

Registered company number: 04722577 (England and Wales)

Registered charity number: 1112342

**Report of the Trustees and
Financial Statements for the Year Ended 31 March 2024
for
Worcester Community Trust**



RD Accounting Limited
Chartered Certified Accountants
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Worcester Community Trust
Charity Reference and Administrative Details
For the Year Ended 31 March 2024

Charity registration number 1112342

Company registration number 04722577

Trustees George William Davidge – resigned 28/09/2023
Claire Louise Thompson
Richard Alfred Soper
Bridget Lee Brickley - Chair
Philip Fowler
Jas Cartwright
Danny Spears

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Management personnel CEO – Jon Newey
Head of Skills & Training & Deputy CEO – Helen Davis
Head of Finance & Resources – Mary-Jane Bayliss
Director of Development – Sarah Mackay (resigned June 2023)
Head of Health and Targeted Services – Jo Jefferson
Head of Finance & Resources – Mary-Jane Bayliss
Head of Community Based Services – Jenny Gage – Appointed July 2023
Customer Service & Facilities Manager – Ross Styles Appointed Feb 2023

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Charity Reference and Administrative Details
For the Year Ended 31 March 2024

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**Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024**

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report and the audited financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The charity is constituted as a company limited by guarantee and is, therefore, governed by a memorandum and articles of association (incorporated 3 April 2003). The Articles were amended in March 2010 to define the "area of benefit" as Worcester City.

Objectives and activities

As defined in the Trust's Memorandum and Articles the objects of the charity are:

- i. To promote the benefit of the inhabitants of Worcester City ("The area of Benefit") in line with The Equality Act 2010, without distinction of age, sex, sexual orientation, disability, marriage and civil partnership, gender reassignment, religion or belief, maternity and pregnancy, by associating together with the inhabitants and the local authorities, voluntary or other organisation in a common effort to advance education, relieve poverty and sickness and to provide facilities in the interest of social welfare for recreation and other leisure time occupation with the object of improving the conditions of life for the inhabitants in the area of benefit.
- ii. To establish or secure the establishment of community facilities and to maintain and manage the same whether alone or in cooperation with any local authority or other person or body. Ensuring our work delivers our aims The Trust will be locally driven, owned and controlled thus encouraging a community voice, ownership and democratic participation.

How our activities deliver public benefit

Worcester Community Trust (WCT) manage 6 community centres in Worcester and run a range of community projects, which aim to change the lives of people every day. The community centres are in the areas which face greatest inequality but offer great facilities for social, leisure and sporting activity for the local community. The community projects we run include community empowerment activities, Debt and Energy Support, Job clubs, youth services, lunch clubs and services for older people and those that feel socially isolated, support to those experiencing domestic abuse and skills and training development, including construction skills. Community work is the core of all centres, providing an outlet and 'safe haven' for residents nearby, operated by people they trust and who understand their problems and needs.

The trustees have had regard to the Charities Commission guidance on public benefit.

Measurement of achievements and performance

We measure our achievement and performance by the number of people we reach and those who are involved in activities within their communities. We also use qualitative outcome measurement tools such as Outcome Stars to understand the impact we have on the lives of individuals. Projects also have their own set outcomes as defined with funders, which are assessed on an ongoing basis to ensure projects are on track and delivering.

Executive summary

2023/24 has been a positive year for Worcester Community Trust (WCT) against a backdrop of managing the effects of the cost-of-living crisis on people's lives and continued inflation affecting the running costs of the charity. This year we directly supported 3373 people, we have implemented Year 1 of our 3 Year business plan (2023/24 – 2025/26) focusing on strengthening the organisation to withstand the volatile economy and expand on the complex support that the people we work with require to live happier, healthier lives.

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The hubs have moved to a new structure of management and along with additional online promotion and tidying of the hubs this has resulted in the highest recorded level of room hire income. From external bookings this is a 6% increase on the pre covid record. Including internal bookings this was a 41% increase. There has been continued reflection and renewal in our organisations structure to make sure we are the best form to manage the wide range of services, contracts and support that we deliver.

The Joy project saw funding from Public Health Worcestershire help expand the service across the county. DAWN has increased its support to victims and survivors of Domestic Abuse (DA) through its 1-1, group and partnership work. Closer to home with the support of Worcester City Council we have employed 2 community builders to further our activity in Asset Based Community Development (ABCD). Our biggest expansion into new services have seen Skills and Training thrive under its partnership with Cadent Gas, to deliver Debt and Energy Support that works symbiotically with our Lottery funded Wellbeing Job Clubs.

Our hubs continued to provide safe and welcoming spaces for our local communities, and we have fulfilled strategic objectives around income, managing increased costs and investing in the assets. As part of the Towns Fund Community Skills Project, we have been working closely with Worcester City Council to develop the designs for reception refurbishments at Horizon, Dines Green and Ronkswood and additional new learning spaces at Tolly, Ronkswood and Building Block 2 at Dines Green.

We are very proud of what has been achieved across the past 12 months. Our projects continued to provide vital support to those who needed it most and they developed new and innovative ways of delivering services for local people.

WCT remains well placed, in the hearts of our communities, with the support of our local partners, to challenge disadvantage and inequality, to make a big difference to the lives of people across the city and work towards our vision to create a city where people feel connected, supported, and empowered.

Thank you

On behalf of all staff, trustees and volunteers, Worcester Community Trust (WCT) would like to thank our partners, funders, supporters, and friends who have supported us to deliver our services over the past year; without whom, we would not have been able to achieve what we have and supported our communities to the same extent. Our core values at WCT highlight our ambition to work collaboratively with local people and partners to achieve more, welcoming diversity and innovation and driving a dynamic and visionary organisation. WCT and partners have truly delivered against these values and our social objectives through the past 12 months.

Message from our Chair

Once again, this Annual Report demonstrates all the hard work the staff within Worcester Community Trust have undertaken over another year to support residents of Worcester City. WCT continues to deliver a wide range of services, particularly for those citizens who face financial and emotional challenges, and this year it has touched the lives of over 3000 people, a thousand more than the previous year.

Jon and the senior leadership team have worked hard to build a more sustainable organisation this has included restructuring the Hub-team so that we are better able to meet the increasing demand in use for our centres and increase revenue. This is an important step towards making us more financially independent. In addition, mandatory training has been introduced and the pay structure has been reviewed to ensure it is more equitable across the organisation.

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There have also been some challenges and difficult decisions, one being the need to outsource the Building Block. This was not made lightly. WCT is extremely proud of how Building Block evolved over the years, through the dedication of its project lead. However, as it grew the challenge to make it viable also increased and sadly it reached a point where to remain financially viable, we had to look at an alternative delivery model. As hard as this was the WCT also see this as an opportunity to build new partnerships so that we can continue to ensure that there is first class training for the residents of Worcester alongside people who use our services.

Whilst there are new challenges ahead, with contracts for services, such as DAWN coming up for re-procurement and the sector wide challenge of recruitment, WCT are in a strong position. Evaluations of our initiatives show we deliver, and our business plan looks towards greater sustainability. We are grateful for the support of partners and funders. Without their contributions many of the projects we deliver wouldn't take place. However, by far our biggest asset is our staff and volunteers. Without their commitment and professionalism, we would not be able to deliver these important services as effectively as we do. So, my biggest thanks goes to them.

Our Vision and Mission

Vision:

Worcester: A City where people feel connected, supported, and empowered.

Mission:

Bringing Communities Together by delivering services and activities for all.

Social Objectives

1. To provide social activities for children, young people families and for those in later life.
2. To provide specialist services for individuals affected by domestic abuse.
3. To provide quality training and support for local people seeking to enhance their skills.
4. To offer professional support and activities to build good mental health and wellbeing.

Values & Behaviours:

We Collaborate – Working together with local people and partners to achieve more.

We are Inclusive – Access for all, welcoming diversity, and valuing uniqueness.

We are Ambitious – We value innovation and creativity, driving a progressive, dynamic, and visionary organisation.

Delivering Excellence – Investing in our staff, volunteers, and infrastructure to provide quality and professional services.

