving her some respite, and hope for the future.

Small Steps Big Changes

The Small Steps Big Changes programme has seen Groundwork delivering volunteer support and leading the delivery partnership providing services which are ***Responding*** to the challenges faced by children in a number of wards in Nottingham City. The challenges experienced by these children and their families has traditionally led to them achieving significantly below their peers nationally in Early Years Foundation milestones, resulting in many local children falling behind their peers nationally before even starting school, and we believe every child deserves the best start possible. SSBC delivers a range of one-to-one and group activities ***Enabling*** parents to increase their confidence and develop a range of skills which support children's early years development.

Through our SSBC partnership nearly *four hundred New Families* benefitted from one-to-one mentoring and support with their new-born children, and just under *six hundred sessions* of group support and skills acquisition were delivered in community venues which attracted just under *2,000 Total Attendances* from *1,650 People*. Group activities were supported by a team of *45 Volunteers* who provided nearly *2,000 Hours* of support to families within Aspley and Bulwell. Within the volunteer team, just over *one hundred Qualifications* were achieved in topics such as Safeguarding, First Aid, Food Hygiene and Child Development. By offering support and training to our volunteers we hope they will gain transferable skills and use their volunteer role as a springboard for further personal achievements.

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One SSBC volunteer told us;

About my role

"I am supporting family mentors, I attend the session called Messy Mondays, and Cook and Play."

Why I applied

"I always loved being around kids, but I didn't have any professional experience working with them as before this I was working as a Front Desk Supervisor in a hotel."

What I like best about my role

"I enjoy talking to the parents and playing with kids. I like when kids recognise me as it is something rewarding. I really enjoy when Family Mentors ask our opinion, and our ideas and that they keep on giving me feedback on my performance. It has helped me to fill my employment gap. It helped me boost my morale and of course I gained experience working with kids."

What I have gained from my role:

"Confidence talking to strangers, self-worth and, of course, team-work. The service helped to build my confidence, social skills and my communication."

How GGN have supported me:

"[The Volunteer Coordinator] and her smile; of course, I was the only one in the induction which I will never forget. GGN is a great organisation to work with, it has helped me in many ways like offering me a friendly induction, constantly offering me different training courses, giving me feedback about my work, always supporting me whenever I need their help and mainly understanding us."

What I would say to someone considering volunteering with GGN:

"Its best thing if anyone wants to gain work experience. Very, very rewarding!"

Building Better Opportunities (BBO)

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

The project has continued to grow over the past year. The current number of people supported since the project began is just over 2,600. Of these individuals 456 people have moved into jobs, 238 have moved into education or training, and 69 people have moved into becoming active job seekers.

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The real outcomes of our intervention are much larger than these funder defined outcomes, though. Our Year 3 Evaluation Report found that 621 participants have progressed into employment, representing a quarter of all participants. 91% are now confident to look for new training and work opportunities and 82% of participants feel more optimistic about the future. Of those not yet in work, 62% expected to be so within the next 6 months. These are fantastic results for our participants, many of whom face significant barriers including some who have never worked, or have had significant time out of work.

Further benefits to the local area include an increase of £7.7 million wages per annum into participant households, and a reduction of out of work benefits with a gross saving of £3.2 million per year. The net overall economic impact of the project for the D2N2 LEP area was found to be £4.3 million.

In the participants own words

"I've been working here for two months now, and I thoroughly enjoy being back at work. The structure, the financial security, the sense of purpose; they are all serving to make me into a better, stronger person. I know that I could not have gotten here on my own. I am sincerely grateful for (my Work Coach) supporting me through my trials and tribulations, Towards Work for accepting me onto the project, and Double Impact for providing a platform where I can learn and grow. We do recover."

"Knowing that someone is there when I need help and support is a real confidence boost."

"My work coach provided clarity on options available to me and what I'm best suited for."

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2020/ 21 PLAN

Environment & Communities

In 2020/21, our Land Team will continue to develop new partnerships and clients across a wider geographic area. We will increase our knowledge of sustainable urban drainage schemes and design every project with the ethos of sustainable water treatment, in particular retro fit projects, whilst bringing greater understanding to communities of the benefits and ways in which individuals can contribute to dealing with the challenges of climate change. We will also continue to increase biodiversity as a given in any scheme we undertake and as a bare minimum will seek to plant at least one native tree per project.

Our community engagement team will endeavour to supervise over 10,000 volunteer hours throughout the year, subject to COVID-19 restrictions, in management and maintenance of wild spaces, public rights of way, urban centres, canal and ponds, long distance routes and nature reserves. They will improve over 15,000 square metres of land, increasing biodiversity and improving access for communities. Through guided walks and events the team will engage with all members of the community to increase awareness of the environment, habitats and species as well as encouraging physical activity and participation, leading to healthier lifestyles (subject to COVID-19 restrictions).

Within Nottingham's Aspley, Bilborough and Leen Valley wards we will continue to support 15 organisations to deliver services to the local community, through grant management, coordination and cooperation in true partnership. The COVID-19 pandemic and consequent restrictions will impact normal delivery of sessions however alternative delivery and responses to need will ensure our communities still have access to quality services. We will continue to enable the local community to access support into employment, provide children and young people with activity sessions which encourage social development and positive behaviour and provide older people with different types of activities from Tai Chi to sewing. In addition we will continue our befriending service to older people to provide access to existing activities or support them to develop new activities, addressing the feelings of loneliness and isolation felt by many older people. We will also lead on a funding strategy for the area to bring additional resources to current and identified areas of need to be delivered by Groundwork and our partners.

Small Steps Big Changes

In 2020 we will lead the successful delivery of SSBC to the conclusion of its current contract period, support the partnership in its transition to programme delivery beyond the current contract period, including the completion of post project evaluation activities. We will also support all GGN's SSBC volunteers to move on into other meaningful opportunities where they can utilise the skills developed through their work on the SSBC programme.

