

# TCV Annual Report and Financial Statements 2021-2022



Connecting people and green spaces

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As this annual report and the accompanying financial statements confirm, TCV has come through Covid 19 in good shape.

All the changes we made to our governance review a few years ago are now in place and working well. In particular this last year we have restructured our work with community groups and I am delighted that Tony Burton CBE, a former trustee, is now chairing the group overseeing significant growth in this aspect of our work.

We have also emerged from the coronavirus pandemic with our operations back up and running, our staff back from furlough and with the addition of new projects to our portfolio.

Our finances are in a strong position, evidenced by our significant surplus in the year and the strength of our reserves. This places us in a good position to invest in our future and manage the inevitable risks that we face. In particular we are reviewing our staff pay and other reward policies so that we are better able to offer good career prospects as well as the opportunities to work on specific conservation and volunteering projects.

Operating in the third sector is an inevitably challenging prospect but as a green charity we are also in a strong position to address many of the issues we face, such as the climate and biodiversity emergencies, by offering our community groups and many others the chance to take practical steps to help solve these. We are well placed to take advantage of the new funding available to deal with these challenges.

We could not do this without the many partners who help and fund our work and I pay tribute to their continued commitment to TCV throughout the pandemic. I also need

to pay tribute to the commitment of our CEO and his senior leadership team to ensuring that TCV has come through the pandemic in such a resilient manner.

This will be my last Chair’s introduction to our annual reports as I shall be standing down at the end of my term later this year. I have much enjoyed being part of the stewardship of the charity but I could not have done the job without the support of my fellow trustees all of whom bring wide ranging skills and experience to our work as a Trustee Board.

In the course of the year two of our fellow trustees came to the end of their terms both of whom have made major contributions to our work. Richard Stiff brought long experience of local government including as a CEO of a Scottish local authority and brought that experience to all our deliberations, including as a member of our Governance and Remuneration Committee. Tony Burton brought his experience as a chartered planner and senior staff member of a green charity, CPRE, to bear on our work, including as a member of our Audit and Risk Committee. Long a champion of our community groups he has kindly taken on the role of chair of our Chestnut Fund committee that provides support for our community groups. Our thanks to both for their stewardship of TCV and to Tony for his continuing role.

I am also particularly grateful to three other trustees who will also be stepping down as their terms end. Simon Rennie has been my Deputy Chair throughout my term, offering me wise and timely advice, and he has also been unstinting in his additional role as chair of our Governance and Remuneration Committee. Julie Royce has completed nine years as a trustee and played a key role as a member of our Audit and Risk Committee. Our thanks and good wishes are also owed to John Mallalieu who not only chaired our former Employment and Training Services entity but as a highly experienced CEO (and also Chair) of charities and other not for

profit organisations has been a key source of advice to the Board and to me personally on a wide range of governance issues, not the least during our 2019 governance review of TCV. All three will leave with the gratitude of all in the Charity.

At the same time as preparing to say goodbye to some trustees we have also welcomed four new trustees. Emma Aspinall has brought significant experience in running social welfare organisations. Emily Evans brings us similar strength in running health and related bodies. These skills are critical to a charity relying on volunteering to help people build their health and their employability. Uilani Dines joins us with executive experience in green charity work and Katie Simmons in fundraising management with an overseas aid and development charity. Our new trustees were recruited against our need to have trustees with the expertise as well as commitment to deal with the rapidly changing world in which we now operate.

Finally and by no means least we were all saddened by the death of HRH Prince Philip, the Duke of Edinburgh. He was a champion of conservation and had been our Patron for many years. We greatly valued his interest in our work and the support he gave us. I was privileged to be a member of the congregation at the Memorial Service held in Westminster Abbey in April 2022 in his memory as one of the representatives of his many charities.

As I step aside, I shall continue to look on at what TCV is doing and will be confident that with a strong board of trustees and a strong leadership team it will continue its key work of bringing people and green spaces together.



**Prof Tony Crook**  
**CBE FAcSS FRTPi,**  
Chair Board of Trustees



Welcome to The Conservation Volunteers' annual report for 2021-22.

As we headed into the year, global society had made little progress in the race to tackle the climate and ecological emergency and the pandemic had exacerbated many pre-pandemic problems including poor mental health, social isolation and inequality.

Our strategy, ***For people and green spaces: a thriving network for everyone***, acknowledges the interrelated nature of these challenges and recognises that they should not be tackled in isolation. It explains how we respond to these challenges by delivering lasting outcomes – for environment, health & wellbeing, communities, and learning & skills – by connecting people and green spaces.

In the first year of our strategy, we connected 70,000 people with green spaces. As always, volunteers were at the heart of our work – with 93,000 volunteer workdays transforming 1,245 green spaces, 24% of which were in the most deprived 20% of neighbourhoods. And we made some great progress towards our strategic goals:

***Goal 1: We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces.***

We put new outputs place, captured new volunteering data, involved our volunteers in exploring the impact of their work, and added a dedicated impact page to our website.

***Goal 2: We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both.***

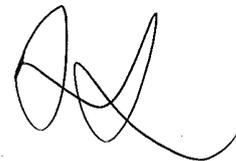
We grew our Community Network to more than 1,800 independent local community groups comprising

more than 36,000 volunteers. We understood more about the needs and achievements of the community groups we work with beyond just our Community Network.

***Goal 3: We will support more diverse audiences to connect with green spaces.***

We continued to contribute to the Diverse Sustainability Initiative and maintained our commitment up to ACEVO's Eight principles to address the diversity deficit in Charity leadership. We collected more data in relation to equality, diversity and inclusion (EDI) and included new EDI questions in our annual employee survey. We commissioned the Employers' Network for Equality & Inclusion, which produced a diagnostic report into improving EDI in TCV, and we began to put an EDI implementation plan in place.

