

REGISTERED COMPANY NUMBER: 08105966 (England and Wales)
REGISTERED CHARITY NUMBER: 1148510



**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2015
for
Growing People**

George Hay Partnership LLP
Chartered Accountants
Unit 1B
Focus 4
Fourth Avenue
Letchworth
Hertfordshire
SG8 2TH

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for the Year Ended 31 March 2015

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**Chairman's Foreword
for the Year Ended 31 March 2015**

Growing People has experienced a year that has presented a whole host of new challenges and I am delighted with the way in which the charity has responded to the changing environment in which we are working. It can be very difficult to adapt to change, and this is even more so in an area dealing with Mental Health, where stability for our gardeners is of utmost importance.

The general background to the world we operate in is simple.

At some time in their lives 1 in 4 adults will experience Mental Health issues.

Funding for Mental Health and small charities is a never-ending fight to get the resources we require to deliver the service(s) our Gardeners require.

It's hard to imagine a decreased demand for our services. Increasing stress at all stages of life, from student exams and debts to job insecurity and worries about pension provision are coupled with isolation driven by the dominance of technology and the everyday images of the bloody conflicts occurring in our violent and vicious world. These and many other factors push people towards the frightening world of mental illness.

Our annual accounts show difficulties with fund raising. The transition from receiving a Hertfordshire County Council block grant to the introduction of Personal Budgets continues to have a negative impact on our cash flow. We have restructured our activities to contain our running costs and increased our fundraising through other methods to keep Growing People stable. This is not a short term one off solution, for us to raise funds consistently we have to continue to improve the performance and outcomes of our work. Funding will only follow where we can show that the work we carry out leads to measurable improvements for the Gardeners.

During the year, our founder, John Cliff, left us. John has poured his energy, vision and dedication into Growing People. It was John who saw the need to have Growing People structured as a Charity. He believed in the power of social and therapeutic horticulture and was committed to quality and advocated the use of fully qualified therapists. John left us with a solid foundation, which we are growing into a well resourced stable organisation to provide the best horticultural therapy in our locality.

I would like to touch on one or two areas we will be focusing on in the future. We have to continue to learn and improve and do so in all areas, improvement through consolidation, review and change do need to be constant. To this end we have commissioned a project to help our Therapists record and track the progress made by individual Gardeners. We need to show the goals we have set with our Gardeners and the route that our Therapists plot and execute to arrive at those goals, and to record the success we have in attaining the goals. We are indebted to Rachel Chilvers for undertaking this work. We are confident that when it is implemented it will be a fundamental tool for us to use in funding bids, as well as fulfilling the primary function of improving the therapy we provide to our Gardeners. We will recruit and appoint new Trustees to give added impetus and enthusiasm at board level.

Nothing would work without the excellent team of Therapists, so I am indebted to Ash, Caroline and Su for their work, which is frequently over and above the call of duty and to Alison who stepped up as CEO after resigning as a Trustee. Her work and knowledge are invaluable. Our volunteers, be it as "king of BBQs", helping with administration, woodwork, digging or supporting Therapists, to one and all, thank you very much. Without you we would struggle.

It is also true that we could not work without the help of the Letchworth Centre. Our thanks to Bobby Meldrum, Jacqui Derrick and their team for providing us with such a suitable and accessible setting to carry out our therapy.

Philip Harkness
Chairman

Growing People

Report of the Trustees for the Year Ended 31 March 2015

The trustees (who are also directors of the charitable company for the purposes of the Companies Act) present their annual report together with the audited financial statements of Growing People for the year ended 31 March 2015. The trustees confirm that the annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08105966 (England and Wales)

Registered Charity number
1148510

Registered office
The Rose Gardens
Cambridge Road
Hitchin
Hertfordshire
SG4 0JT

Trustees
A S M Shersby - resigned 1.10.14
M J Wells
P A Harkness
B Gartner

Chief Executive Officer
John Cliff (resigned 17.10.14)
Alison Shersby (from 03.11.14)

Company Secretary

Independent examiner
George Hay Partnership LLP
Chartered Accountants
Unit 1B
Focus 4
Fourth Avenue
Letchworth
Hertfordshire
SG6 2TU

Solicitors
Field Seymour Parkes
The Old Coroners Court
1 London Street
P O Box 174
Reading
RG1 4QW

Bankers
The Co-operative Bank plc

Report of the Trustees
for the Year Ended 31 March 2015

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Our legal structure, governance and administration details

Growing People is registered as a charity (number 1148510) with the Charity Commission for England and Wales. It is registered as a company limited by guarantee (number 8105966). The Board comprised three trustees who delegate the day-to-day running of the charity to the Chief Executive Officer. The Trustee Board met 12 times between 1 April 2014 and 31 March 2015 at which long-term strategy, current direction and finance were considered. There is an approved business plan and budget.