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Employment Team (including BBO Delivery Hubs)

We will provide one-to-one tailored employment support activities to at least 250 unemployed clients, enabling at least 70% of those clients to achieve positive outcomes.

We will help:

- 100 people move into employment;
- 75 people move into education or training;
- 95 people becoming economically active, or completing an employment programme; and
- deliver at least 50 community-based job clubs within the Aspley, Bilborough and Leen Valley wards of Nottingham.

Experience Works

In the coming year, Experience Works will:

- Work with local businesses to create and support 4 traineeships in Green Construction Technologies
- Provide funding to employers to facilitate the creation of such posts
- Provide in work support to trainees for at least the first six months of employment
- Work with local employers to identify the means to employ trainees beyond the funded period

Building Better Opportunities

In 2020/21 we will continue to co-ordinate the Towards Work programme across the D2N2 area, ensuring those furthest from the labour market are enabled access to employment, education or training. We will work to secure the programme's future, post current ESF funding available until the end of 2021:

Operationally, we will:

- increase the number of people we have supported to over 3,050 participants; and
- successfully place 567 people into employment.

Financial

Financial planning for 2020/21 feels like a futile exercise when working in the context of a global pandemic where its impact and life cycle is not yet understood. Prior to the pandemic and the impact of lockdown on its operations, the Trust had expected to make a deficit of £124k in the year as a consequence of its Lottery funded Talent Match programme ending while the management, administration costs and associated overheads of running its Building Better Opportunities programme continued to exceed the allowable funding. Initial forecasting of the impact of the pandemic showed that the Trust would be marginally worse off. This was only possible due to the generosity of most of our funders in continuing to fund our programmes despite all activity being delivered 'remotely', as well as income from the government's Coronavirus Job Retention Scheme for a small number of furloughed staff and reduced overheads as a result of closing our offices.

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On this basis, the Trust will in 2020/21:

- deliver activity to the value of approximately £4.0 million;
- contain any deficit to £127k, on total income of just under £3.8 million;
- continue to diversify revenues streams to reduce the Trust's dependency on major grants and create unrestricted funds that can be used as matched funding for future projects;
- continue to identify ways to reduce its cost base while maintaining or improving the quality of its activities; and
- use unrestricted reserves to offset the expected deficit, reducing them to £432k at the year end.

In predicting this financial out-turn for 2020/21, it is presumed that the assumptions around funding from existing funders continues. If this were to change and funders decided to reduce their funding, then the Trust would need to take immediate action to reduce its costs, primarily through making staff redundant, to offset any lost income. Without taking such action, the Trust would use up its unrestricted cash in around four months.

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FINANCE

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

2020 Performance

Net expenditure for 2020 was £22,517 (2019; expenditure of £48,405). This net expenditure amount was after charging an additional £38,000 (2019; £33,000) in relation to the Trust's defined benefit pension scheme identified in the latest FRS102 actuarial valuation of the scheme.

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

As well as the £38,000 of additional costs (2019; £33,000) incurred before the net expenditure of £22,517 (2019; expenditure of £48,405), an additional £110,000 of actuarial gains (2019; an actuarial gain of £90,000) have been included after the net expenditure figure as a result of the latest FRS102 actuarial valuation of the Local Government Pension Scheme (LGPS) defined benefit pension scheme.

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

Asset returns have been positive over the year, the return on assets less interest in the year of £111,000 were marginally higher than in the previous year (2019; £110,000). In addition, there were £8,000 of other actuarial losses on the value of the Fund assets (2019; £nil).

The key financial assumptions used to determine the defined benefit obligation are the discount rate linked to corporate bond yields and the rate of future inflation. The value of liabilities is calculated using a prescribed discount rate; that on AA rated Corporate Bonds at the valuation date. At the year end this rate was 2.35% compared to 2.40% a year earlier. The rate of future inflation is important as this is used to determine the rate of salary increases for active members of the scheme as well as the rate at which pensions are increased for other scheme members. At the year end, inflation as measured by the Retail Prices Index (RPI) was assumed to be 2.7% compared to 3.4% a year earlier. The impact of these changes is an actuarial gain of £202,000 compared to an actuarial loss of £113,000 a year earlier. In addition, there was an actuarial gain of £21,000 (2019; actuarial gain of £121,000) in relation to changes in the assumptions on life expectancy and an experience gain of £35,000 on the defined benefit obligation (2019; no experience gain).

As a result of the above changes to the defined benefit pension scheme's valuation, the Trust recorded a net positive movement in funds of £87,483 in 2020. This compared to a net positive movement in funds of £41,595 a year earlier.

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Income

In 2020 income decreased from £4,756,132 in 2019 to £4,278,005 with all except £9,959 (2019; £18,883) coming from charitable activities. Income from People related charitable activity decreased to £4,116,115 in 2020 from £4,673,470 in 2019. Driving this decrease was income from the Big Lottery where funding for the Talent Match programme decreased from £945,809 in 2019 to £306,176 in 2020 following the end of the original programme at the end of 2018. Funding for the Building Better Opportunities programme also decreased in the year to £2,434,175 compared to £2,580,287 in the previous year. Additionally, 2020 saw £65,328 of income in relation to the Lottery funded (Re)Generation Factory project compared to £7,966 last year. Funding from Nottingham City Care for the Small Steps, Big Changes programme again increased year-on-year; up from £865,430 in 2019 to £1,002,021 in 2020. Places income increased to £153,699 in the year from £63,779 in 2019 this was due to the impact of a full year of funding in relation to the funding agreements transferred from Groundwork Creswell, Ashfield and Mansfield in February 2019.