None of this would have been possible without the continued support, dedication, expertise and enthusiasm of each and every volunteer, employee, partner, funder or donor. If, through reading this report, you are discovering The Conservation Volunteers for the first time, I hope it will inspire you to join us as one or more of the above.



**Darren York,** Chief Executive



## APRIL

### Wildskills

Our trainees kick-started their career developing journeys kindly supported by players of People's Postcode Lottery. TCV's WildSkills programme is a traineeship providing young people with barriers to employment with a real opportunity to develop rewarding and sustainable outdoor careers. All whilst making an impact for wildlife, climate and communities!

Trainees are immersed in environmental conservation sector roles, developing highly sought-after skills in three of TCV's main workstreams; practical conservation, community engagement and increasing biodiversity.



## JULY

### TCV Launches Strategy for 2021-25

Our ambitious strategy "For people and green spaces: a thriving network for everyone" reflects on how the climate and ecological emergency must inspire action at all levels of society. TCV will target its work to connect people and green spaces to provide multiple benefits and address many of the most pressing issues facing our society.

Still laser focussed on our four outcomes of **Communities, Health & Wellbeing, Learning & Skills**, and with **Environment** underpinning them all, the strategy set out ambitious pledges to:

- Work with volunteers and communities to grow our tree planting to **5 million trees**.
- Support a thriving UK-wide network of over **5,000 community organisations**.
- Become **more diverse, year on year**, increasingly reflecting the make-up of the communities we work in.



## MAY

### Urban Tree Festival

TCV joined this year's Urban Tree Festival, hosting a talk about how, along with our partners (NatWest and Coutts), we planted 32,000 trees to create Europe's largest 'mini urban' forest, utilising a pioneering method of tree planting.

The Miyawaki Method is regarded as one of the most effective tree planting methods for creating forest cover at speed, on land that has been used for other purposes, such as construction. It's designed to encourage tree growth that is up to 10 times faster, resulting in a plantation 30 times denser than usual.

Perfect for urban landscapes, parkland and with potential for brownfield sites. Good news for communities and local wildlife!

Since the talks, we have planted two 'Wee Forests' with funding from the Scottish Government's nature agency, NatureScot in Glasgow and Fife. And we continued to plant trees across the UK as part of NatWest's commitment with TCV to the NatWest Forest.

## AUGUST

### The Queen's Green Canopy

TCV became a delivery partner of The Queen's Green Canopy (QGC), a unique tree planting initiative which invites people from across the United Kingdom to "Plant a Tree for the Jubilee." With ambitions to plant over 1,200,000 new trees across the UK by the end of the planting season, we are supported by 3,500 community groups, through our flagship community free tree planting programme, I Dig Trees, with OVO Energy. Trees were and continue to be planted by our teams, volunteers and with partners NatWest, Coutts, National Grid, Willmot Dixon, Wates Group and through The ICAP Fruit Tree Initiative - From the Ground Up!



## JUNE

### Restoration for Hollybush Conservation Centre

Restoration works at Hollybush, a former rhubarb farm in Leeds, were completed with £248k of funding from The Veolia Environmental Trust, enhancing the site's facilities, accessibility and biodiversity.

A listed building, TCV Hollybush is now a popular community centre and nature garden in the heart of Leeds, managed for wildlife and boasting over 10,000 visitors and volunteers a year. People visit to experience and learn about nature, support their health and wellbeing, gain skills and help their community.

Despite Covid-19 restrictions, we made environmental and amenity improvements to the Hollybush site and building, notably involving 57 volunteers at a time of considerable isolation.



## SEPTEMBER

### A New Home in Northern Ireland

TCV announced a new partnership with National Museums NI, which sees its North Down operations and native tree nursery move to the grounds of the Ulster Folk Museum at Cultra.

With a shared vision for the environment, biodiversity and the need to proactively address the climate crisis, both organisations also place an emphasis on the benefits volunteering can have on community well-being as well as on the individual taking part. This partnership creates new ways for people to access the green spaces in the museum and to get involved in fun, hands-on activities while learning new skills.



## OCTOBER

### Ready. Steady. Grow

This was our seventh year of planting and distributing trees through our phenomenally successful I Dig Trees programme with OVO Energy.

Together we continue to smash our tree planting targets for climate, wildlife and communities!

We've now surpassed 2,000,000 trees with over 4,700 community groups and volunteers across the UK having benefitted. Trees planted through our programme absorb carbon dioxide, add to green space coverage that creates homes for nature, and help bring communities back together for community planting events after COVID-19 restrictions.



## NOVEMBER

### COP26: Taking Practical Action for Biodiversity and Climate

TCV exhibited our work in the COP26 Green Zone in Glasgow and also in the Google Arts and Culture virtual green zone, which was featured as the Google Doodle for one day during the event, demonstrating our work for the environment and communities to a wider audience across the UK.

This international event helped us to reach more people, connecting them to their green spaces and showing them they can have an impact on the ground to help tackle the climate and biodiversity emergencies.

COP26 volunteers also took practical action to improve local green spaces in a series of 'hands-on' conservation days run by TCV in Glasgow.



## DECEMBER

### Inspiring the Next Conservation Heroes...From the Ground Up!

ICAP Charity Day saw the interdealer broker globally raise and donate 100% of their revenues and commissions to Charity for one day, with the help of some famous faces along the way!

With the money raised, TCV launched The ICAP Fruit Tree Initiative - From the Ground Up! Engaging and educating school children in the natural outdoor classroom by planting and nurturing fruit trees.

Courtesy of ICAP, we offered 500 free fruit tree packs to primary schools - each pack of 4 fruit trees, is capable of creating a mini fruit orchard for the schools.



## JANUARY

### For Everything Living, We're There.

With the support of players of People's Postcode Lottery, we launched a video that represents everything we're about and our ambitious strategy pledges. Our 'We're there' campaign video aims to encourage support for our practical volunteering projects and encourage more volunteers to join in, feel good!