Risk management

The trustees are responsible for overseeing the charity's risk management activities. There is a risk management policy which covers corporate, operational and personal risk assessment procedures. Risks are reviewed and prioritised in terms of potential impact, likelihood of occurrence, and mitigations/ control measures identified. The process of reviewing risk is ongoing. It is recognised that any control system can only provide reasonable but not absolute assurance that major risks have been adequately managed. All risks are reviewed on a regular basis.

OBJECTIVES AND ACTIVITIES

Achieving our Mission and Aims

Background

*"Growing People provides me with a safe place, safe from myself. It's very special."
A Growing People Gardener*

Growing People was founded as a part time project at the Letchworth Centre for Healthy Living in October 2006 and registered as an independent charity in 2012.

We provide a range of social and therapeutic horticulture (STH) activities for people with mental health problems from our site at the Letchworth Centre for Healthy Living, at the Mental Health Unit at Lister Hospital, Stevenage and at The Stewarts dementia ward, Harpenden Memorial Hospital. Growing People uses gardening and associated activities to promote recovery and positive mental health, to reduce social isolation and to support individuals to become both socially and economically active.

Social and therapeutic horticulture is now increasingly recognised as a valid treatment for mental distress. Shown to lower stress and boost self esteem, it provides a source of meaning, purpose and hope. These factors, coupled with improved physical health and skill acquisition mean that horticultural therapy not only provides effective support to people seeking economic independence but also has a therapeutic impact on their health and wellbeing.

*"I know that I won't be judged here, people understand, no one will try to make me "cheer up", they accept me how I am. That's a huge relief."
A Growing People Gardener*

Growing People is open 52 weeks a year and we work outside whenever possible. It is sometimes when the weather is at its bleakest that our gardeners need us most, Christmas can be especially hard for people with mental health problems.

*"There's something special about all the seasons. On a clear winter day there's a clarity of light that we don't get any other time. In spring I look forward to the smell of the first lawns being cut and in the summer I stop to breathe after a shower, when the air is fresh and clean."
A Growing People Gardener*

Report of the Trustees
for the Year Ended 31 March 2015

Who we work with

Growing People works with people who have a wide range of mental health issues from the North Hertfordshire area. It is estimated that one in four people have some form of mental health problem, many suffer in silence or struggle to get the support they need. Many of Growing People's clients (we call them gardeners) have long term mental health problems, including depression, anxiety, post traumatic stress disorder, obsessive compulsive disorder, and schizophrenia. These issues may be coupled with other disabilities.

We work with our gardeners to establish what they want to achieve through their therapy at Growing People and then help them to achieve it. We run half-day sessions, each for up to seven gardeners, supported by a Horticultural Therapist and Volunteers.

"Sometimes I still feel suicidal and really down. I know now that these feelings will pass. Knowing that I will be coming to Growing People helps me get through the bad times between sessions."
A Growing People gardener

Our team

Growing People employs 3 part time horticultural therapists and an HCPC registered Occupational Therapist on a sessional basis. Our part time staff structure enables flexibility and the capacity to increase our number of clients. All three horticultural therapists are qualified at the highest level in this field, holding Professional Development Diploma in Social and Therapeutic Horticulture from Coventry University. We have a full time CEO with 30 years experience in fundraising and voluntary sector management.

The charity is supported by 25 volunteers who together have contributed over 3000 hours of time fulfilling a wide range of activities including support to gardeners, gardening activities, fundraising and governance. Our volunteers bring considerable skill and experience to our work which if costed at minimum wage, the time given would be worth over £20,000.