Expenditure

In 2020 expenditure on charitable activities was £4,220,940 (2019; £4,686,086); this equated to just over ninety-eight percent of the Trust's total expenditure, which is the same as last year. The Trust's two largest areas of expenditure are works costs and salaries. In 2020 these two areas of expenditure accounted for just under ninety-five percent of total expenditure; down from just over ninety-six percent in 2019. This decrease is due to works costs decreasing significantly in the year to £2,938,311, from £3,452,545 in 2019 primarily because of the Talent Match programme, where expenditure fell to £28,526 in 2020 from £504,573 a year earlier as the programme reduced the scale and range of support available to participants. Salary costs of £1,161,597 (2019; £1,142,583) included £9,092 of redundancy costs.

Expenditure on raising funds decreased significantly from £118,145 in 2019 to £79,582 in 2020 primarily due to lower salary costs.

Support costs (before reallocation) fell to £108,101 from £228,119 in 2019. This was due to whole time equivalent headcount falling from 5.0 in 2019 to 1.7 in 2020 resulting in support cost salaries falling from £186,913 in 2019 to £86,111 in 2020. Support costs equated to just under three percent of the Trust's total expenditure in 2020 compared to five percent in 2019. Key management personnel salaries of £167,669 were down by £49,819 compared to the previous year's cost (2019; £217,488). This is primarily due to the decision not to recruit a CEO at the current time.

Debtors

Trade debtors were £405,794 at the 31st March 2020 compared to £147,525 a year earlier. This increase in debt is primarily due to an outstanding invoice for the next funding advance in relation to Nottingham City Care, who fund our Small Steps, Big Changes programme, which in 2019 was invoiced in April 2019 but in 2020 was invoiced in March. As reported last year, included in last year's outstanding debt was £39,256 owed by Nottingham City Council relating to disputed VAT input tax. This debt has been paid in full during the year. A bad debt of £4,005 has been provided at the year end, primarily in relation to services provided by Experience Works.

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Cash at Bank and in Hand

Total cash held at 31 March 2020 was £855,571 (2019; £838,807). Unrestricted cash was £599,944 at 31 March 2020 compared to £609,995 a year earlier. At the 31 March 2020 the Trust held restricted cash of £255,627 (2019; £228,812). As part of its arrangements to partners delivering the Building Better Opportunities and Small Steps, Big Changes programmes, the Trust makes advance payments to them of up to a quarter's worth of expenditure. At 31 March 2020 this advanced funding amounted to £98,635 compared to £117,484 a year earlier, primarily due to no longer having any partners on the Talent Match programme.

Reserves

At the 31 March 2020 the Trust had negative reserves of £181,692 (2019: negative reserves of £269,175). Of these reserves minus £801,000 relates to the pension scheme liability (2019; minus £873,000).

Excluding the LGPS pension scheme liability, the Trust's reserves were £619,308 (2019; £603,825) at 31 March 2020. Of these, £521,848 were unrestricted reserves (2019: £525,199) of which £7,682 were designated (2019; £7,682) to enable the Trust to carry out remedial activity, should it be needed, on a completed project. Additionally, the Trust had £97,460 of non-pension related restricted reserves (2019: £78,626). Of these non-pension related restricted reserves, £85,756 (2019; £66,922) relates to surpluses on education and training activity which has been ring-fenced in accordance with HM Revenue & Customs' rules for maintaining the Trust's eligibility to treat education and training income as exempt from the need to charge Value Added Tax on it. The remainder of the restricted funds related to grant income which has been recognised in line with the practice set out in the Charities SORP for income recognition.

During the year the Trust's Board of Directors reviewed its Reserves Policy and identified their rationale for holding reserves, which are unchanged from previous years, which is to provide three months cover for all staff salaries and cash overheads (i.e. excluding depreciation and other non-cash items) as well as covering all liabilities on outstanding contracts. In addition, it was decided that a contingency of approximately £50,000 should be held to guard the Trust against unforeseen risks including: taking professional advice in relation to governance and compliance matters; and safeguarding against contract risks. On the basis of next year's business plan three month's running costs equates to approximately £330,000 while the outstanding contract liabilities at the 1st April 2019 totalled approximately £40,000. Allowing £50,000 for contingencies would give a target reserves level of £420,000 compared to the current level of £521,848. In the coming year the Trust expects its reserves to reduce although they are likely to remain above the current target level.

Liquidity

Excluding the long-term LGPS pension scheme liability, the Trust had net assets of £619,308 (2019; £603,825) at the year end.

After including the FRS102 valuation of the LGPS defined benefit pension scheme assets and liabilities on the Balance Sheet, the Trust's total liabilities exceeded its total assets. Because of the way this LGPS scheme is structured, this pension scheme liability can only be called-in in special circumstances, over which the Trust has control. As long as the Trust continues to operate and has actively contributing members (i.e. employees who are current members of

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the scheme and for whom contributions are actively being paid into the scheme), which it has, then the scheme's liability cannot be called-in.

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place at the 31st March 2016, the Trust had to make an additional contribution in 2020 of £4,091 (2019; £3,995). A triennial valuation also took place at the 31st March 2019 and this valuation requires the Trust to make additional contributions of: £4,026 in 2021; £4,173 in 2022; and £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

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

Investment Policy and Performance

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

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STRUCTURE, GOVERNANCE AND MANAGEMENT

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

The Board

The Trust is governed by a Board of unpaid Directors who are also the Trustees of the Charity. The Board are responsible for the overall governance of the Trust in accordance with Company and Charity Law. At the 31st March 2020, the Board had nine Directors.

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

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

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

Committees of the Board

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

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

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

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

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Strategic Committee - to assist the board to develop short, medium and long-term aims for the organisation, to review the short, medium and long-term aims and where appropriate make recommendations for change, to ensure the Trust remains sustainable and operates within its Charitable Objectives, to review the Trust's vision and mission on a regular basis to ensure it is relevant to the business, to review the aims and objectives of the annual business plan to ensure that the organisation remains on track to deliver its targets. The Committee is supported by the Senior Management Team.