The video is driving website traffic and new subscribers, reaching new targeted audience members across the UK.

The video features a variety of volunteering tasks to showcase what a volunteer may expect, as well as reinforcing the importance and impact of green space volunteering.

## FEBRUARY

### Port Sunlight River Park

TCV became the new managing agent for Port Sunlight River Park, Merseyside. A former landfill, the 70-acre site was reclaimed and revitalised by landowners The Land Trust alongside Autism Together, under a succession of dedicated park rangers and volunteers.

We now take the reins and look forward to maintaining this much-loved green space and delivering a variety of conservation activities with local volunteers.

We will run one of our health-promoting Green Gyms as part of the Bridging the Covid Gap Together project, in partnership with One Wirral. Alongside two other local locations, this Green Gym will be for people with long-term health conditions and is funded through NHS Charities Together.



## MARCH

### National Grid - 26 years supporting TCV

National Grid is one of our longest-standing corporate partnerships and has, for many decades, helped TCV to connect people and green spaces to deliver lasting outcomes for both. Not only through their continued support of our Skelton Grange Environment Centre in Leeds, but this year National Grid also helped TCV to plant 22,500 trees and through the incredible generosity of their National Grid shareholders, TCV received a donation of £116,000 to help us continue connecting people and green spaces right across the UK.



# Who we are

We are The Conservation Volunteers. We connect people and green spaces to deliver lasting outcomes for both.

We do this by bringing people together to create, improve and care for green spaces: from local parks and community gardens to local nature reserves and Sites of Special Scientific Interest; from school grounds and hospital grounds to waterways, wetlands and woodlands. We connect people to the green spaces that form a vital part of any healthy, happy community.

Our team of dedicated, passionate staff and volunteers work with communities across England, Northern Ireland and Scotland and, through our Community Network, we support local community groups across the UK.

## OUR OUTCOMES AND HOW WE DELIVER THEM:



### Health & Wellbeing

People improve their physical and mental health and wellbeing by being outdoors, active and connected with others.



### Communities

Communities are stronger, working together to improve the places where people live and tackling the issues that matter to them.



### Learning & Skills

People improve their confidence, skills and prospects through learning inspired by the outdoors.



### Environment

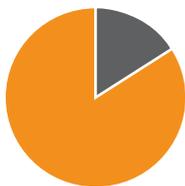
Green spaces are created, protected and improved, for nature and for people. **Our work with the environment underpins all our other outcomes.**

Over the following pages, you can read about examples of TCV's activities, each of which deliver one or more of the above outcomes.

# Our impact: 2021-22



## We represent diversity



19% of our registered volunteers have a disability

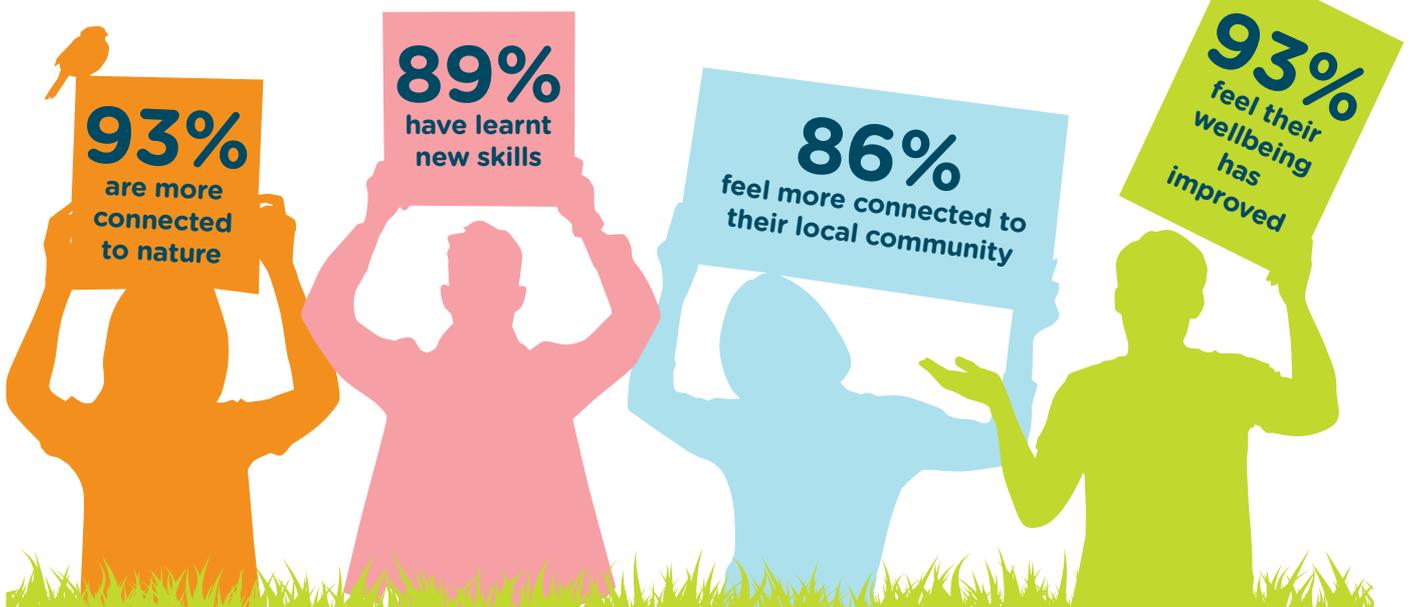


28% of registered volunteers are from ethnic minority backgrounds



24% of our registered volunteers are in the top 20% most deprived UK areas

## And of our volunteers...



**"You transform not only city environments, not only country environments, but you also transform people - the people who do it, and the people who benefit from it."**

Sir David Attenborough, TCV Vice President talking about TCV

## A Rewarding Year of Service

TCV has been working with Volunteering Matters and NCS to deliver nature-focused traineeships for the UK Year of Service programme. TCV believes in the potential of young people to play a significant role in the nation's recovery from the coronavirus pandemic.