Introduction

In 2023/24 Worcester Community Trust (WCT) saw an increase in demand for its services. As a response to the cost of living we have developed new areas such as Debt and Energy support and see continued demand from this work. We have gone from directly supporting 2053 individuals across our many services in 2022/23 to 3373 individuals in 2023/24. This increase has been through the high level of support offered through our Welfare activity and through the increase in Asset Based Community Development (ABCD) work in Dines Green.

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To support the strengthening and sustainable management of the hubs, we have reviewed and altered the staffing structure of the hubs to have 2 Full Time managers that manage 3 buildings each, which offer increase pay for the role, more accountability and line management structure to cope with the range of locations and building needs. We have worked with Worcester City Council (WCC) to renegotiate their support in the form of a management grant and a contribution to building maintenance support. The management grant has been agreed into WCC budget for a 5-year period with WCT becoming 100% responsible for its maintenance tapered over the same timeline:

- Year 0 2022/23 25% WCT (75% WCC)
- Year 1 2023/24 40%
- Year 2 2024/25 55%
- Year 3 2025/26 70%
- Year 4 2026/27 85%
- Year 5 2027/28 100%

Dawn has seen a continued demand for its services, and we were supported by Public Health to extend WCTs main contract with them for a further 18 months until March 2025. This brings it in line with the end other Domestic Abuse (DA) contracts, where all contracts will need to be retendered. We secured new funding to expand our DA work from Garfield Weston, and through a partnership with West Mercia Women's Aid we have developed a community led training practice called DA Champions that reached 55 different hidden communities. We have commissioned an independent review of this service, which will be delivered in early 2024/25,

We have worked innovatively with for profit organisations such as Cadent Gas, who fund our Debt and Energy support workers and have also distributed low energy cooking equipment and low cost cooking training to 900 people this year. In the latter part of the year we have also been developing a partnership proposal with local training provider GLP, who aim to take on the delivery of our construction skills school from April 2023/24.

We have progressed in the delivery of the Advanced Towns Fund in completing the Building Block extension and are underway with the planning of the new training spaces at Ronkwood and Tolly Hub, the Building of a second skills and training facility in Dines Green 'Building Block 2' and a renovation of the receptions at Dines Green, KGV and Horizon. Through these new facilities, contracts and partnerships we have all the components to reach a large number of people with the least educational attainment and furthest from the jobs market in improved opportunities.

As part of our strategic objective 'Devolved Power to Communities' we gained support from WCC to embed two Community Builders to develop more ABCD approaches within Dines Green and Warndon Hubs. These have enabled us to have over 440 community conversations in the first 6 months of the contract and enabled the community deliver of a range of new projects from Food Projects to Seasonal Events.

As always WCT staff have been at the forefront of leading our services, developing new and exciting projects to support local people and have once again shown strength, determination and resilience in the increasing number of complex challenges people are facing.

WCT have built new relationships with a range of partners, that has assisted in enhancing our existing services, enables the charity to create new opportunities and increased access to community-based services for our residents.

Worcester Community Trust support in numbers

WCT has supported residents across the whole of Worcester City and Worcestershire County. We have supported 3373 directly in 2022/23 through our different projects, not including the estimated 60,000+ people who access the variety of events and activities that take place at our hubs.

Governance

We started this 2023/24 with a Trustees Skills and Demographic Audit to make sure WCT continues to be representative of the people who use our services and also to have the range of skills to manage the breadth and complexity of the organisation. We recruited a new trustee as treasurer that came with a breath of experience as a financial controller for a locally based, national sports centre and health provider. We have sought further applications for new trustees to bring in local knowledge of areas close to our hubs, which we are moving currently inviting to observe WCT's governance processes.

Within the operational team we have made some changes to the structure of the organisation. The hubs have seen an overhaul, moving from a flat structure of 1 person line managing 13 people across 6 locations, to something more structured that sees 2 multi-hub managers overseeing the operation of 3 hubs each with a team of supporting staff.

The Senior Leadership Team (SLT) have seen Sarah Mackay, Director of Development (Youth and Community) move on to a new job, so we took the opportunity to review the areas of responsibility and titles of this tier in WCT. We have moved from the title of 'Director of', to 'Head of' to reflect a less formal and more widely understood language within our sector (VCSE) and to put us more in line with the pay scales/expectations when advertising externally to recruit into these roles. The previous Director of Development had too broad a remit to get effective oversight on all elements, so we restructured the responsibilities as follows:

- Head of Community Based Services – Hubs, Asset Based Community Development
- Head of Skills and Training – Welfare, Employment, Skills, Training
- Head of Health and Targeted Services – Domestic Abuse, Men's & Women's Services, Youth
- Head of Finance and Resources – Finance, HR, Legal, Physical Assets

For the new role of Head of Community Based Services, we welcome in Jenny Gage to take on this new remit. The Chief Executive Officer (CEO) is primarily responsible for the business responsibilities with Marketing and a newly created Trust and Grants Fundraiser role, which we seek to recruit for in 2024/25.

Internally we have implemented a mandatory training process and brought all staff members and volunteers up to an agreed upon standard of accredited training in some key areas, including but not limited to General Data Protection Regulation (GDPR), Safeguarding, Health & Safety etc.

WCT continued to deliver an annual staff conference which presented a balance of wider organisational business and strategic objectives alongside a celebration of the individuals and projects that make up WCT as a whole. The staff Survey for this year saw 75% of the staff complete the feedback with an overall high rating (80-100%) around WCT being a positive place to work, understanding what was expected of them, ability to excel and feeling supported. Areas where we scored lower in the 50-80% approval were overall communication and workplace benefits/pay.

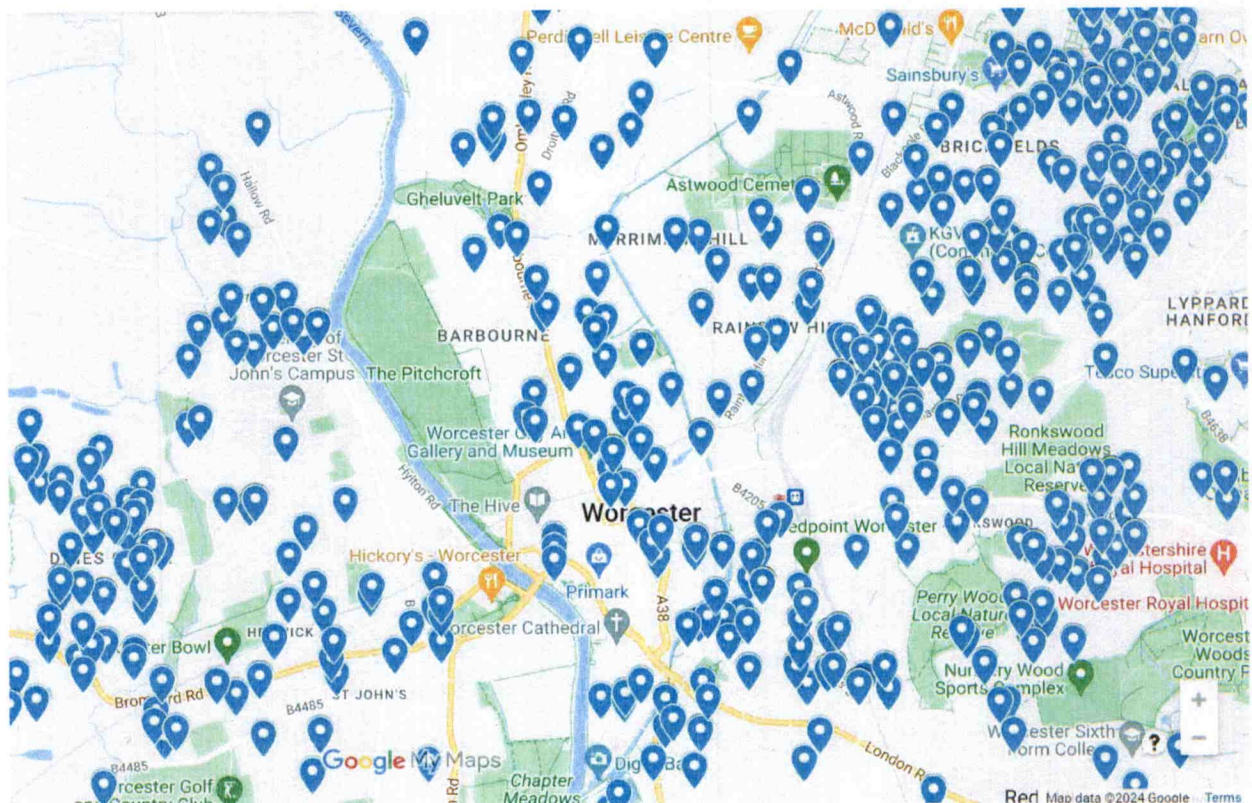
WCT's Annual General Meeting (AGM) for 2023/24 took place in September 2023 and moved quickly from the formal proceedings into a community celebration event. This focused in on individual stories of people who benefit from WCT and used catering from local companies who been supported and developed through the WCT job clubs and business support services offered by WCT.