Chief Financial Officer

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

Statement of Directors' Responsibilities and Corporate Governance

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

In preparing those statements, the Directors have:

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

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

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

Audit Information

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

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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.

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

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

Risk Management

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

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

The most immediate and dangerous risk from this pandemic is to the health of our staff, volunteers and beneficiaries, who because of the nature of our work usually engage in activity where contact with other people is the norm. Prior to the government's announcement of a national lockdown in March, the Trust took the decision to suspend all in-person activity and move all its operations to a 'remote' basis. This decision was made on the presumption that the safest location for our staff, volunteers, and beneficiaries to be during the pandemic was in their home. Following the government's easing of lockdown restrictions in June, a small amount of in-person activity has recommenced. In doing this, the Trust has undertaken a comprehensive risk assessment of the activities, discussed this with the staff carrying out this activity and implemented all the necessary safe working measures identified. Going forward, it is our intention to recommence other in-person activity such as working from offices and meeting with beneficiaries. Before this can happen, though, each activity will be subject to a comprehensive risk assessment, effected staff will be consulted and all the identified safe working measures will be implemented. Our approach will be one of caution, with in-person activity only recommencing where it is necessary.

In taking this 'remote' basis approach, the Trust was very lucky that virtually all its funders agreed to carry on funding us on the same basis as pre-lockdown despite some of the outcomes no longer being achievable. The Trust is very grateful that our funders have been so understanding and generous. We are mindful, though, that without this generosity, the Trust's financial position would rapidly become unsustainable. To date, the Trust has furloughed a small number of staff under the government's Coronavirus Job Retention Scheme, most of whom are now working again even if only for part of their normal working hours, and has not made any of its staff redundant. Were the Trust's funders to decide that they could no longer fund the Trust as previously, the Trust has unrestricted cash to operate

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2020

for about four months. If this situation were to unfold, the Trust would need to rapidly make most of its staff redundant in order to allow the Trust to re-organise its remaining operations in a sustainable manner.

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

- The changing face of the funding landscape, which has resulted in a much more competitive environment for securing funding as a result of reduced funding from Government at both a local and national level;
- Additionally, the growing tendency of funders to only fund work as part of a partnership with other organisations which, particularly where the Trust is the lead organisation for the partnership, increases the reputational and financial exposure of the Trust for other organisations lax probity;
- The need to ensure that funding is secured from a variety of sources to minimise the reliance on any one funder or any single award of funding;
- The cost incurred in developing bids and securing funding from multiple sources in a highly competitive market;
- Ensuring that funding covers not only the costs of directly delivering the activity being funded but also an equitable share of organisation costs plus a contribution to reserves; and
- The need for unrestricted income to offset the above risks where they are not fully eliminated in secured funding.

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

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

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

Training and Communications

The Trust recognises the value of its people and is committed to the training and career development of all employees. During the year, the Trust made the decision not to continue with the 'Investor in People' quality mark but is still committed to the principles of the standard.

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

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2020

diversity and has a policy of recruitment and promotion at all levels on the basis of aptitude and ability.

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

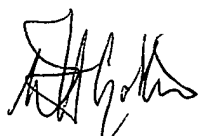
The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions.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

Pensions

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

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

Wendy Golland
(Chair)
Date:..



2-11-20

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2020

COMPOSITION OF THE BOARD

Wendy Golland (Chair)
Roscoe Fernandes (Deputy Chair)
Cllr Jim Creamer
Cllr Ron Hetherington
Cllr Sally Longford
Mike Hill
Martin Plackett (resigned 29th April 2019)
Steve Carr (appointed 5 August 2019)
Carol Angharad (appointed 7th October 2019)
Margot Madin (appointed 29th October 2019)

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

Audit & Finance Committee

Mike Hill (Chair)
Wendy Golland

Human Resources

R. Fernandes (Chair)
W. Golland
S. Longford

Compliance

R. Hetherington (Chair)
J. Creamer
Wendy Golland

Strategic

R. Hetherington (Chair)
Wendy Golland
Roscoe Fernandes
Sally Longford

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2020

ADVISERS TO THE BOARD (as at 31 March 2020)

Executive Officers:

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

P Shaw
J Phelan
C Hale
Position currently vacant

Solicitors

Browne Jacobson
44 Castle Gate
Nottingham NG1 6EA

Insurance Adviser

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

External Auditor

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

Value Added Tax Adviser

County VAT Consultancy
Pippin Cottage
Broadlane
Bishampton
Worcestershire
WR10 2LY

Health and Safety Adviser

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

Employment Lawyer

Gunnercooke LLP
1 Cornhill
London
EC3V 3ND

Bankers

National Westminster
Nottingham Smiths Branch
Nottingham

Lloyds TSB
St James Street
Nottingham

Barclays
Sir Frank Whittle Road
Derby

HSBC
Long Row
Nottingham

Nottingham Building Society
Upper Parliament Street
Nottingham

Virgin Money
Jubilee House
Gosforth
Newcastle Upon Tyne NE3

Yorkshire Bank
Lock House
Castle Meadow Road
Nottingham

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

AUDITORS' REPORT

We have audited the financial statements of Greater Nottingham Groundwork Trust (the 'charity') for the year ended 31 March 2019 set out on pages 31 to 52. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2019 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

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

financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's Trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Flear *Smith Cooper Audit Limited*

Sarah Flear (Senior statutory auditor)
for and on behalf of
Smith Cooper Audit Limited
Chartered Accountants & Statutory Auditor
2 Lace Market Square
Nottingham
NG1 1PB
Date: *21/11/20*