"After my accident and retirement I came to Growing People. I didn't want to come, it was hard to go somewhere new but I eventually learned that I could trust people here. I remember the first time one of the therapists pointed out that I was smiling; it was a big turning point. I tried hard to deny it and put on a grumpy face, but when I went home my wife was surprised and asked what had happened - she had noticed that I was smiling too."

A Growing People Gardener

Growing people in 2014-15
During the year we have:

- Delivered 350 on site horticultural therapy sessions, a total of 1050 hours.
- During this time we have helped 61 people on site
- We have delivered a further 140 sessions of therapy off-site at the Aston Mental Health Unit and the Stewarts.
- We have been assisted by 25 volunteers who have given over 3000 hours of time, worth over £20,000

Report of the Trustees
for the Year Ended 31 March 2015

Highlights of 2014-15

During the year we have delivered 5 general sessions a week, each catering for up to 7 gardeners. These provide the backbone for our work, an entry point for new gardeners and an on-going opportunity for gardeners to work on their own small plots or larger communal projects. During the year we have also run a number of specialist programmes and projects including:

Partnership working with Mental Health Unit, Aston Ward, Lister Hospital Stevenage

The change in routine, environment and support which patients leaving hospital experience can leave people feeling very isolated and vulnerable. Growing People has been working closely with the occupational therapy team at the Aston Ward to help to address this problem by providing support during this transition.

Growing People provides two social and therapeutic horticulture sessions to patients resident in a secure unit at the Aston Ward each week. Therapist, staff and patients have worked together to build a small garden with raised beds, a green house and an area for relaxation. The garden provides a green oasis and introduces patients to the work we do. Patients are encouraged to visit the Growing People site in Letchworth whilst still in the hospital, where appropriate, and to transfer to become Growing People Gardeners when they leave the ward.

"Having Growing People come to the mental health unit twice a week allows our service users the opportunity to think beyond their stay in hospital. People who have then gone on to attend the project at Letchworth after discharge have had something outside of mental health services, within their routine supporting them with their recovery".

Jude White

Lead OT, Acute & Rehab Services

Lister Mental Health Unit/Kingfisher Court

Growing Skills - Providing Services for Adults with Barriers to Employment

Since June 2013, Growing People has successfully delivered three rounds of "Growing Skills" programmes to support adults furthest from the work place due to mental health problems. Growing Skills has focused on helping gardeners to develop "soft skills" e.g. confidence building, regaining a workplace routine, team work, problem solving and health and safety.

During the year, we have run two Growing Skills sessions per week supporting up to 14 gardeners, funded by the European Social Fund and the Skills Council via TCHC and The Letchworth Heritage Foundation.

Gardeners have worked together on a number of projects which have included building a bug hotel, planning, planting and maintaining a rose garden and laying new paths. Where possible gardeners have had the opportunity to work with real customers and suppliers. The rose bed was developed with The Letchworth Centre for Healthy Living to add interest to the grounds as a wedding venue. Roses were donated by Harkness Roses who also provided training in rose care. The project gave individuals the experience of working as part of a team, negotiation and decision making. There was a noticeable increase in self-confidence and social skills as the project progressed and an overall improvement in self-esteem on completion, particularly when their work has been admired by strangers to the project.

Nineveh Herb Nursery

The Trustees of the Nineveh Charitable Trust kindly made an award of £23,700 to Growing People in April 2014 to set up and run a herb nursery for two years. This project has made excellent progress providing an opportunity for 11 gardeners to gain a deeper insight into both the scientific and commercial aspects of horticulture than is possible in our groups which are more therapeutically focused.

Supported by a horticultural therapist and volunteers, the gardeners are running a small social enterprise growing and selling culinary herbs to the general public. The team have chosen to specialise in herbs which are harder to find in the supermarket and garden centre. They have also worked to improve the sales area at Growing People which was in a poor state of repair.

"Being a part of the herb nursery team has given me the motivation to explore plant shows, places I would normally hate because my illness means I find travel and crowded places very difficult. Coming back with a new, unusual herb for the team keeps me going."

A Growing People Gardener

**Report of the Trustees
for the Year Ended 31 March 2015**

A key element of this project has been the purchase and installation of a poly tunnel. For the first time, this has given us a vital, sheltered space for our gardeners to work during bad weather, a vital step forward for the project. It also enables us to raise plants for sale during the winter months.