Worcester Community Trust's Services

WCT continues to develop and deliver community-based services to meet the demands of our local communities. The following map represents residents across Worcester City who have accessed our services over the past 12 months. Following a concerted effort to engage partners and communities across the whole city, the following map demonstrates how we have reached communities way beyond those who live close to our hubs.

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Citywide



Countywide



Health and Targeted Services

Youth & Play

2023/24 saw the final year our 5 year contract end with Worcestershire County Council in August 23 to deliver youth and play activity across our hubs. We were successful in obtaining the successive 5-year contract, which will take us until August 2028. Built into this contract was the need to work in partnership and we worked with Perdiswell Young Peoples Leisure Club, Onside, YMCA and Vesta Tilley to support this cross-city delivery. This did result in a reduction of WCT's direct delivery funds from this contact from £86k pa to £36k pa. To work more effectively and to mitigate this reduction in funds WCT developed an approach to delivery Open Access in 3 larger catchments (East, West and Central) rather than at each hub. After the implementation of the contract, we are successfully reaching all previous neighbourhoods through this approach.

Our Young Leaders activity at Horizon as part of the #iwill Worcestershire Community Foundation funded project has seen the Young People be involved in the delivery of a shelter in the neighbouring park, an uplift on the Multi Use Games Area to the front of the hub and raised their own funds through a car wash to take themselves on a trip.

We are in the 2nd year of the consortium led by Young Solutions Youthscape project providing open access youth, outreach and detached work and targeted youth and life skills support. This project will run until September 2025.

DAWN- Domestic Abuse Specialist support

DAWN provides a domestic abuse (DA) service tailored to the needs of the individual, with an emphasis on individual bespoke support.

Nationally there were over 1,453,867 million reported cases of domestic abuse related incidents in the year ending March 2023 (ONS). Statistics also show that 1 in 4 women, 1 in 5 children and 1 in 6 men will experience domestic abuse in their lifetime. In the past year we have had 369 referrals into DAWN forcing us to close the waiting list collectively for 10 weeks across the year to manage the demand This has been managed as best possible by a team of 8. Funding from Public Health, Community Safety Partnership, Police Chief Crime Commissioner and West Mercia Women's Aid funds this.

Through the WMWA funding we deliver a Community Champions training programme that helps increase awareness of Domestic Abuse and the awareness of available services within their communities. This year saw an increase from the training of 18 DA Champions in 2022/23 to 55 in 2023/24.

In the past year DAWN supported 296 service users. 449 children were reported to be living safer lives, with 33 Children being stepped down from Child Protection to Child in Need plans. 196 clients left an unsafe relationship, and 174 individuals completed the Freedom programme in a group or 121 setting. In early 2024/25 we will have completed an independent evaluation of these services.

The JOY Project

The Joy project is a female and female identifying wellbeing group which provides support to enable women to gain a variety of skills, enhance their confidence and empower them to make their own informed decisions. This year it has expanded across all 6 districts taking this service countywide with the support of Public Health and a range of local district-based partners and venues.

Joy supported 350 individuals from 475 households. 74% of the people engaged in this project live alone. 29% of the people engaged with Joy have a registered disability or learning difficulty and 42% have a diagnosed mental health condition. It reaches 21% from ethnic minorities, with a further 26% preferring not to say. 350 people have accessed training through this programme.

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JOY also worked in partnership with Severn Arts to create and installation for Light Night Worcester and National Trust to co – create a sculpture for Croome Court. Aongside this it welcomed informal talks by partners including NHS Sexual Health, NHS Cancer Awareness, Girls Run the Shire running expert, Cadent on Carbon Monoxide alarm service, St Richards Hospice Bereavement Support and Benefits of Sound Therapy.

CORE – Male Network

In February this year, we were able to launch CORE, which is a network for men and male identifying individuals, providing information, advice and guidance to enable connection with others, and engagement within the community. It provides information about support bases, wellbeing services, and opportunities to connect with other like minds, whilst allowing men to gain a variety of skills and enhance their wellbeing and confidence. The project was created following the ongoing success of the women's Joy Project, and aims to deliver a similar service to men.

Community-Based Services

Asset Based Community Development (ABCD)

Community activities have once again proved popular with residents, but the focus has been to take a community led, asset-based approach to support local people to deliver the activity themselves. Through a Worcester City Council contract, we now have a Community Builder working in Dines Green and one working in Warndon/Tolly. These roles are to make connections, start conversations and find out about people's interests, capabilities and aspirations for themselves and their local area. They then work to see how they can connect them to other assets, resources, people, skills in the area to make things happen.

After a year of WCT struggling to make the food surplus project work, we applied a community led, asset-based approach, which has seen a small cohort of local residents take on the roles within this project, enabling it to become more sustainably run.

We also took a period to reflect on the more traditional Trips and Activities we had run in previous years. Although they were very popular, the trips themselves were far more expensive than the donations and fees that were given to instigate them. Things such as coach hire have tripled over the past few years, and this hadn't been considered. We have looked at how we can enable people to deliver these community activities themselves. The first of these was a hugely popular Christmas event that saw the local people use the food project to cook for over 80 people, and the residents co-ordinated and stewarded the event. Underpinning this activity is the financial, expertise and volunteering support from local councillors, Platform Housing and Freedom Leisure, Community and Hope Church.

Community Connectors

Community Connectors provides a range of social and wellbeing group activities, to support people who may be experiencing either social isolation or low-level stress and anxiety. We help individuals raise their self-esteem and confidence by accessing a range of learning, social and volunteering opportunities.

Throughout the year, 165 local people accessed the Community Connectors Project through targeted, group and 121 sessions, a decrease of 14% on the previous year. In part this is due to the increasing complex needs of the clients this project and the referrals coming in from stretched external mental health services. This has resulted in working more in depth with people in crisis, rather than supporting people with low level mental health to deliver their own services. Across the project we saw 540 hours of volunteer contributions, taking on a variety of roles within the sessions. To help address the cost-of-living crisis and to increase sustainability awareness the team ran a winter coat sale, which also raised money towards community projects.

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Connectors is in its final contractual year (Oct 23 – Sept 24) and the project will focus on supporting the groups to self-sustain their activity beyond the funding where appropriate and possible and move others on to available supported services where needed.

The PLUS Service

2022/23 was the final year of delivery on the PLUS project. This service continued to provide vital support to those over 18 years experiencing loneliness and we have supported 91 clients in the past 12 months.

Community Skills and Training

Debt and Energy Advice

There year has been a focus on developing our Community Skills and Training at WCT. This activity is to support our communities with additional, relevant training, support and coaching, specifically for those with low educational attainment, those furthest from the jobs market and those facing the highest level of consequences from the cost-of-living crisis.

Last year we secured £173,000 of funding from Cadent Gas over 2 years to deliver a project that has been funded by Cadent Gas to help support people with Debt, Benefits, Fuel and Carbon Monoxide awareness. This year Cadent have helped us expand this with £42,000 additional funding to provide an additional support worker. This project is in high demand and has reached 900 people in the year, with collectively over 2700 people in the affected households.