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2020**

	Note	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Income and endowments							
Donations and legacies	2	1,500	-	1,500	6,000	-	6,000
Charitable Activities - People	5	11,061	4,105,054	4,116,115	3637	4,669,833	4,673,470
Charitable Activities - Places	5	-	151,931	151,931	-	63,779	63,779
Other trading activities	3	5,972	-	5,972	11,118	-	11,118
Investment Income	4	2,487	-	2,487	1,765	-	1,765
TOTAL		21,020	4,256,985	4,278,005	22,520	4,733,612	4,756,132
Expenditure on:							
Raising funds	6	-	79,582	79,582	-	118,451	118,451
Charitable Activities - People		-	4,027,551	4,027,551	-	4,576,433	4,576,433
Charitable Activities - Places		-	193,389	193,389	-	109,653	109,653
TOTAL	8	-	4,300,522	4,300,522	-	4,804,537	4,804,537
NET INCOME / (EXPENDITURE)	7	21,020	(43,537)	(22,517)	22,520	(70,925)	(48,405)
Transfers between funds		(24,371)	24,371		(56,348)	56,348	-
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)		(3,351)	(19,166)	(22,517)	(33,828)	(14,577)	(48,405)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2020

Note	Unrestricted Funds	Restricted Funds	Total 2020	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£	£	£	£
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)	(3,351)	(19,166)	(22,517)	(33,828)	(14,577)	(48,405)
Other recognised gains / (losses):						
Actuarial Gains and Losses in Defined Benefit Pension Scheme	-	110,000	110,000	-	90,000	90,000
NET MOVEMENT IN FUNDS	(3,351)	90,834	87,483	(33,828)	75,423	41,595
Reconciliation of funds:						
Fund balances brought forward	525,199	(794,374)	(269,175)	559,027	(869,797)	(310,770)
Fund balances carried forward	521,848	(703,540)	(181,692)	525,199	(794,374)	(269,175)

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 2020

	Note	£	2020 £	£	2019 £
FIXED ASSETS					
Tangible Assets	14		17,821		8,365
CURRENT ASSETS					
Debtors	15	492,563		236,451	
Cash at Bank and in Hand		855,571		838,807	
			<hr/>	<hr/>	
		1,348,134		1,075,258	
CREDITORS: Amounts falling due within one year	16	(742,642)		(478,786)	
			<hr/>	<hr/>	
NET CURRENT ASSETS			605,492		596,472
PROVISIONS: For liabilities and charges	17		(4,005)		(1,012)
			<hr/>	<hr/>	
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			619,308		603,825
Defined benefit pension scheme liability	11		(801,000)		(873,000)
			<hr/>	<hr/>	
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES	19		(181,692)		(269,175)
			<hr/>	<hr/>	
FUNDS					
Unrestricted Funds - general		514,167		517,517	
Unrestricted Funds - designated		7,682		7,682	
			<hr/>	<hr/>	
Total Unrestricted Funds	19		521,848		525,199
			<hr/>	<hr/>	
Restricted Funds excluding pension liability		97,460		78,626	
Pension Reserve		(801,000)		(873,000)	
			<hr/>	<hr/>	
Total Restricted Funds	19		(703,540)		(794,374)
			<hr/>	<hr/>	
TOTAL FUNDS	19		(181,692)		(269,175)
			<hr/>	<hr/>	

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2020

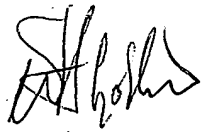
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

W Golland

Director

Date:



2. 11. 20

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2020

	<u>Note</u>	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2020</u> £	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2019</u> £
CASH FLOWS FROM OPERATING ACTIVITIES							
Net cash provided by / (used in) operating activities	21	5,462w	26,815	32,277	(113,116)	(102,918)	(216,034)
CASH FLOWS FROM INVESTING ACTIVITIES							
Dividends, interest and rents from investments		2,487	-	2,487	1,765	-	1,765
Purchase of property, plant and equipment		(18,000)	-	(18,000)	(2,880)	-	(2,880)
Net cash provided by / (used in) investing activities		(15,513)	-	(15,513)	(1,115)	-	(1,115)
Increase / (decrease) in cash and cash equivalents in the year		(10,051)	26,815	(16,764)	(114,231)	(102,918)	(217,149)
Cash and cash equivalents at the 1 st April 2019		609,995	228,812	838,807	724,226	331,730	1,055,956
Cash and cash equivalents at the 31 st March 2020	22	599,944	255,627	855,571	609,995	228,812	838,807

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES

Basis of Accounting

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

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 published 16th July 2014 and the Charities Act 2011 and applicable regulations.

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

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

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

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

Fund Accounting

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

Restricted funds are funds subject to specific restrictive conditions imposed by funders or by the purpose of a grant. Where permitted by the funder's conditions surpluses made on restricted funding are available to transfer to unrestricted funds otherwise they are taken to restricted reserves and treated in accordance with the funder's wishes. The costs of raising, governing and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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

Income

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

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

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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

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

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

Gifts in Kind

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

Resources Expended

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

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

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

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

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

Government Grants

From 2012 grants that relate to specific capital expenditure are taken as income in the year they are received with any surplus being held as a restricted reserve. Over the life of

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

the asset, the cost of depreciation is taken as expenditure through the income and expenditure account and ultimately charged against the restricted reserve. Prior to 2012 grants that relate to specific capital expenditure were treated as deferred income and released to the credit of the income and expenditure account over the related asset's useful life.

Depreciation

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

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

Leasing Commitments

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

Provisions

Provisions are provided on the following basis:

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

Pensions

The company participates in two pension schemes.

1. Defined Contribution Pension Scheme

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

2. Defined Benefit Scheme

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

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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 2020.