Dementia project

We have continued to provide weekly sessions for people with different stages of dementia and for carers. A therapist visits the Stewarts long stay ward at Harpenden Memorial Hospital. Patients resident in this facility are experiencing the later stages of dementia. They often have limited mobility and restricted access to the green environment. The horticultural therapy sessions evoke long term memories of time spent in the garden, with flowers and plants, textures and smells which are engaging and calming.

On site we deliver an innovative project for people with dementia together with their primary carer which provides a major benefit to both parties. Participants are generally at an earlier stage of dementia and sessions offer the opportunity for meaningful physical activity. Carers have commented that the joint sessions we offer often enable carer and "cared for" to revert to being "husband and wife" as they engage in a shared activity in a safe space. The impact of this not only lasts for the length of the session but, for some, also provides a common topic of discussion for the days between the sessions. This is incredibly powerful and important and may be the only time in the week that this happens. This in itself is a stress reliever and a reminder of times before the onset of the dementia.

Governance and Management

The change from block grant to smaller grant funded projects has had an impact on our administrative needs. During the year we have undertaken a review of our financial systems and implemented more streamlined coding systems to track accounts cost effectively.

Our Plans for the Future

Whilst funding for our Growing Skills project has now ended in 2015-16, we look forward to continuing our therapy programmes. Our work at the Lister Hospital will expand as we start to work with the new Adult Day Treatment Unit and we are set to get North Hertfordshire buzzing as our Bee Friendly plant project comes to its climax.

Whilst social and therapeutic horticulture continues to gain public recognition, it is imperative that we must also be able to demonstrate the impact that our work has on our gardeners' lives. Following analysis and review of our processes in 2014-15 we will be undertaking a major new project to quantify the benefits we deliver. This is a complex task, the outcomes from which will benefit funders in understanding the cost effectiveness of our work, therapists in learning what works best and gardeners in gaining best possible therapy.

Many of our gardeners have long-term mental health conditions; at Growing people we look to foster their abilities, aspirations and dreams and to support them to regain a meaningful life despite their condition. One of the challenges they face is to move beyond the safe and comfortable environment at Growing People and to engage in the wider community. We will, therefore, be seeking partners who can help our Gardeners to use their new found skills to extend their relationships.

Volunteers enable us to make Growing People's work possible. In 2015-16 we want to build on their contribution, offer more training and develop their role so that we can offer more therapy to more people.

Report of the Trustees
for the Year Ended 31 March 2015

Thanks

We offer sincere thanks to funders and partners for their generous contribution to make our work possible.

Nineveh Trust for funding our Herb Nursery project
Letchworth Heritage Foundation, TCHC, the European Social Fund and the Skills Agency for funding for the Growing to Skills programme.

Big Lottery Awards for All for funding Growing Well project

David Howard (UK) Ltd for funding for our Supported Volunteering programme.

Mrs T Bond for support for our general therapy programme.

The Garden Centre Group for their fundraising efforts via our "Father Christmas" partnership

Staff at Aston Ward and ADTU at Lister Hospital for supporting our STH partnership and at the Stewarts, Harpenden Memorial Hospital for their participation in the development of our dementia programme.

Staff teams from Tesco and GSK who have given time to help us maintain and develop the site as a friendly and safe environment for our Gardeners?

Growing Friends and St Christopher's School for their support.

We would also like to record our thanks to Roberta Meldrum, the staff and Trustees at The Letchworth Centre for Healthy Living for hosting Growing People, rent free, in the gardens of the centre and providing much support and encouragement.

TRUSTEES' RESPONSIBILITIES STATEMENT

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

Company and charity 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:

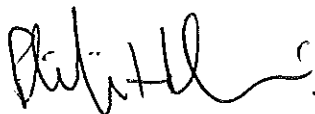
- a) select suitable accounting policies and then apply them consistently;
- b) observe the methods and principles in the Charities SORP;
- c) make judgement and estimates that are reasonable and prudent;
- d) prepare the financial statements on the going concern basis unless it is inappropriate to presume 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.