Wellbeing Job Coaches

We gained support from the Reaching Community National Lottery Grant of £433,000 over 4 years which will support local people to access specialist job support. The focus of this project is to deliver weekly wellbeing job clubs to improve mental health and wellbeing and confidence to help residents closer to the job market. This has reached 160 people this year, with 480 in their respective households.

Facilitated Skills and Training at the Hubs

Across our hubs we work with a range of partner organisations and facilitate outside clients in delivering training from within our communities.

Heart of Worcestershire college delivered 42 courses from our hubs attended by 334 participants, and we estimate that a further 192 learners accessed training from number of training providers across our 6 hubs in 2023/24. This includes things such as first aid, cooking classes, CPD learning for Teachers and other charities for their training days. We took 113 people through online training many of which have had no previous qualifications; 71 people gained Level 2 training, 9 people gained level 3 and 33 people gained an unaccredited certificate.

Snack & Chat

Snack & Chat provides a healthy, freshly prepared 2 course meal and social opportunity for people over the age of 50 who are experiencing loneliness and isolation. This year we reached 117 regular diners with 87% being over 65 years old. This plays a vital role in combating social isolation and loneliness, both for people living alone and those living with others. Living alone is a key indicator of social isolation and potential loneliness and especially affects older people - social interaction with others has been proven to improve the quality of life for older people, keeps them well and connected to others. 79% of the diners at Snack and Chat live alone. WCT partners with Platform a couple of times a year to deliver food to supported living accommodation, which reaches a further 100+ people each year. In 2023/24 we provided 3659 meals an increase of 21% from the previous year.

Alongside Snack & Chat we also provide seated exercise classes run by Active Always at Dines Green and Ronkswood. These classes help participants with their strength and balance enabling them to stay mobile in their later years. 100% of the 30 participants were over the age of 65.

Towns Fund – Community Skills Project

The Accelerated Towns Fund Building Block extension and landscaping at Warndon is now finished. This means alongside the construction skills main centre; we now have a teaching facility that is more suitable for electrical training with the addition of a meeting room and examination space.

The main Towns Fund investment is also underway with architects, Askew Cavanna appointed by Worcester City Council. The RIBA stage 2 designs went out to public consultation both online and in person at KGV and Dines Green with over 200 people participating. This capital investment will create 4 additional new multi-use training spaces, 2 at Ronkwoods 1 at Tolly and the development of a Building Block 2 at Dines Green. It will also enhance the reception areas to Horizon, Dines Green and Ronkswood to create digital access and more informal community training. To support this capital investment we have secured a 12 month contract from UKSPF that will enable us to recruit a digital skills tutor and an additional job coach starting in April 24.

Building Block 2, at Dines Green has been designed, received planning and as the year ends the tenders are being assessed to appoint a contractor in early 2024/25.

An internal training program for staff and volunteers has been implemented to make sure the core general skills and awareness relative to our activity is available and present in all staff. We have also initiated quarterly training to support management level needs around HR, leadership and line management. Our e-learning platform is also on offer to volunteers, and beyond the mandatory training both staff and volunteers are able to access a large range of accredited training. This year 66 people have completed 188 courses that are either Level 2 to 3 of Accredited training on the platform.

In 2022/23 we benefitted from over 3840 hours of volunteer time across all projects which equates to a contribution to the organisation of £60,979 (based on Office National Statistics median £ph UK 2023). This is a drop of a 44% in volunteer hours and is mainly a result of pausing Building Block activity in Dec 23.

Building Block

Building Block has a great reputation. It functions as both a training school and as an informal wellbeing drop in space and a positive destination for many community members and clients from other WCT projects such as Dawn or Job Clubs. Many of these clients became volunteers supporting the running of the classes and the space. It sustains itself financially through a mix of paid for training to people who can afford it and training to local businesses such as Platform Housing and obtained small grants to support the costs of clients accessing courses.

Over the past 7 years, when considering overheads such as staff salaries, the project has never covered costs and was subsidised by the reserves of WCT. At the start of 2023/24, we began to monitor performance looking at increased trading, learners, enquiries, location of learners, young person participation etc. Despite efforts to deliver a more cost-effective service, due to increased delivery costs, reduced spending income from people attending courses, a more competitive funding environment and contractual restrictions on current staff.

As part of the Towns Fund agreements WCT has targets to move from approx. 240 learners per year from the construction skills activity to over 1000 learners per year. The capital project of Building Block 2 also comes with the challenge of not having supporting revenue funds, doubling the £135k pa deliver costs of this project to £270k pa. In Q3, having looked at all the options, a proposal was put to forward to WCT and WCC subcommittees to sub-Lease building block to a local specialist skills and training provider GLP. This partnership offered WCT reduced risk contractually, financially and in relation to H&S.

BUSINESS DEVELOPMENT

Against the backdrop of an ongoing volatile economy, WCT has stayed very steady finishing the year with a surplus of £104,728, which contributes to the build-up of a 4-month running cost reserve.

This year WCT have continued to come out of longer-term energy contracts which has seen this expenditure on energy go from £42,000 pa in 2022/23 to £108,000 pa in 2023/24.

The hubs have moved to a new structure of management moving from 6 hub managers to 2 managers overseeing 3 hubs each. The team have focused this year on updating contractual agreements with clients, updating T&Cs, reviewing discounts and more effectively managing internal bookings. This along with additional online promotion and tidying of the hubs has seen the highest recorded level of room hire income on record. From external bookings this is a 4% increase on the pre covid record. Including internal bookings this was a 41% increase.

We have been supported by 24 different grants or contracts this year ranging from £264,000 pa for our Public Health Contract for Joy to £5,000 for our #iwill grant from WCF that supports our Horizon Boys young Leaders activity. Overall, we budgeted for £624,625 of new income from Grants and Contracts and exceeded this target by over £250,000, and an increase overall of grant income of 29% from the previous year to £1.2m.

There have been ongoing challenges with recruitment, which has been felt across all sectors. WCT has continuously worked on how it advertises its roles, both in the language and format of the adverts, but also the forums we promote on and the budget we invest in this. We have used local agents Headturner Search for the recruitment of Senior Leadership Team roles.

There has been a high volume of work this year in supporting the management and HR of the organisation. We have delivered a series of internal training to support managers and have utilised our employer insurance DAS for regular advice and guidance. John Goodwin have undertaken valuations to make sure we are adhering to our obligations relating to the rental of property and market rates and have taken on the services of HCR solicitors to support with activity relating to underleases, superior leases and new business models for managing the high volume of small projects we deliver here at the WCT.

Minimum Wage saw a further 10.9% increase in April 2023, which as a flat organisation (in relation to pay discrepancy between highest and lowest), has significant knock on effects. In April 2023 WCT implemented the minimum wage increase + a 5% pay increase to the rest of the staff at a cost of £51,000 pa. It was announced that in April 2024 the minimum wage would increase by a further 10% to £11.44. We have been working this year to align ourselves with the National Joint Committees (NJC) pay scales to move us away from a market-based rating of pay grades. We have adopted the NJC pay scales to be fairer and objective. This will take place over the next 2 financial years to manage this alongside the minimum wage increase. The cost of this alongside minimum wage is an additional £41,528 pa.

NB: National Joint Council is a body that develops frameworks for pay and conditions for local authorities and is made up of 70 individuals, 12 representing the employers, 58 representing trade unions. They negotiate annually pay scales in consideration of job roles related to social care environments.

In total we raised £14,000 in financial business donations, and £5,600 through donations from local Cllrs.

We have refreshed the WCT Brand bringing all logos into a similar format and updating the logos in our Dawn and Joy projects. The profile of WCT continues to increase online with increased visibility across all accounts.

Facebook continues to be WCT's main platform for engaging with the local community, communicating the work of the Trust and opportunities to get involved with a 3.8% increase reach from our main page, but we have also utilised Instagram and LinkedIn to promote our work with Instagram seeing a 138% increase in reach. Over the year we saw our audience for Facebook increase by 417 and Insta by 152. A new WCT website was launched in Oct 2023.

**Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024**

Collaborations and Partnerships

WCT has developed relationships with a range of new partners this year. WCT could not have delivered and achieved what we have without working collaboratively and innovatively with our colleagues and partners across the County and beyond:

Abbey Medical Practice	Action for Children	Active Herefordshire & Worcestershire
Age UK Hereford and Worcestershire	Beryl Bikes	Birmingham Repertory Theatre
Bloom Housing	Brethertons Solicitors	Bromsgrove and Redditch Network (BARN)
Bromsgrove District Housing Trust (BDHT)	Cadent Gas	CAFCASS
Catch	Caring for Communities and People	Children First Early Help Family Support, Malvern
Citizen Housing	Citizens Advice Bureau	City and County Community Builders
Community Councils for Voluntary Services (CVS)	Community Police	Corbett Medical Practice
Covercroft NHS	Cranham School	Cranstoun
Crimestoppers	Crown House Family Assessment Unit, Malvern	DARO, West Mercia Police
Department of Work and Pensions (DWP)	DWP Disability Services	Children First Early Help Family Support
Evesham Unitarian Church	Families First	Family Front Door
Family Support Worker WCF	Freedom Leisure	GCF
Getsafe team	Glaisyers Solicitors	Primary Care Network
HCR Law	Health & Justice Partnership	Health visitor
Healthwatch NHS	Healthy Minds	Hey Girls
Herefordshire & Worcestershire Recovery College	HMP Eastwood Park Prison	Housing Caseworker Citizens Advice
Housing Solutions	Housing support Officer Worcester City Council	Heart of Worcestershire College
IFCA	Job Centre Plus	Kempsey Primary School (Headmistress)
The King's School, Worcester	Parkinson Wright	Ludvic Studios
F8 Worcester	Malvern Cube	Malvern District Housing
Malvern Hills District Business and Community dept.	Bright Kids Nursery, Evesham	Worcester Municipal Charities
Men's Sheds	Mental Health Services secondary NHS care (inc Crisis & HTT Teams)	Moving Forward CVS - Droitwich
National Trust Croome	NHS Health visitor	No Interest Loan Scheme
Oasis Community Hub, Warndon	Onside Advocacy	Out2gether
Parkinson Wright solicitors	PCN	Perrywood Primary School
Pershore Town Council	Pershore Wellbeing Hub	Platform Housing
PLUS	West Mercia Police	Protecting Vulnerable People Team (PVP)
Perdiswell Young People's Leisure Club	Rooftops Housing	WM police
Recovery United Network (RUN)	South Worcestershire Children First	The Rotary Club of Worcester
Safer Neighbourhood Teams	SEETEC	Westlands Primary School
Severn Arts	Simply Limitless	Seven Angels Housing
St Johns House Medical Surgery	St Josephs Primary School	Social Worker Crown House Family Assessment Unit Malvern
St peters parish council	St Richards Hospice	St Martin's Gate Surgery, Worcs
		Starting Well Partnership South Worcestershire

**Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024**

Tackling Loneliness Partnership WCC	The Arts Society Malvern Hills (TASMH)	The Foundary
Three Counties Hoistic Services	Vale of Evesham School	Vale Primary Care Network
Vesta Tilley	Wallace House, Evesham	Worcestershire County Council Safe-guarding & CARM Services
Westlands First School	West Mercia Police3	Whatley Recordon Solicitors, Malvern
Wick Care Farm	WIPUK (Women in Prison UK)	WM DARO
WM police	WM police PVP team (protecting vulnerable people)	WM Women's Aid IDVA
WMP	WMRSASC	WMWA
WMWA Children & YP courses co-ordinator	WMWA Independent Domestic Violence Advisor	Women's Aid Yung persons DA prevention officer
Worcester Cathedral	Worcester Children First	Worcester City Council
Worcester City Council - Detached Youth Team	Worcester Environmental Group (WEG)	Worcester Foodbank
Worcester Housing	Worcester Mums Network	Worcestershire Adult Social Care
Worcestershire Children First	Worcestershire County council	Worcestershire County Council Suicide Prevention steering group
Worcestershire County Council - Tackling Loneliness Steering Group	Worcs Children First	Worcs Primary Care MH team
Word Press CIC	Wychavon Housing	YMCA
Young Persons Pathway Worker	Young Solutions	

Our Funders and Supporters:

WCT would like to share our deepest thanks to all our supporters over the past 12 months. This year we have developed new relationships with new funders and our local business community has been extremely generous in their support and donations. Thank you to the following:

- Aldi Winter Fund
- Black Pear Joggers - Snack and Chat
- Cadent Gas - Debt & Welfare support
- CAF Bank
- Co-op – ongoing support and donations of food
- Department of Work & Pensions
- Eveson- Snack and Chat
- Holy Trinity and St Matthews Church- Ronkswood Hub
- Lasletts Charities - Youth clubs
- Les Filles Sauvage savage choir
- Monocle Consulting- Locker for learners
- National Lottery Community Fund - Community Connectors & JOY & Wellbeing Fund
- Neighbourhood Kitchens
- Nunnery Wood Pre-school -Ronkswood Hub
- Ombersley Dramatic Society-JOY
- Onside Ltd – Delivery of the PLUS project
- Onside- marathon funds
- Platform housing group
- Skipton Building Society -Business Development
- St Peters Parish Council - Social @ 60 group
- Sutton Croft - Holiday Activity & Food programme
- West Mercia Police & Crime Commissioner - DAWN
- West Mercia Women's Aid Federation-DAWN
- Weston Garfield - DAWN
- Worcester City Council - Management Grant
- Worcester City Council - Councillors funding
- Worcester City Parish Relief In Need
- Worcester Community Foundation DAWN
- Worcester Municipals Charity - Consolidated funding for Youth and Play support
- Worcestershire County Council - DAWN/ Positive Activities
- Young Solutions- Youthscape

Financial review

The main contributor to unrestricted funds this year has been a contribution of grants and lettings income. Lettings income has increased by £20,783 to £271,082.

General unrestricted reserves had a surplus of £109,558. We have focused on steadily increasing the income generated from room hire, with the aim of generating 100% of the costs incurred from the management of the buildings by 2027/28. This was a total of £271,082 2023/24, against the pre covid peak of £261,209 in 2019/20.

Restricted funds remain at a similar level to last year with a small deficit of £4,830.

Whilst the level of unrestricted reserves has increased, the charity is developing its projects in line with demand. Salary costs are seeing a significant rise, and this has increased the calculation of monthly running costs. Ongoing quarterly meetings monitor scenarios and reassess spending and forecasts.

Investment policy and objectives

In September 2023, WCT developed an investment policy. Part of our reserves has been designated as long-term reserves, while the rest is kept as short-term reserves to handle unexpected cash flow needs.

The long-term reserves are invested with the goal of growing in line with inflation. The short-term reserves are invested to ensure their value remains stable.

Our aim is to achieve the best financial returns within acceptable risk levels. For long-term reserves, we focus on generating returns to support WCT's long-term activities. For short-term reserves, our goal is to maintain their capital value with minimal risk, ensuring quick access if unexpected cash flow needs arise

Reserves policy

Worcester Community Trust (WCT) needs short-term reserves to handle funding or cash flow setbacks. It also requires long-term reserves to mitigate risks from external factors and to manage advance commitments to expenses before securing all necessary funding.

Reserves are essential to ensure WCT can meet its obligations if the expected funding falls short. Additionally, reserves might be needed to fulfil financial obligations, such as paying staff and creditors, if the company were to dissolve.

Worcester Community Trust 2023-2024 accounts show reserves at the end of March 2024 of £650,457 (excluding fixed assets). This equates to just under 4 months running costs plus redundancies, which is just below our reserves target of £550,000 running costs and £161,542 redundancy and notice

The calculation of the required level of reserves is an integral part of WCT's planning, budget and forecast cycle. The Finance Sub-Committee consider and recommend the level of reserves both short and long term, to the full Board of Trustees for approval based upon the following criteria as recommended by the Charities Commission SORP (Statement of Recommend Practice):

- Risk assessment: against each category of income and expenditure
- Future activity level: likely requirements on reserves
- Organisational commitments
- Current reserves level

In 2023/24 we invested in more business development to support the increasing number of funded projects we are delivering, and some investment has been made within our community buildings. We expect the reserves requirement during the financial year 2024/25 to increase as our commitments develop for some of our longer-term projects.