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 2020

2. DONATIONS AND LEGACIES

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

	Unrestricted Funds 2020 £	Total 2020 £	Total 2019 £
Grants for core funding	1,500	1,500	6,000
	<hr/>	<hr/>	<hr/>
	1,500	1,500	6,000
	<hr/>	<hr/>	<hr/>
	<hr/>	<hr/>	<hr/>
<i>Total 2019</i>	6,000	6,000	
	<hr/>	<hr/>	

3. OTHER TRADING ACTIVITIES

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

	Unrestricted Funds 2020 £	Total 2020 £	Total 2019 £
Other	5,972	5,972	11,118
	<hr/>	<hr/>	<hr/>
	5,972	5,972	11,118
	<hr/>	<hr/>	<hr/>
	<hr/>	<hr/>	<hr/>
<i>Total 2019</i>	11,118	11,118	
	<hr/>	<hr/>	

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

4. INVESTMENT INCOME

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

	Unrestricted Funds 2020 £	Total 2020 £	Total 2019 £
Interest received	2,487	2,487	1,765
	<hr/>	<hr/>	<hr/>
	2,487	2,487	1,765
	<hr/>	<hr/>	<hr/>
	<hr/>	<hr/>	<hr/>
Total 2019	1,765	1,765	
	<hr/>	<hr/>	

5. CHARITABLE ACTIVITIES

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

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £	Total 2019 £
Local Government	-	274,300	274,300	226,512
National Lottery	-	2,815,679	2,815,679	3,534,062
Other Public Sector	-	1,003,083	1,003,083	868,367
Voluntary Sector	-	57,233	57,233	16,482
Private Sector	10,413	78,548	88,961	67,284
Landfill Tax	-	-	-	-
Other income	648	28,142	28,790	24,542
	<hr/>	<hr/>	<hr/>	<hr/>
	11,061	4,256,985	4,268,046	4,737,249
	<hr/>	<hr/>	<hr/>	<hr/>
	<hr/>	<hr/>	<hr/>	<hr/>
Total 2019	3,637	4,733,612	4,737,249	
	<hr/>	<hr/>	<hr/>	

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

6. RAISING FUNDS

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

	Restricted Funds 2020 £	Total 2020 £	Total 2019 £
Generating voluntary income	79,582	79,582	118,451
	<hr/>	<hr/>	<hr/>
	79,582	79,582	118,451
	<hr/>	<hr/>	<hr/>
	<hr/>	<hr/>	<hr/>
<i>Total 2019</i>	118,451	118,451	
	<hr/>	<hr/>	

7. NET RESOURCES EXPENDED BEFORE TRANSFERS

	2020 £	2019 £
Net outgoing resources before transfers is after charging:		
Depreciation of owned assets	8,544	7,051
Auditors' remuneration	6,050	6,250
Operating lease payments - Leasehold property	36,297	14,365
Directors' expenses	366	449
	<hr/>	<hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

8. TOTAL RESOURCES EXPENDED

	Costs of Generating Funds £	People £	Places £	Support Costs £	Governance £	Total 2020 £	Total 2019 £
Costs directly allocated to activities ^a							
Salaries	60,649	827,500	125,609	86,111	61,728	1,161,597	1,142,583
Works and incidental costs	-	2,927,185	11,126	-	-	2,938,311	3,452,545
Travel and motor expenses	-	-	12,761	-	366	13,127	449
Motor Vehicle Depreciation	-	-	2,867	-	-	2,867	-
Professional Fees	-	-	-	14,022	6,050	20,072	21,112
Bad debts provided for	-	3,568	-	437	-	4,005	-
Other direct costs	-	-	-	-	-	-	3,391
Other costs allocated to activities							
Office costs	2,637	37,526	5,718	2,346	1,759	49,986	50,684
Insurance	681	9,685	1,475	606	454	12,901	11,972
Other depreciation	300	4,263	649	265	200	5,677	7,051
Printing, postage and stationery	135	1,923	293	119	91	2,561	3,225
Information technology	1,225	17,432	2,655	1,090	817	23,219	29,320
Recruitment	43	608	93	37	29	810	435
Training	188	2,678	408	167	126	3,567	9,037
Travel	118	1,682	256	105	79	2,240	4,738
Bank charges and other finance income	1,160	16,485	2,512	1,029	773	21,959	24,930
Equipment rental	38	535	81	33	25	712	979
Groundwork UK Membership Fee	354	5,030	766	314	236	6,700	6,300
Irrecoverable VAT on overheads	966	13,742	2,093	859	644	18,304	13,804
Sundry expenses	629	8,937	1,362	561	418	11,907	21,982
	69,123	3,878,779	170,724	108,101	73,795	4,300,522	4,804,537
Allocation of governance costs	4,244	60,356	9,195	-	(73,795)	-	-
Allocation of support costs	6,215	88,416	13,470	(108,101)	-	-	-
	79,582	4,027,551	193,389	-	-	4,300,522	4,804,537

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £108,101 relate to restricted funds (2019: £228,119, all restricted funds)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

9. EMPLOYMENT COSTS

	2020	2019
	£	£
Salaries	999,760	991,869
Social Security costs	80,031	83,830
Pension costs	81,806	66,884
	<hr/>	<hr/>
	1,161,597	1,142,583
	<hr/> <hr/>	<hr/> <hr/>

In 2020 no employees received emoluments (excluding pension contributions) of over £60,000 per annum (2019: none).

Total contributions under defined contribution schemes on behalf of these higher paid employees were £nil (2019 - £nil). At the year-end retirement benefits were accruing to no (2019 – none) higher paid employees under defined benefit scheme.

Key management personnel were paid a total of £167,669 (2019: £217,488).