The programme provides a development initiative to power-up the early careers of young talent, with 50% of roles reserved for those on Universal Credit. The programme has been equipping young people with the connections, experiences, tools and insight needed to succeed at work. It gives them the skills to transition beyond the placement and develop long-term careers in the environmental and voluntary sector.

Our 27 trainees are a diverse group of 18 to 24-year-olds, all previously unemployed or on low income, including LGBTQ+ and ethnic minority community members, with many having experienced physical



and mental health challenges. This diverse group has enabled a wider range of people to be involved in natural heritage, not only among themselves, but by engaging wider community groups in urban and rural settings. Players of the People's Postcode Lottery kindly supported the programme in Great Britain.

*"I have learnt and put into practice skills including writing risk*

*assessments, safeguarding, and leadership, while also improving my ability to manage my own time and create meaningful projects with various audiences and communities. I am confident these skills have enhanced my employability and I will continue to utilise them repeatedly throughout my career."* **TCV Year of Service Trainee**

## Clyde Climate Forest



Over the next decade, ten trees for every man, woman and child in Glasgow City Region will be planted as part of a new urban 'forest' to tackle climate change.

The aspiring planting pledge lies at the heart of the new Clyde Climate Forest, which is part of the Glasgow & Clyde Valley Green Network. With funding from Woodland Trust and Scottish Forestry, this ambitious

project will breathe new life across the eight local authorities in the region.

TCV is proud to be part of such a fantastic initiative and our role is huge for the project delivery. A new team of TCV staff will complete the initial tree planting and will engage communities and organisations across the city to identify sites and get involved in community tree planting.

Around 18 million trees will be planted over the next decade, increasing woodland cover in the region from 17% to 20%. The move is being viewed as an ideal opportunity for Glasgow City Region to demonstrate its commitment to reaching Net Zero after hosting the COP26 climate summit.

*"We have an opportunity to shine a spotlight on Glasgow City Region and showcase how we are planning to adapt to and mitigate climate change while allowing nature to thrive and grow ... New community woodlands, trees and forests will bring multiple benefits to our local communities as well as wildlife. The pandemic has brought into focus like never before, the value of local spaces as places to exercise, de-stress and engage with nature and this project can help to deliver the Green Recovery. The economic, ecological and social benefits will be extensive."* **Cllr Aitken, Chair of Glasgow City Region Cabinet and Leader of Glasgow City Council**



## Verging on something spectacular

The Hull Road Ward Wild Flowering Project, funded by City of York Council, sees TCV managing native wildflower areas within the road verges of the Hull Road Ward area of York, with an aim to increase biodiversity in the area for the benefit of wildlife and communities.

Prior to planting, these verges were monoculture amenity grassland, with relatively low benefit for local wildlife. The areas now include ten beds of wildflowers, covering over 700 square metres. The beds are now sown with a mix of over twenty varieties of British wildflower

species, and six varieties of native grasses, making a real difference for biodiversity levels in the area. City of York Council want to use this as a pilot project, with a view to rolling it out across other parts of the city.

The planting and careful management of the wildflower beds will have a beneficial effect for pollinating invertebrates (butterflies, moths, beetles, hoverflies and bees) and subsequently local bird populations in the area will benefit from a new food source. The wildflower verges will also become an asset for the local community

to connect with nature on their doorstep, by joining in with our practical volunteering opportunities or simply observing this charming spectacle of nature.

*“As a key part of the Ward committee’s aim to enhance green space in the area for wildlife, this Wild Flowering Project created a spectacular colourful display for people entering York during summer 2021 whilst also improving biodiversity and the environment.”*

**Cllr Pavlovic, Hull Road Ward Committee, City of York Council**

## Community funding for new tree nursery in Northern Ireland

For over 30 years our community tree nursery in Northern Ireland has been collecting native seeds to propagate and grow native Irish tree stock – to date we have grown over 1.5 million trees.

An incredible £23,600 was raised to facilitate the move of the tree nursery from the Clondeboye Estate to its new location in Cultra. We smashed our fundraising target thanks to the generosity of our supporters – individual donations had double the impact through the Big Give’s Green Match Fund.

The money raised will ensure the continuing success of this unique and very special conservation project, which will enable TCV to grow over 100,000 native Irish trees each year.

Ensuring a constant supply of home-grown native tree stock is a very

real conservation and biodiversity challenge, especially if we hope to mitigate against importing disease and pests. In the collection, propagation, growing and planting of native tree stock, the tree nursery team hope to engage and support volunteers, schools and ethnic minority groups.

*“I would like to thank each person who kindly donated money to our Tree Nursery appeal. We will engage new volunteers and collect even more seeds from native Northern Ireland trees. The volunteers you are now supporting will nurture, grow and ensure these trees are planted across Northern Ireland to benefit people and the environment.”*

**Debbie Adams, TCV Operations Director**



# Trustees' and Directors' report incorporating the Strategic Report

## OUR OBJECTIVES AND ACTIVITIES

The charity's objectives are:

- To conserve the environment for the benefit of the public including:
  - the conservation and maintenance of the character and amenity of rural, urban and inner-city areas
  - the maintenance and management of nature reserves and other sites of biological, scientific or environmental importance
- To educate the public in principles of conservation through volunteering and community support
- To advance the education of the public through the provision of training, in particular:
  - in practical conservation skills
  - basic skills
  - skills to improve employment prospects
- To develop the capacity and skills, primarily through volunteering opportunities, of the public at large and those who by reason of youth, age, infirmity or disability, poverty or economic and social circumstances, have need of such facilities with the object of improving their conditions of life.

Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

## OUR OUTCOMES AND HOW WE DELIVER THEM

### Environment

Green spaces are created, protected and improved, **for nature and for people**. Our work with the environment underpins all our other outcomes.