Going Concern

At the date of approving these financial statements the Trustee's believe the charity to be a going concern and management accounts are being prepared on a quarterly basis to monitor the charities reserves position to ensure this is appropriate.

Fund-raising standards information

The charity does not undertake any significant public fundraising activities however our trustees and management have been made aware of the relevant regulations and code of funding raising practice and we are registered with the fundraising regulator.

Trustees' responsibilities

The trustees, who are also directors of the charity for the purposes of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors, on12.11.24..... and signed on the board's behalf by:



Bridget Brickley Chair of Trustees

Opinion

We have audited the financial statements of Worcester Community Trust (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including significant accounting policies. 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 charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; 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 at the end of the Trustees Report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

There is an inherent risk that our audit will not detect all irregularities, including those resulting in material misstatement in the financial statements or non-compliance with regulation. This risk is greater in respect of fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Together with our detailed transaction testing, we assessed the risk of material misstatement as a result of fraud by making direct enquiries with management. We did not identify any significant fraud risk factors.

The trust has continued to expand its funding streams so have many smaller grant funds, this increases the risk of expenditure allocation which requires a high degree of estimation and uncertainty. We also test to ensure that expenditure is undertaken in line with the trust's charitable objectives and aims.

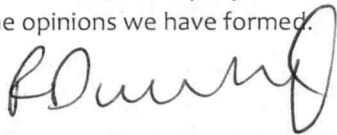
Management override is also a key consideration, and all manual journal entries are reviewed thoroughly to ensure these are reasonable and accurate.

**Worcester Community Trust
Independent Auditor's Report
Year Ended 31 March 2024**

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



RD Accounting Limited (Statutory Auditor)
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Date:

15/11/2024.


Worcester Community Trust
Statement of Financial Activities (Including Income & Expenditure Account)
Year Ended 31 March 2024

		Unrestricted funds	Restricted funds	2024 Total	2023 Total
	Note	£	£	£	£
Income and endowments from:					
Donations and legacies	3	23,850	3,092	26,942	38,665
Charitable activities	4	84,673	1,290,037	1,374,710	1,137,542
Bank interest received		5,967	-	5,967	1,830
Other trading activities	5	313,958	19,899	333,857	347,059
Total		428,448	1,313,028	1,741,476	1,525,096
Expenditure on:					
Charitable activities	6	(352,541)	(1,284,207)	(1,636,748)	(1,555,734)
Net income / (expenditure)		75,907	28,821	104,728	(30,638)
Transfers between funds	19	33,651	(33,651)	-	-
Net movement in funds	16	109,558	(4,830)	104,728	(30,638)
Reconciliation of funds:					
Total funds brought forward	16	547,709	181,225	728,934	759,572
Total funds carried forward	16	657,267	176,395	833,662	728,934

Worcester Community Trust
Balance Sheet
Year Ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed assets					
Tangible assets	11	6,810	-	6,810	7,020
Current assets					
Debtors	12	41,203	92,652	133,855	119,390
Cash at bank and in hand		682,018	193,938	875,956	801,120
		723,221	286,590	1,009,811	920,510
Creditors: amounts falling due within one year	13	(72,764)	(110,195)	(182,959)	(198,596)
Net current assets / (liabilities)		650,457	176,395	826,852	721,914
Total assets less current liabilities		657,267	176,395	833,662	728,934
Net assets / (liabilities)		657,267	176,395	833,662	728,934
Charity Funds					
Restricted funds	16			176,395	181,225
Unrestricted funds	16			657,267	547,709
Total charity funds	16			833,662	728,934

The financial statements were approved by the Board of Trustees on 12-11-24 and were signed on its behalf by:



Bridget Bickley – Trustee



Daniel Spears - Trustee

Worcester Community Trust
 Cash Flow Statement
 Year Ended 31 March 2024

	2024 £	2023 £
Cash flow from operating activities		
Cash generated from operations	77,676	108,247
Net cash flow from operating activities	<u>77,676</u>	<u>108,247</u>
 Cash flow from investing activities		
Payments to acquire intangible fixed assets	(2,840)	(9,360)
	<u>(2,840)</u>	<u>(9,360)</u>
 Net increase in cash and cash equivalents	74,836	98,887
 Cash and cash equivalents at the start of the reporting period	801,120	702,233
 Cash and cash equivalents at the end of the reporting period	<u>875,956</u>	<u>801,120</u>

Reconciliation of net income/(Expenditure) to net cash flow from operating activities:-

	2024 £	2023 £
Net income/(Expenditure) for the reporting period (as per the statement of financial activities)	104,728	(30,638)
Adjustments for:		
Depreciation charges	3,050	2,340
(Increase) / decrease in debtors	(14,465)	36,720
Increase / (decrease) in creditors	(15,637)	99,825
Increase / (decrease) in provisions	-	-
 Net cash provided by (and used in) from operating activities	<u>77,676</u>	<u>108,247</u>

1 COMPANY INFORMATION

The charity is a company limited by guarantee. The members of the company are the Trustees named in the Report of the Trustees. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

2 ACCOUNTING POLICIES

BASIS OF PREPARATION

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOME RECOGNITION

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

Income received in respect of renting the charities facilities is recognised as income once the event has taken place. Grants are recognised when entitlement, certainty and measurement conditions have been met.

Donations are included as and when received.

EXPENDITURE RECOGNITION

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

SUPPORT COSTS ALLOCATION

Most expenditure is allocated directly to the fund to which it relates. General overheads are recharged to funds via a management fee which is determined by the trustees, dependent on the project.

TAX

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended. Assets with a value of less than £1,000 are not capitalised.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures and fittings	25% on cost
-----------------------	-------------

DEBTORS RECEIVABLE AND CREDITORS PAYABLE WITHIN ONE YEAR

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure. The charity does not hold any complex financial instruments.

CASH & INVESTMENTS

Any cash held in bank accounts that is accessible within one month is not considered to be an investment and is therefore recognized as cash on the balance sheet.

LEASES

Rentals payable and receivable under operating leases are charged to the Sofa on a straight-line basis over the period of the lease.

EMPLOYEE BENEFITS

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

DONATED GOODS, FACILITIES OR SERVICES

Donated professional services and donated facilities are recognized as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognized and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognized on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognized in expenditure in the period of receipt.

The trustees consider that the rental market value of the community centers and other properties provided to the charity at a peppercorn rent cannot be measured accurately due to their unique purpose and locations. There are therefore no donated facilities transactions recognized in respect of these facilities. Please see the trustees report for further details.

FUNDS

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising 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.

GOING CONCERN

Please refer to the going concern note in the report of trustees on page 5.

3 INCOME FROM DONATIONS AND LEGACIES

	2024 £	2023 £
General donations	4,867	14,326
Councillor Donations	5,535	-
Just Giving - Various	1,589	2,397
Worcestershire Ambassadors	-	-
Co-Operative - COOP Share	3,533	1,176
ALDI - Winter Fund	1,000	-
CAF Donation	1,000	-
Monocle Consulting	500	-
Black Pear Joggers Donation (Snack & Chat)	942	-
Laslett's (Hinton) Charity	-	4,500
Platform Housing	5,612	4,832
Worcester Music Festival	-	2,200
Simon Azzopardi - Fairshare	-	1,700
Holy Trinity and St Matthews Church	580	1,250
Arnold Clarke	-	1,000
St Mark in Cherry Orchard Church	-	1,000
Tolladine Mission	1,785	4,284
	<hr/> 26,942 <hr/>	<hr/> 38,665 <hr/>

4 INCOME FROM CHARITABLE ACTIVITIES

Charitable activities income is wholly made up of grants and service contracts, broken down as follows: -