PROVISION OF INFORMATION TO AUDITOR

Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that: so far as that Trustee is aware, there is no relevant audit information of which the company's auditor is unaware, and that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

Approved by order of the board of trustees on 15th September 2015 and signed on its behalf by:



Philip Harkness

.....
Trustee

Independent Examiner's Report to the Trustees of Growing People

I report on the accounts for the year ended 31 March 2015 set out on pages ten to sixteen.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statements below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

George Hay Partnership LLP

George Hay Partnership LLP
Chartered Accountants
Unit 1B
Focus 4
Fourth Avenue
Letchworth
Hertfordshire
SG6 2TU

Date: 29/10/2015

**Statement of Financial Activities
for the Year Ended 31 March 2015**

	Unrestricted fund	Restricted funds	Total	2015 funds	Total	2014 funds
Notes	£	£		£		£
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2,282	15,600		17,882		4,101
Activities for generating funds	2 4,367	-		4,367		3,250
Investment income	3 45	57		102		325
Incoming resources from charitable activities						
Grants received for service delivery	21,256	43,474		64,730		55,484
Primary purpose trading	-	-		-		3,701
Personal Budget	<u>2,520</u>	<u>-</u>		<u>2,520</u>		<u>-</u>
Total incoming resources	30,470	59,131		89,601		66,861
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising trading: cost of goods sold and other costs	551	174		725		979
Charitable activities						
Primary purpose trading	1,313	629		1,942		183
Service delivery	7,977	58,814		66,791		90,023
Governance costs	3,985	88		4,073		1,296
Other resources expended	<u>423</u>	<u>-</u>		<u>423</u>		<u>108</u>
Total resources expended	14,249	59,705		73,954		92,589
NET INCOMING/(OUTGOING) RESOURCES	16,221	(574)		15,647		(25,728)
RECONCILIATION OF FUNDS						
Total funds brought forward	<u>5,529</u>	<u>45,640</u>		<u>51,169</u>		<u>76,897</u>
TOTAL FUNDS CARRIED FORWARD	<u>21,750</u>	<u>45,066</u>		<u>66,816</u>		<u>51,169</u>

Growing People

Balance Sheet
At 31 March 2015

	Notes	Unrestricted fund £	Restricted funds £	Total £	2015 funds £	Total £	2014 funds £
FIXED ASSETS							
Tangible assets	7	3,589	-	3,589			859
CURRENT ASSETS							
Stocks		500	-	500			500
Debtors	8	2,947	3,708	6,655			4,364
Cash at bank		<u>18,801</u>	<u>54,053</u>	<u>72,854</u>			<u>70,030</u>
		22,248	57,761	80,009			74,894
CREDITORS							
Amounts falling due within one year	9	(4,087)	(12,695)	(16,782)			(24,584)
NET CURRENT ASSETS							
		<u>18,161</u>	<u>45,066</u>	<u>63,227</u>			<u>50,310</u>
TOTAL ASSETS LESS CURRENT LIABILITIES							
		<u>21,750</u>	<u>45,066</u>	<u>66,816</u>			<u>51,169</u>
NET ASSETS							
		<u>21,750</u>	<u>45,066</u>	<u>66,816</u>			<u>51,169</u>
FUNDS							
Unrestricted funds	10			21,750			5,529
Restricted funds				<u>45,066</u>			<u>45,640</u>
TOTAL FUNDS							
				<u>66,816</u>			<u>51,169</u>

The notes form part of these financial statements

Balance Sheet - continued
At 31 March 2015

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2015.

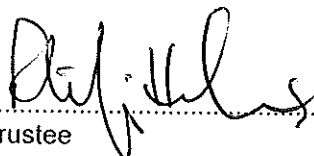
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2015 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on 15/9/15 and were signed on its behalf by:


Trustee

Notes to the Financial Statements
for the Year Ended 31 March 2015

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

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.

Tangible fixed assets

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

Plant and machinery etc - 10% on cost

Stocks

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

Taxation

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

Fund accounting

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

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

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

2. ACTIVITIES FOR GENERATING FUNDS

	2015	2014
	£	£
Fundraising events	<u>4,367</u>	<u>3,250</u>

3. INVESTMENT INCOME

	2015	2014
	£	£
Deposit account interest	<u>102</u>	<u>325</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2015

4. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2015	2014
	£	£
Auditors' remuneration	2,152	-
Depreciation - owned assets	<u>423</u>	<u>108</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2015 nor for the year ended 31 March 2014.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2015 nor for the year ended 31 March 2014.