TCV delivers **hands on, practical action** – planting trees, increasing biodiversity and improving green spaces. TCV delivers nature-connections for **those who need it most**.

### Health & Wellbeing

People improve their physical and mental health and wellbeing by being **outdoors, active and connected with others**.

TCV delivers meaningful group-based physical activity reducing isolation and **improving health and wellbeing**.

### Communities

Communities are stronger, working together to **improve the places where people live** and tackle the issues that matter to them.

TCV delivers Community connections supporting and empowering communities to make change – creating community green spaces and networks that build a **sense of belonging**.

## Learning & Skills

People improve their **confidence, skills and prospects**, through learning inspired by the outdoors.

TCV delivers nature-based learning and skills providing experience, training and qualifications in green spaces for **people of all ages**.

Examples of activities delivered this year, which each contributed to one or more of these outcomes, can be found throughout the preceding pages of this document.

## FINANCIAL REVIEW

TCV reported net income before gains and revaluations of £467k for the year (2021: net expenditure of £338k), arising from a strong recovery by the charity from the pandemic with new funding secured, including pandemic related packages of support, and net growth in key activities.

Other contributing factors to net income for the year included the agreement of prudent expenditure budgets, which were set in early 2021, at a time of significant uncertainty and continuing coronavirus restrictions; and staff vacancies arising from the challenging recruitment marketplace, alleviated by the incredible effort of our employees to maintain and grow our activities.

The net income achieved in the year enabled the charity to maintain its free reserves at the upper end of the reserves policy range of c14 weeks of unrestricted expenditure, providing for investment from reserves in priority areas during 2022-23.

The Charity closed the year with reserves of £4,388k (2021: £3,720k), including unrestricted reserves of £2,489k (2021: £1,808k) including free reserves of £1,577k (2021: 1,145k) and capital reserves of £711k (2021: 663k).

### INCOME

	2022 £'000	2021 £'000	Change £'000
Charitable activities	8,868	6,272	2,596
Coronavirus Job Retention Fund	32	769	(737)
Other trading activities	131	108	23
Donations and legacies	290	146	144
Investments	-	49	(49)
Other	12	7	5
<b>Total income</b>	<b>9,333</b>	<b>7,351</b>	<b>1,982</b>

Income increased by £1,982k to £9,333k in the year as follows.

The majority of the increase in income in the year arose from the charity returning to full operational delivery after the easing of pandemic lockdown measures and the roll-out of the coronavirus vaccination programme.

Income budgets had been prudently set at the beginning of the year when the outcome of the pandemic remained uncertain, but performance was strong during the year including returning to complete work affected by the pandemic, securing new funding sources, growth in tree planting projects with volunteers, and delivery to several new traineeship programmes.

Residual claims were made to the Coronavirus Job Retention Scheme during the year, resulting in total claims of over £800k from the scheme which contributed significantly to the financial stability of TCV and retention of TCV employees during the pandemic.

The increase in income from other trading activities was driven by the recovery of costs for the relocation of teams from Sedum House, the Doncaster head office, and lease of this office space to a third party.

Overall donations and legacies income increased by £144k, driven predominantly by £116k raised from the generous support of National Grid shareholders through the National Grid Shareholder Surrender Scheme.

Only nominal investment income was secured from our cash at bank holdings in 2022. Most of the investment income received in 2021 in comparison arose from a final disbursement of £40k received from the liquidation of a subsidiary company.

The increase in other income arose from the resumption of income generation from our Hollybush Café which was closed during the pandemic.

## STATEMENT OF FINANCIAL ACTIVITIES

	2022 £'000	2021 £'000	Change £'000
Income	9,333	7,351	1,982
Expenditure:			
Charitable expenditure:			
Health, conservation and community	(7,402)	(6,197)	1,205
Training and employment	(84)	(101)	(17)
Support costs	(1,218)	(1,228)	(10)
Fundraising costs	(162)	(120)	42
Grants awarded	-	(43)	(43)
<b>Total expenditure</b>	<b>(8,866)</b>	<b>(7,689)</b>	<b>1,177</b>
Net unrestricted income	480	102	378
Net restricted expenditure	(13)	(440)	427
<b>Total net income/(expenditure)</b>	<b>467</b>	<b>(338)</b>	<b>805</b>
Gain on revaluation	201	-	201
<b>Net income/(expenditure)</b>	<b>668</b>	<b>(338)</b>	<b>1,006</b>

Expenditure increased by £1,177k to £8,866k in the year as follows.

The £1,135k net increase in charitable expenditure in the year arose predominantly from the return to our work of our internal teams and volunteers after the easing of pandemic restrictions as referenced above.

The challenging recruitment marketplace led to multiple campaigns being required to recruit to new and replacement roles which led to staff vacancies and cost savings as a result.

Fundraising costs increases in the year arose partly from investment in new publicity and fundraising collateral.

The Charity did not use any professional fundraisers or commercial participators, and did not adopt any voluntary regulatory fundraising schemes or standards during the year pending recruitment of fundraising and partnership resources.

TCV did not engage in any proactive individual fundraising during the year, and no complaints were received about TCV fundraising.

## BALANCE SHEET

	2021 £'000	2021 £'000
Tangible fixed assets	858	1,512
Investment property	850	-
<b>Total fixed assets</b>	<b>1,708</b>	<b>1,512</b>
Debtors	3,329	2,156
Cash and cash equivalents	1,500	1,875
Creditors	(2,051)	(1,624)
<b>Net current assets</b>	<b>2,778</b>	<b>2,407</b>
Provisions for liabilities	(98)	(199)
<b>Net assets</b>	<b>4,388</b>	<b>3,720</b>
<b>Funds and reserves</b>		
Restricted income funds	1,899	1,912
Unrestricted funds	2,288	1,808
Revaluation reserve	201	-
<b>Total funds</b>	<b>4,388</b>	<b>3,720</b>

The net asset value increased by £668k in the year (2021: £338k decrease) with net assets of £4,388k at 31 March 2022 (2021: £3,720k).