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

	2020	2019
People	28	26
Places	5	4
Generating funds	1	1
Support and governance	8	9
Employment Programme participants	0	1
	<hr/>	<hr/>
	42	41
	<hr/> <hr/>	<hr/> <hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

10. OTHER FINANCE INCOME

	2020 £	2019 £
Net interest on the defined liability (asset)	(21,000)	(24,000)
	<u>(21,000)</u>	<u>(24,000)</u>

11. PENSION SCHEMES

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

Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions are made by employees at a minimum rate of 3% of salary. Employer contributions are made at the rate of 3% where an employee contributes up to 4.5% of their salary (2019 – up to 4.5%). Where an employee contributes at least 4.5% of their salary, the employer contribution is 5.0% of salary (2019 - 7.5%). At 31 March 2020 £7,785 (2019 - £5,612) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £50,200 (2019 - £35,765).

Defined Benefit Pension Scheme

The Nottinghamshire County Council Pension Scheme is a defined benefit scheme; its assets are held in a separately administered fund. Contributions are made by employees at the rate of between 5% and 12.5% of salary. Employer contributions are made at the rate of 16.5% of salary (2019 – 16.5%) with a monthly payment of £342 (2019 - £333) in addition to the contributions based on salary. Additionally, under the FRS102 actuarial valuation of the scheme at year end an extra £17,000 of employer contributions were identified as being necessary (2019 - £9,000). At 31 March 2020 £1,378 (2019 - £1,959) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £10,545 (2019 - £14,974).

The amounts recognised in the balance sheet are as follows:

	2020 £	2019 £
Present value of funded obligations	(1,902,000)	(2,088,000)
Fair value of scheme assets	1,101,000	1,215,000
Net liability	<u>(801,000)</u>	<u>(873,000)</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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

	2020 £	2019 £
Service cost	(32,000)	(23,000)
Net interest on the defined liability (asset)	(21,000)	(24,000)
	<u>(53,000)</u>	<u>(47,000)</u>
Actual return on scheme assets	111,000	110,000

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

	2020 £	2019 £
Opening defined benefit obligation	2,088,000	2,034,000
Current service cost	24,000	23,000
Interest cost	50,000	52,000
Contributions by scheme participants	4,000	4,000
Change in financial assumptions	(202,000)	113,000
Change in demographic assumptions	(21,000)	(121,000)
Experience loss / (gain) on defined benefit obligation	(35,000)	-
Benefits paid	(14,000)	(17,000)
Past service costs, including curtailments	8,000	-
Closing defined benefit obligation	<u>1,902,000</u>	<u>2,088,000</u>

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

	2020 £	2019 £
Opening fair value of scheme assets	1,215,000	1,104,000
Interest on assets	29,000	28,000
Return on assets less interest	(140,000)	82,000
Other actuarial gains (losses)	(8)	-
Contributions by employer	15,000	14,000
Contributions by scheme participants	4,000	4,000
Benefits paid	(14,000)	(17,000)
Closing fair value of scheme assets	<u>1,101,000</u>	<u>1,215,000</u>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

The cumulative amount of actuarial losses recognised in the Statement of Financial Activities was £216,000 (2019 - £326,000).

The company expects to contribute £12,000 to its defined benefit pension scheme in 2021.

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

	2020	2019
Equities	64%	60%
Gilts	3%	3%
Other bonds	9%	10%
Property	13%	16%
Cash	2%	3%
Inflation-linked pool fund	4%	4%
Infrastructure	5%	5%
	<hr/>	<hr/>
Total	100%	100%
	<hr/>	<hr/>

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

	2020	2019
Discount rate	2.35%	2.40%
Future salary increases	2.90%	3.90%
Future pension increases	1.90%	2.40%
RPI increases	2.70%	3.40%
CPI increases	1.90%	2.40%

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

	2020	2019
Retiring today		
Males	21.8	21.6
Females	24.4	24.4
Retiring in 20 years		
Males	23.2	23.3
Females	25.8	26.2

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2020 £	2019 £
Defined benefit obligation	(1,902,000)	(2,088,000)
Scheme assets	1,101,000	1,215,000
Deficit	<u>(801,000)</u>	<u>(873,000)</u>

12. DIRECTORS' REMUNERATION, EXPENSES AND RELATED PARTY TRANSACTIONS

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

During the year one director incurred travel costs totalling £366 (2019 - one director at a cost of £449).

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 2020

14. FIXED ASSETS

	Computer equipment £	Office fixtures and fittings £	Motor vehicles £	Total £
COST				
At 1 April 2019	50,760	13,919	-	64,679
Additions	-	-	18,000	18,000
Disposals	-	-	-	-
At 31 March 2020	50,760	13,919	18,000	82,679
DEPRECIATION				
At 31 March 2019	44,134	12,180	-	56,314
Charge for the year	4,965	712	2,867	8,544
Elimination on disposal	-	-	-	-
At 31 March 2020	49,099	12,892	2,867	64,858
NET BOOK VALUE				
At 31 March 2020	1,661	1,027	15,133	17,821
At 1 April 2019	6,626	1,739	-	8,365

All fixed assets are used for direct charitable purposes.

At 31st March 2020 the company had no capital commitments which were authorised and contracted for (2019 - £nil).