6. STAFF COSTS

	2015	2014
	£	£
Wages and salaries	<u>61,747</u>	<u>81,169</u>

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

	2015	2014
Administration & Therapy	<u>4</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

7. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2014	1,075
Additions	<u>3,153</u>
At 31 March 2015	<u>4,228</u>
DEPRECIATION	
At 1 April 2014	216
Charge for year	<u>423</u>
At 31 March 2015	<u>639</u>
NET BOOK VALUE	
At 31 March 2015	<u>3,589</u>
At 31 March 2014	<u>859</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2015

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015	2014
	£	£
Other debtors	<u>6,655</u>	<u>4,364</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015	2014
	£	£
Bank loans and overdrafts	3,708	-
Trade creditors	4,087	5,494
Accruals and deferred income	<u>8,987</u>	<u>19,090</u>
	<u>16,782</u>	<u>24,584</u>

10. MOVEMENT IN FUNDS

	At 1.4.14	Net movement in funds	At 31.3.15
	£	£	£
Unrestricted funds			
General fund	5,529	16,221	21,750
Restricted funds			
HCC JCT Restricted Capital for Building	45,640	(1,329)	44,311
Growing Together (SEIF)	-	60	60
Growing Well	-	707	707
Locality Budget Projects	-	(12)	(12)
	<u>45,640</u>	<u>(574)</u>	<u>45,066</u>
TOTAL FUNDS	<u>51,169</u>	<u>15,647</u>	<u>66,816</u>

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2015**

10. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	30,470	(14,249)	16,221
Restricted funds			
HCC JCT Restricted Capital for Building	57	(1,386)	(1,329)
David Howard Volunteer Social & Therapeutic	4,500	(4,500)	-
Growing Together (SEIF)	2,451	(2,391)	60
General Trudie Bond	9,100	(9,100)	-
Volunteer Training (HTDC)	1,962	(1,962)	-
Herb Nursery (Nineveh Trust)	12,718	(12,718)	-
Bee Friendly	268	(268)	-
Growing Well	8,360	(7,653)	707
Growing Skills TCHC	10,856	(10,856)	-
Locality Budget Projects	427	(439)	(12)
Growing Skills (LHF)	7,500	(7,500)	-
Bluebell	932	(932)	-
	<u>59,131</u>	<u>(59,705)</u>	<u>(574)</u>
TOTAL FUNDS	<u>89,601</u>	<u>(73,954)</u>	<u>15,647</u>

Growing People

Detailed Statement of Financial Activities for the Year Ended 31 March 2015

	2015 £	2014 £
INCOMING RESOURCES		
Voluntary income		
Donations	17,882	4,101
Activities for generating funds		
Fundraising events	4,367	3,250
Investment income		
Deposit account interest	102	325
Incoming resources from charitable activities		
Grants	<u>67,250</u>	<u>59,185</u>
Total incoming resources	89,601	66,861
RESOURCES EXPENDED		
Fundraising trading: cost of goods sold and other costs		
Rent & transport	725	803
Bad debts	<u>-</u>	<u>176</u>
	725	979
Charitable activities		
Wages	61,747	81,169
Letchworth centre costs	-	3,146
Plant purchases	2,347	183
Telephone	517	199
Advertising & Marketing	259	1,600
Therapists fees & expenses	-	3,909
Computer Costs	276	-
Training	129	-
Refreshments	185	-
Direct Programme Costs	1,658	-
Social events	767	-
Tools	127	-
Repairs & Renewals	426	-
Room Hire	<u>295</u>	<u>-</u>
	68,733	90,206
Governance costs		
Accountancy	838	690
Governance costs	1,083	606
Auditors' remuneration	<u>2,152</u>	<u>-</u>
	4,073	1,296

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Growing People

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2015**

	2015 £	2014 £
Other resources expended		
Plant and machinery	<u>423</u>	<u>108</u>
Total resources expended	73,954	92,589
	<hr/>	<hr/>
Net income/(expenditure)	<u>15,647</u>	<u>(25,728)</u>

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