The freehold owned property Sedum House, Doncaster was revalued in the year in connection with the recognition of the property as an investment property, with the resultant gain on revaluation allocated to a revaluation reserve.

The Charity had a net cash outflow of £375k for the year (2021: £845k outflow)

## STRATEGIC REPORT AND PLANS FOR FUTURE PERIODS

### *For people and green spaces; a thriving network for everyone*

2021-22 was the first year of TCV's 2021-2025 strategy 'For people and green spaces: a thriving network for everyone,' responding to the challenging times in which we live, including the climate and ecological emergency, the national mental health crisis, and increasing social isolation and inequalities.

Our work is more relevant than ever in this context, and the strategy includes three overarching goals that will drive our decision making to 2025, each with a specific pledge to demonstrate the scale of our ambition and make a clear commitment for change by 2025:

1. We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces with a pledge to grow our tree planting to 5 million trees by 2025
2. We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both, with a pledge to support a thriving UK-wide network of over 5,000 community organisations
3. We will support more diverse audiences to connect with green spaces, with a pledge that by 2025 the work we do, and those we work with, will increasingly reflect the makeup of the communities we work in.

#### **Goal 1**

Goal 1 builds on the work already undertaken on understanding our charitable impact during our previous strategy. We are committed to using output and outcome data to help us improve what we do, and a summary of this data is included on page 7.

We now have key outputs framed and staff are capturing new volunteering data that will give us a better understanding of who we are working with and how often. During the year we also ran our first volunteer 'impact window', giving volunteers a chance to tell us about the outcomes of their work and helping us to better understand its impact. In addition, we have worked to better understand the demographics of our volunteers and engaged with staff to explore how to use digital solutions to gather this data while supporting those with barriers to digital engagement.

Our internal database now provides impact information at an individual project level and overall results are available internally through our intranet.

In 2021-22, we established a more regular pattern of impact reporting to senior leaders. We also provided impact updates to a range of employee teams to highlight the data we have and how it can be utilised locally.

Annual planning for impact has been undertaken with all Operations Leaders updating information on planned delivery against focal outcome areas.

Impact objectives have been included for all Operations team members annual performance and development reviews to further embed impact in our work.

In relation to our tree planting pledge, we planted 700k trees in 2021-22, with c2.2m trees planted by March 2022.

In 2022-23, we will:

- further embed the developments above, continue to improve impact reporting, and support managers and staff to input, understand and make better use of our impact data
- improve our understanding of volunteer demographics and outcomes by increasing engagement with volunteer feedback processes
- continue to provide opportunities for sharing learning and develop resources to support good practice
- improve our case studies of the groups and individuals we work with, supported by our marketing team through the production of high-quality impactful stories to share externally
- We expect to plant a further c1m trees by the end of 2022-23.

#### **Goal 2**

A key aspect of goal 2 is the development of greater detail over all the community groups we are working with across TCV, including members of the TCV Community Network. We have been making changes to our internal database to refine our systems for this data capture and analysis. We also introduced impact questions into the TCV Community Network annual survey to build a fuller picture of the difference our support is making to delivery of impact for people and green spaces.

During the year the TCV Community Network grew to 1,852 members by March 2022. Based on sampling, we estimate that this supports more than 37,040 volunteers.

One of our Assistant Operations Directors will lead this goal in 2022-23 providing increased strategic capacity.

In 2022-23, we will:

- grow the TCV Community Network membership to 2,000 groups, supporting an estimated 40,000 volunteers that connect people and green spaces
- increase the amount of online training opportunities we offer, in response to membership feedback
- promote our Chestnut Fund grants (for tools, equipment and insurance costs), and ensure that members are aware of our simplified application and decision-making processes
- continue to work with, and support, many more communities who are not formal members of the TCV Community Network, and enable staff to record and recognise more of the valuable support they are providing
- develop a better understanding of the diversity of groups we are supporting.

### Goal 3

Equality, diversity and inclusion (EDI) is a topic we have considered and explored in detail in 2021-22, linked to our goal 3.

We brought in the expertise of a specialist EDI consultancy during 2021 to carry out a detailed audit of our current EDI related practice. The main aim of the audit was to carry out a high-level review of the current position using their assessment and benchmarking tool as a framework to structure and inform the review – looking at TCV’s EDI in relation to Talent, Inclusion and Diversity. This was supported by a consultation phase with employees and volunteers to understand their lived experience with TCV and allow the consultants to make robust recommendations for change. TCV received the report in December 2021 and the recommendations are being taken forward by a sub-group of the Leadership Team.

Our Chief Executive continued to contribute to the Diverse Sustainability Initiative, which is a collaborative partnership of organisations that aims to transform diversity within the sustainability profession and wider environment sector.

During the year, TCV signed up to the Association of Chief Executives of Voluntary Organisation’s (ACEVO) Eight principles to address the diversity deficit in Charity leadership, a commitment from charity and civil society leaders who want to improve diversity and inclusion.

Success measures were also framed for Goal 3 during the year; to ensure we fully understand the diversity of our volunteers and staff, and we have plans in place that deliver year-on-year improvement in the diversity of our volunteers and workforce; to work with other partners that enable us to reach diverse audiences and to progress projects that address specific barriers and use the resultant learning to influence all our projects.

We also collected more data in relation to EDI through the inclusion of new EDI questions in our annual employee survey.

In 2022-23, we will:

- expand our EDI working group to include more employees from across TCV
- consider and prioritise the findings from the consultant report, and work with our employees to produce an EDI plan that will run, for the remainder of our organisational strategy, to March 2025, and commit resources to implementing it
- continuously evolve our approach to EDI across the charity
- offer a refreshed EDI learning experience to all employees and volunteer officers.