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

15. DEBTORS

	2020	2019
	£	£
Trade debtors	405,794	177,528
Amounts owed by Groundwork UK and other Groundwork Trusts	37,836	15,600
Accrued income	23,820	30,847
Prepayments	24,765	11,226
Other debtors	348	1,250
	<hr/>	<hr/>
	492,563	236,451
	<hr/>	<hr/>

16. CREDITORS: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	95,347	118,417
Other taxes and social security	47,366	28,090
Grants received in advance and deferred grants	555,282	305,743
Other creditors	32,353	7,707
Accruals	12,294	18,829
	<hr/>	<hr/>
	742,642	478,786
	<hr/>	<hr/>

17. PROVISIONS FOR LIABILITIES AND CHARGES

	Provision for Bad Debt	Provision for Redundancy	Total Provisions
		£	£
At 1 April 2019	-	1,012	-
Provided for during the year	4,005	-	4,005
Utilised during the year	-	(1,012)	-
Unutilised provisions released during the year	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2020	4,005	-	4,005
	<hr/>	<hr/>	<hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

18. OBLIGATIONS UNDER OPERATING LEASES

At 31st March 2020 the company had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings		Other	
	2020	2019	2020	2019
	£	£	£	
Under 1 year	25,843	33,681	684	469
Expiring between 2 and 5 years	35,060	46,747	3,078	
Over 5 years	-	6,678	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	60,903	80,428	3,762	469
	<hr/>	<hr/>	<hr/>	<hr/>

19. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

CURRENT YEAR

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

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

PRIOR YEAR

	Restricted Funds £	Unrestricted Funds £	Total 2019 £	Total 2018 £
Tangible Assets	-	8,365	8,365	12,536
Current Assets excluding bank and cash in hand	161,779	74,672	236,451	264,362
Cash at bank and in hand	228,812	609,995	838,807	1,055,956
Creditors: amounts falling due within one year	(311,965)	(166,821)	(478,786)	(713,624)
Provisions for liabilities and charges	-	(1,012)	(1,012)	-
Defined benefit pension scheme liability	(873,000)	-	(873,000)	(930,000)
	<hr/> (794,374)	<hr/> 525,199	<hr/> (269,175)	<hr/> (310,770)

20. SHARE CAPITAL

The company is limited by guarantee with no share capital. The equity in the company is owned by the members, each of whom has undertaken to contribute such amount not exceeding £1 as may be required under certain circumstances. At 31 March 2020 there were 4 members (2019 - 4).

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

21. ANALYSIS OF MOVEMENT OF FUNDS

CURRENT YEAR

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

PRIOR YEAR

	<u>Balance</u> <u>1.4.2018</u> £	resources <u>(expended)</u> £	Net Transfers <u>between</u> <u>funds</u> £	Actuarial <u>gains and</u> <u>losses</u> £	<u>Balance</u> <u>31.3.2019</u> £
Restricted funds					
excluding pension liability	60,203	(37,925)	56,348	-	78,626
Pension reserve	(930,000)	(33,000)	-	90,000	(873,000)
Unrestricted funds	559,027	22,520	(56,348)	-	525,199
	<hr/>				
	(310,770)	(48,405)	-	90,000	(269,175)
	<hr/>				

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

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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

	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2020</u> £	<u>Unrestricted Funds</u> £	<u>Restricted Funds</u> £	<u>Total 2019</u> £
Net movement in funds for the reporting period	(3,351)	90,834	87,483	(33,828)	75,423	41,595
Adjustments for:						
Depreciation charges	8,544	-	8,544	7,051	-	7,051
Non-cash Pension charges	-	(72,000)	(72,000)	-	(57,000)	(57,000)
Dividends, interest and rents from investments	(2,487)	-	(2,487)	(1,765)	-	(1,765)
(Increase) / decrease in debtors	(43,319)	(212,793)	(256,112)	35,836	52,081	87,917
Increase / (decrease) in creditors	43,082	220,774	263,856	(121,422)	(173,422)	(294,844)
Increase / (decrease) in provisions	2,993	-	2,993	1,012	-	1,012
Net cash provided by / (used in) operating activities	5,462	26,815	32,277	(113,116)	(102,918)	(216,034)

23 ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	599,944	255,627	855,571	609,995	228,812	838,807
Total cash and cash equivalents	599,944	255,627	855,571	609,995	228,812	838,807

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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

	Cash Held/ (Due) at 1 April 2019 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2020 £
<u>NATIONAL LOTTERY</u>				
The National Lottery Community Funds				
Grant from Talent Match				
Talent Match (Young & Successful)	149,040	263,639	(306,176)	106,503
	<hr/>	<hr/>	<hr/>	<hr/>
	149,040	263,639	(306,176)	106,503
	<hr/>	<hr/>	<hr/>	<hr/>
Grant from Building Better Opportunities				
D2N2/1/3 – Towards Work People First – Programme	45,983	2,452,254	(2,434,175)	64,062
	<hr/>	<hr/>	<hr/>	<hr/>
	45,983	2,452,254	(2,434,175)	64,062
	<hr/>	<hr/>	<hr/>	<hr/>
Grant from Building Connections				
(Re)Generation Factory	12,095	51,829	(65,328)	(1,404)
	<hr/>	<hr/>	<hr/>	<hr/>
	12,095	51,829	(65,328)	(1,404)
	<hr/>	<hr/>	<hr/>	<hr/>
The National Heritage Lottery Fund				
The Old Willow Works	-	10,000	(10,000)	-
	<hr/>	<hr/>	<hr/>	<hr/>
	-	10,000	(10,000)	-
	<hr/>	<hr/>	<hr/>	<hr/>

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

	Cash Held/ (Due) at 1 April 2019 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2020
<u>NOTTINGHAM CITY COUNCIL</u>				
Area Based Grant	65,070	209,740	(210,812)	63,998
Ending Youth Violence	-	11,700	(11,700)	-
Youth Employment Initiative	(4,533)	20,782	(18,427)	(2,178)
	<hr/>	<hr/>	<hr/>	<hr/>
	60,537	242,222	(240,939)	61,820
	<hr/>	<hr/>	<hr/>	<hr/>
<u>OTHER FUNDING</u>				
Nottinghamshire Office of the Police and Crime Commissioner	-	3,000	(3,000)	-
The Youth Endowment Fund	-	31,973	-	31,973
	<hr/>	<hr/>	<hr/>	<hr/>
	-	34,973	(3,000)	31,973
	<hr/>	<hr/>	<hr/>	<hr/>