	2024 £	2023 £
Active Herefordshire & Worcestershire	-	7,500
Big Lottery - Awards for all After school clubs	-	10,000
Big Lottery - Community Connectors	121,289	126,524
Big Lottery - Job Coaching	3,057	144,668
Big Lottery - Well-Being Club	97,777	-
Big Lottery - The Community Organisations Cost of Living Fund	75,000	-
Big Lottery - JOY	-	14,187
CADENT - Centres For Warmth Project	105,071	29,097
Garfield Weston - DAWN Funding	20,000	-
Community Housing Group - Community Renewal	-	56,550
County Councillors funding - Coffee & cake for Bedwardine Ward	-	5,500
Laslett's (Hinton) Charity	5,457	760
Onside Ltd - PLUS Loneliness Project	24,559	28,280
Platform Housing Group	500	1,150
Sutton Croft Ltd - Youth & Play	15,972	45,727
The Eveson Trust - Snack & Chat Salaries	20,000	-
The Henry Smith Charity - Holiday grant	-	1,420
The Worcester Consolidated Municipal Charity	42,121	15,007
West Mercia Police & Crime Commissioner - DAWN	45,522	43,772
West Mercia Womens Aid Federation - DAWN	58,612	36,581
Western Power distribution - Holiday Hunger Fund	-	2,500
WIPUK (Women in Prison UK) - JOY	-	3,000
Worcester City Council - Vaccine volunteer	-	250
Worcester City Council - ABCD Funding	60,468	53,852
Worcester City Council - Building Block Salary funding	-	10,000
Worcester City Council - Community Fridge	-	2,574
Worcester City Council - Crisis Pot	-	4,894
Worcester City Council - IWILL	-	5,000
Worcester City Council - Management Grant	84,080	79,180
Worcester City Council - Youth Consultation	-	2,000
Worcester City Council - Towns Fund	50,000	50,000
Worcester City Council - Other small grants	2,560	-
Worcester City Council - Severn Arts funding	5,000	-
Worcester City/County Council - DAWN	153,528	162,915
Worcester Councillor's Grants / Funding	-	12,084
Worcester City Council - Hopmarket Grant Aid	7,000	-
Worcester County Council - Youth/Positive activities	84,721	97,936
Worcestershire Community Foundation - DAWN	6,000	-
Worcestershire County Council - Youth Voice Focus Groups	-	2,000
Worcestershire County Council - JOY	264,667	66,167
Worcestershire County Council - Small Measures	-	5,000
Young Enterprise - Youth Worker	-	1,000
Young Solutions - Youthscape	21,749	10,466
	1,374,710	1,137,542

5 INCOME FROM OTHER TRADING ACTIVITIES

	2024 £	2023 £
Room Hire	271,082	250,299
Subscriptions and Activities	62,775	96,760
	<u>333,857</u>	<u>347,059</u>

6 EXPENDITURE

All expenditure is undertaken for charitable purposes and is summarised as follows:

	2024 £	2023 £
Premises costs	173,277	113,600
Staff costs (including training / consultants)	1,206,070	1,127,596
Direct costs of activities	148,624	202,375
Professional fees	13,103	12,795
Depreciation	3,050	2,340
Fees, Licences & Insurance	45,642	35,928
IT, Telephone & Office costs	46,984	61,100
	<u>1,636,748</u>	<u>1,555,734</u>

Expenditure allocated by fund is shown in note 16.

7 NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging:

	2024 £	2023 £
Depreciation – owned assets	<u>3,050</u>	<u>2,340</u>

8 AUDITOR'S REMUNERATION

Fees payable to the charity's auditor for the audit of the charity's annual accounts is £5,040 (2023: £4,500) and preparation of management accounts, payroll and general support/meetings of £8,063 (2023 - £7,648).

9 TRUSTEES REMUNERATION AND BENEFITS

The trustees neither received nor waived any remuneration or other benefits during the year ending 31 March 2024 (2023: £Nil)

TRUSTEES EXPENSES

There were no trustees' expenses paid for the year ending 31 March 2024 (2023: £Nil)

10 STAFF COSTS

The average monthly number of employees throughout the year was 76 (2023: 69).
 The average full-time equivalent throughout the year was estimated to be 36 (2023: 37)

The total staff costs and employee benefits were as follows:

	2024 £	2023 £
Wages and salaries	1,048,245	1,006,745
Employer National Insurance	74,365	74,735
Employer Pension costs	18,245	17,357
	<u>1,140,856</u>	<u>1,098,837</u>

The above pension costs represent the total employer contributions into defined contribution schemes for the year.

Total remuneration paid to key management personnel during the year was £169,1888 (2023: £141,994). This excludes employers pension contributions. Employers pension contributions paid to key management personnel during the year was £4,239 (2023: £2,914)

No employees received total employee benefits of more than £60,000.

11 TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2023	142,475
Additions	2,840
Disposals	-
At 31 March 2024	<u>145,315</u>
DEPRECIATION	
At 1 April 2023	135,455
Charge for the year	3,050
Eliminated on disposals	-
At 31 March 2024	<u>138,505</u>
NET BOOK VALUE	
At 31 March 2024	<u>6,810</u>
At 31 March 2023	<u>7,020</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

12 DEBTORS

	2024 £	2023 £
Trade Debtors	126,654	112,570
Prepayments and accrued income	7,201	1,820
Other tax and social security	-	5,000
	<u>133,855</u>	<u>119,390</u>

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	26,498	18,770
Other tax and social security	21,496	-
Deferred income	103,923	160,071
Accrued expenses	31,042	19,755
	<u>182,959</u>	<u>198,596</u>

14 DEFERRED INCOME

	2024 £	2023 £
Brought forward	160,071	36,359
Received during the year	294,502	364,848
Amounts released to income	(350,650)	(241,136)
Carried forward	<u>103,923</u>	<u>160,071</u>

Incoming resources are deferred in accordance with section 5.24 of the Statement of Recommended Practice (FRS102) whereby income is subject to performance-related condition.

The above relates to Cadent (£82,245), Big Lottery Community Connectors (£8,833) and PLUS Loneliness (£2,357) restricted funds, Lottery Well-Being Club (£8,888) and Room Hire (£1,600) unrestricted funds.

15 LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024 £	2023 £
Not later than one year	-	-
Later than one and not later than five years	-	-
	<u>-</u>	<u>-</u>

The Trust leases the following properties in order to carry out its purposes:

- The Tolladine Community Centre
- The Horizon Community Centre
- The Wardon Community Centre
- The KVG Community Centre
- The Ronkswood Community Centre
- The Green Centre
- Dines Green Youth and Community Café (DG Den)

The Trust currently rents these properties for £1 per annum. The 2023/24 annual budgeted service charge payable is £24,000 per annum across all centres.

Each lease commenced on 1 October 2010, apart from DG Den which commenced in 2015, all for a term of 30 years.

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

16 MOVEMENT IN FUNDS

	Balance at 1 April 2023	Income	Expenditure	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Unrestricted	547,709	428,448	(352,541)	33,651	657,267
	547,709	428,448	(352,541)	33,651	657,267

Restricted Funds

	Balance at 1 April 2023	Income	Expenditure	Transfers	Balance at 31 March 2024
	£	£	£	£	£
DAWN	18,732	265,671	(258,241)	(10,072)	16,090
ABCD Fund	-	60,582	(74,832)	27,412	13,162
After School Clubs	407	34	(568)	127	-
Bedwardine and Battenhall Coffee Mornings	4,310	-	-	(4,310)	-
CADENT	29,027	105,805	(88,518)	(15,826)	30,488
Community Connectors	9,090	122,509	(121,151)	(10,247)	201
Community Renewal Fund	33,190	-	(33,190)	-	-
Digital Skills Tutor WCC	-	-	(162)	-	(162)
Garfield Weston (DAWN)	-	20,000	(20,000)	-	-
Holiday Hunger (Western Power Distribution)	807	-	(192)	(615)	-
IWILL	3,750	-	(3,750)	-	-
Job Coach	-	3,057	(288)	(2,769)	-
JOY (formerly ASHA)	36,339	265,441	(243,885)	(7,650)	50,245
The National Lottery Community Fund	-	75,000	(75,000)	-	-
Loneliness Project	-	24,559	(25,528)	969	-
Positive Activities	27,412	90,477	(126,644)	35,198	26,443
Severn Arts	-	5,000	(3,589)	-	1,411
Small Measures	4,250	-	(2,674)	(1,576)	-
Snack and Chat Salaries	-	43,439	(33,668)	1,732	11,503
Towns Fund	-	50,000	(37,417)	(12,583)	-
Way Outreach work	-	-	-	-	-
Well-Being Club - Big Lottery	-	97,777	(70,763)	-	27,014
Youth and Play	3,444	61,929	(58,131)	(7,242)	-
Youthscape	10,467	21,748	(6,016)	(26,199)	-
	181,225	1,313,028	(1,284,207)	(33,651)	176,395
TOTAL FUNDS	728,934	1,741,476	(1,636,748)	-	833,662