### Coronavirus

From April 2021, coronavirus restrictions were incrementally reduced across the UK as the vaccination programme was rolled out. The pace and nature of this reduction varied across the Nations in which TCV are directly engaged, England, Northern Ireland and Scotland.

The three key objectives set by trustees at the start of the pandemic were achieved by March 2022:

- to protect the safety of staff, volunteers and other stakeholders
- to ensure the survival of the charity
- to ensure that the charity emerges from the crisis in the best condition possible.

TCV’s work is largely conducted outdoors and most of our work re-commenced during 2021-22, underpinned by the TCV Covid-19 Secure Guidance which was updated for the various changes in pandemic guidance across England, Scotland and Northern Ireland during the year.

As the impact of the pandemic gradually declined, the Charity steadily increased its activities and by year end the Charity had seen a 27% growth in income from 2020-21 and a 7% growth in income from 2019-20 which was the most recent year largely unaffected by the pandemic.

## 2021-22 ACHIEVEMENTS

### People’s Postcode Lottery funding and outcomes

Funding for a fifth year from Postcode Green Trust thanks to the players of People’s Postcode Lottery, enabled TCV to make several strategic investments across four key work streams:

1. Inspire more people to make a difference
2. Secure more support for our work
3. Use our resources to deliver the greatest impact
4. Wild Skills Traineeships (extra award)

These investments enabled the continued growth in the TCV Community Network, and support to members, including the development of a deeper understanding of their needs and how to meet these through training, support and advice. Further investment was made with this funding in a review of the marketing team and in marketing collateral to promote our 2021-25 organisational strategy. A more campaign-focused approach led to TCV’s appearance on BBC Countryfile and in the Sunday Times, Telegraph, Third Sector Magazine and New Scientist. TCV’s social media presence was also enhanced on key platforms such as Twitter, LinkedIn and Facebook with a growth in followers across all platforms.

Funding enabled our work on EDI, including the audit of our EDI practice as referenced above.

The Charity celebrated the Charity’s work through funding of an online annual TCV Heroes Awards showing videos of each award winner, introduced by our Vice President Jonathon Porritt.

Funding was also invested in Business Development Managers to secure additional funding for TCV’s work, and in memberships of key organisations including NCVO, ACEVO, the Tree Council, ACOSVO and SCVO.

An extra award was made by Postcode Earth Trust for the year commencing June 2021 which enabled TCV to deliver benefits for people, our profile and the climate as follows:

*People:* we were able to enhance life chances for young people and increase confidence of, and engagement with, school children (96 children and young people benefitted in Leeds and Scotland). We provided employment experiences across England and Scotland (27 places). In addition, we developed 132 leaders and supervisors of practical green space volunteering, a significant benefit to the resilience of TCV.

*Our profile:* we started work towards inspiring more people to volunteer and donate, via the production of a multi-year digital and data strategy. We have also been able to increase awareness, through our branded clothing, refreshed website, blog and communications campaigns. We invested in the production of an in-depth income generation strategy to begin work to raise more funds and raised the salaries of our lowest paid employees with the intention of retaining and attracting talent to TCV.

*Climate:* Working with an external climate impact consultancy we completed a carbon audit during the year. During 2022-23, a plan for carbon emissions reduction will be developed, including the opportunity we have for carbon sequestration which is inherent in TCV's operational activities. This will also contribute to our charitable impact. Improved data capture will also be a focus during 2022-23 to improve our understanding of our carbon emissions as we progress towards net-zero carbon emissions. The carbon audit will also be revisited in future to understand TCV's carbon emissions for a year of full TCV activity post pandemic.

Postcode Green Trust has continued to provide a flexible approach to their partnership with TCV during the pandemic, and their support to TCV continues to be outstanding.

### **Other achievements**

The 2021-22 I Dig Trees programme, funded by OVO Energy, and delivered by TCV, allocated 600k trees to 1,271 local community groups for planting and subsequent maintenance. This was a significant increase in activity compared with the 2020-21 programme which allocated 370k trees to 706 local community groups.

2021-22 saw the successful launch of the NatWest Forest, with our partners at NatWest planting almost 70,000 trees across the UK.

Work was commenced in 2021-22 on a reward and recognition strategy setting out the guiding principles for all elements of reward in line with budget, our culture and broader organizational strategy and plans. Looking therefore beyond base pay alone, the strategy will consider the full range of elements across pay and allowances, benefits and pension and broader working arrangements, as well as potential means of recognising colleague achievements both in an ad hoc and potentially longer-term manner. This work is expected to be concluded in 2022-23 with input from a specialist reward and recognition consultancy.

In 2021-22, we took an agile approach to flexible working arrangements and began to consider what health & wellbeing policies and procedures might

be needed in the future, recognizing the toll that the pandemic has had on our employees. The views of TCV employees were sought on this through the annual employee survey and in 2022-23 we plan to provide all leaders with TCV-specific health & wellbeing training, delivered by a qualified Mental Health First Aider, to enable our teams to be fully supported in their mental health & wellbeing at work. We also plan to formalise and roll out appropriate policies and/or procedures related to health & wellbeing and flexible working in 2022-23.

An increase in more agile working, partly driven by the pandemic, and an opportunity to lease our freehold property in Mallard Way, Doncaster to a single leaseholder led to a decision to relocate all head office teams to serviced offices closer to the centre of Doncaster in July 2021.

The Charity developed an income generation strategy during 2021-22 with input from a specialist income generation consultancy. The strategy will be implemented from 2022-23, with continued input from this consultancy, and is expected to enable the growth of both unrestricted and restricted funds.

During 2021-22, the Charity evaluated the extent of its digital transformation, using NCVO's Digital Maturity Matrix, leading to the appointment of a specialist digital and data agency to further explore how digital and data technologies could be put to better use in support of our work to connect people and green spaces. In 2022-23 we will continue to work with this agency to develop a digital and data transformation strategy and progress key areas of focus that will support implementation of our organisational strategy.