16 MOVEMENT IN FUNDS - continued

Unrestricted funds – comparative

	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Unrestricted	458,168	528,706	(504,095)	64,930	547,709
	458,168	528,706	(504,095)	64,930	547,709

Restricted funds – comparative

	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
DAWN	85,937	246,433	(313,638)	-	18,732
Community Connectors	30,480	129,930	(143,570)	(7,750)	9,090
Youth and Play (formerly Playscheme)	48,985	69,289	(73,661)	(41,169)	3,444
JOY (formerly ASHA)	44,470	87,692	(93,202)	(2,621)	36,339
Job Coach	-	142,830	(146,038)	3,208	-
After School Clubs	2,108	15,545	(17,246)	-	407
Snack and Chat Salaries	4,063	10,306	(20,620)	6,251	-
Way Outreach work	6,330	-	(6,330)	-	-
My Home Helper	1,000	-	-	(1,000)	-
Sports Partnership Grant	185	-	(185)	-	-
Loneliness Project	25,025	28,571	(56,191)	2,595	-
Homework Club Horizon	1,353	-	(1,353)	-	-
Community Renewal Fund	49,468	56,550	(63,468)	(9,360)	33,190
Living Room project	2,000	-	-	(2,000)	-
Bedwardine and Battenhall Coffee Mornings	-	4,500	(190)	-	4,310
Holiday Hunger (Western Power Distribution)	-	3,100	(2,293)	-	807
Positive Activities	-	97,936	(70,524)	-	27,412
Youthscape	-	10,467	-	-	10,467
CADENT	-	29,097	(70)	-	29,027
Crisis Fund	-	4,894	(4,894)	-	-
Small Measures	-	4,250	-	-	4,250
IWILL	-	5,000	(1,250)	-	3,750
Towns Fund	-	50,000	(36,916)	(13,084)	-
	301,404	996,390	(1,051,639)	(64,930)	181,225
TOTAL FUNDS	759,572	1,525,096	(1,555,734)	-	728,934

17 FUND DESCRIPTIONS

DAWN (Domestic Abuse Working Network)

The DAWN project supports women who have experienced or are experiencing domestic abuse in the community. It provides individual support to enable and empower people to make informed decisions to effect their own changes. This year DAWN was funded by the Hopmarket Charity and the Police and Crime Commissioner.

COMMUNITY CONNECTORS

A large-scale project connecting people who are socially isolated, have low level mental health problems or long-term health conditions, to professional services and to each other. Help, support and training is provided in the community to make positive lifestyle changes to improve physical and mental health and wellbeing. This project is funded by Big Lottery, Reaching Communities, from November 2017.

YOUTH AND PLAY (PLAYSCHEMES)

Funding provided to deliver holiday playschemes in our communities. Supported by Worcester Municipal Charities and the Bransford Trust along with other smaller grant funders in this year.

JOY (formerly ASHA)

Funded by the Big Lottery's Reaching Communities program to support vulnerable and disadvantaged women to gain the skills and confidence they need to move into volunteering and employment opportunities.

JOB COACH

Funding provided to employ a job coach under a national scheme called Building Better Opportunities. The scheme has a specific focus on those who are out of work, including those that may be claiming JSA, ESA, Universal Credit or Income Support.

AFTER SCHOOL CLUBS

The grants received from Worcester Municipal Charities and Laslets is to support Children's after school clubs across our centers.

LONELINESS PROJECT

This is the Reconnections project that has run through previous years. This was a pilot and has now been commissioned through Worcestershire County Council (Public Health) to support anyone aged over 18 years.

A pilot project funded through a social investment bond, led by Age UK Herefordshire and Worcestershire, and delivered by a partnership of local volunteers, including WCT leading in Worcester City. The service brings together people's skills and experience from within the community to provide mutual support for older, isolated individuals.

SNACK AND CHAT SALARIES

Separate fund created for payment of the Catering Manager salary, funded by Eveson.

WAY OUTREACH WORK

Funding following closure of WAY towards outreach work with Young people to reduce ASB and homelessness and improve mental wellbeing.

COMMUNITY RENEWAL FUND

locally based skills training for those furthest away from the labour market, by offering support groups and pathway training for those with barriers to education and employment

BEDWARDINE AND BATTENHALL COFFEE MORNINGS

To set up a coffee morning from a church hall to bring together residents and engage them with WCT services.

HOLIDAY HUNGER (WESTERN POWER DISTRIBUTION)

Support low income households access food through the holidays.

POSITIVE ACTIVITIES

Open Access youth delivery to the young people of Worcester across 6 hubs.

YOUTHSCAPE

Partnership application to increase the provision of support for young people through an offer of outreach, Targeted youth support, open access youth work across Worcestershire.

CADENT

1-1 and Group welfare and energy support to support residents through the cost of living crisis.

SMALL MEASURES

Supporting people to access small items to improve energy efficiency in homes or to help them keep warm through the winter.

IWILL

Increase social action in young people who access our youth provision.

TOWNS FUND

Revenue funding to support the delivery and outcomes of the strategic citywide capital programme to improve access to community skills and qualifications.

ABCD

Asset Based Community Development - community led, asset-based approach involving community builders developing the skills of local residents to utilise local resources ,skills and people to meet their needs

DIGITAL SKILLS TUTOR WCC

Supporting those in the community that are digitally excluded, sessions will support training in accessing online activities such as Drs , form filling ,DWP . Also includes awareness of online safety

GARFIELD WESTON

support towards our DAWN service; A confidential, non-judgmental service for individuals experiencing/have experienced domestic abuse.

SEVERN ARTS

Contribution towards Light Night Artists 'Shine a Light WCC'

WELL-BEING JOB CLUB – BIG LOTTERY

Reaching Community National Lottery Grant. Deliver individual support and weekly wellbeing job clubs to improve mental health and wellbeing and confidence to help residents closer to the job market.

THE NATIONAL LOTTERY COMMUNITY FUND – COMMUNITY ORGANISATIONS COST OF LIVING FUND

Support to tackle the impact of the cost of living -to cover the increase in staffing, insurance and utilities within the Trust

18 RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 March 2024, nor for the year ended 31 March 2023.

19 FUND TRANSFERS

The fund transfer undertaken for the year are explained as follows:

Fund	Transfer (£)	Explanation
DAWN	(10,072)	Transfers to split the different funding streams
ABCD Fund	27,412	To cover expenditure not covered in prior years
After School Clubs	127	To cover small, overspend
Bedwardine and Battenhall Coffee Mornings	(4,310)	To cover staff salaries supporting the coffee mornings
CADENT	(15,826)	Project Manager salary and Slow Cooker training courses
Community Connectors	(10,247)	To cover Project Manager salaries
Holiday Hunger (Western Power)	(615)	To clear small fund balance
Job Coach	(2,769)	To collate split funds for original project
JOY (formerly ASHA)	(7,650)	Contribution to Training and senior staff salary
Loneliness Project	969	To cover small, overspend
Positive Activities	35,198	Contribution from Youthscape and Youth & Play
Small Measures	(1,576)	To cover expenditure not covered in prior years
Snack and Chat Salaries	1,732	To cover small, overspend
Towns Fund	(12,583)	Contribution to senior staff salary
Youth and Play	(7,242)	Contribution to Positive activities for youth
Youthscape	(26,199)	Contribution to Positive activities for youth