By 2025, the end of our current organisational strategy, we intend to apply the principles of lean process improvement to all of our processes and systems to optimise the resources we invest in delivering our charitable activities and impact. In 2021-22, six of our colleagues achieved their Lean/Six Sigma yellow belts through active learning and in 2022-23 we will plan and implement lean process improvement to priority processes and systems.

At the end of 2021-22, the Charity appointed a Senior Programme and Project Manager, experienced in lean process improvement and project management best practice to support the efficient delivery of our strategy and lead the lean process improvement referenced above.

### **Going Concern**

TCV continues to maintain a broad pipeline of funding opportunities and strong partnerships with local and national organisations, which has provided financial resilience to the charity during the pandemic and is expected to do so into the future.

The trustees have reviewed forecasts to 31 March 2024 and based on those forecasts believe that the Charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous

forecasts and consideration of financing facilities available. Mitigating actions available in the event of adverse circumstances or financial performance have also been considered.

Based on the information currently available in respect of the future, the trustees consider that the charity has the plans and resources to manage its business risks successfully. The trustees have therefore prepared these financial statements on the going concern basis.

### **Principal risks and uncertainties**

The trustees have overall responsibility for ensuring that the Charity has appropriate systems of control for managing risk within the organisation.

TCV's risk management process is designed to ensure that appropriate steps are taken to identify and mitigate risk and to provide reasonable assurance against material misstatement or loss. TCV aims to identify the major risks to the organisation, ranking them based on both likelihood and impact. Major risks are considered when setting operational and strategic objectives and when approving significant grants and contracts.

The risk management process is managed throughout the business, with standards set and monitored by the Risk and Compliance Manager. The Leadership Team has risk as a standing agenda item and the Audit and Risk Committee (ARC) reviews the underlying management of risk within the organisation and the work of the Risk and Compliance Manager in monitoring performance and compliance. It then brings this to the attention of the Board on a quarterly basis. Risk management is embedded within the organisation to assess risk effectively and put appropriate controls and actions in place to mitigate risks to acceptable levels.

To avoid breaching the Board's risk appetite limits, strategic risks are given a quantified threshold and mitigating actions. Performance against these thresholds is monitored monthly by management. On an annual basis, the Audit and Risk Committee provides the Board of Trustees with a summary review of risk management issues for it to consider.

Strategic risk register oversight by the Board of Trustees during 2021-22 focused on the following additional risk areas, with matters arising reported by exception for each area of risk below:

#### **Financial risk: including achievement of our financial plan, and being a resilient organisation**

The 2021-22 strategic risk register tracked financial risk in relation to targets for income, net contribution to reserves and the cash position.

Core financial controls over forecast income were reviewed in detail during 2021-22 with active engagement of the Finance Team with operational budget holders to review income performance and forecast income with reference to income pipelines. Year to date income fell behind income budgets for the period to November 2021 as the charity gradually returned to work after the pandemic, with significant overperformance in income achieved at the end of the

financial year driven partly by seasonal factors such as tree planting and corporate employee action days.

Operational expenditure exceeded budget as the scale of activity exceeded budget for the year, although the level of contribution to essential support services from operational teams was maintained.

#### **Operations and people: be a great place to work**

The risk objective for operations and people in 2021-22 was to ensure that the charity was a great place to work, with people and volunteer measures used to track progress, including survey results, employee turnover and organisational competence.

Over an extended period, there have been indications that TCV pay has become uncompetitive in comparison with pay at equivalent organisations. During 2021-22, the reasons given by employees leaving the charity included the level of pay at TCV. Active engagement with employees has confirmed this situation and initial work has been carried out on a reward and recognition strategy to contribute to retention of employees as referenced on page 14. A review of succession planning was also in progress at the end of the year.

In common with employers in the third sector, and beyond, there were challenges experienced in recruitment of employees during the year, impacting on operational delivery by TCV and resulting in staff vacancy periods with associated budget underspends. New approaches to recruitment were explored with some success towards the end of the year.

TCV responded to indicators that employee wellbeing had reduced post pandemic including direct individual conversations, discussion at the Great Place to Work Group, provision of mental health first aid training to leaders, and promotion of our employee assistance programme. We also provided a Help at Hand service to our employees including access to video GP consultations for those employees who could not access their GP service due to the impact of the pandemic.

There were problems encountered with data from our e-learning provider in the year leading to difficulty in tracking the training activity carried out by employees on the training portal during the year. Work was carried out during 2021-22 to resolve these data problems alongside plans to transfer to an alternate e-learning provider in 2022-23.

Final registered volunteer numbers did not quite reach target for 2021-22 due to the residual effects of the pandemic and timeline towards TCV's return to full operational activities.

#### **Reputation risk: including health and safety, safeguarding, information security and volunteer experiences**

TCV continued to maintain an up to date TCV COVID-19 Secure Guidance during 2021-22 to ensure the safety, and health and wellbeing of our employees, volunteers and other stakeholders, in response to the changing landscape of guidance from the UK Government and the Devolved Administrations in Scotland and N. Ireland.

In the second half of 2021-22, in common with peer organisations, TCV experienced a small number of higher level incidents, over and above that experienced in previous years. Two incidents related to violence and aggression towards staff, to which there was a national response, including a meeting with senior operations leaders, provision of advice and guidance and a pilot project for the use of a lone worker tracker/emergency alert app. There was also an emerging trend of eye injuries for which a safety alert was sent out to all operational teams.

Our approach to preventing regulatory breaches remained important during the year with training, procedures and potential incidents relating to health & safety and safeguarding at the heart of this.

We continue to improve our approach to understand the experience of our volunteers in order to improve this over time, with new approaches taken to this as referenced earlier in this report. Part of the work of the specialist digital and data agency during 2021-22 included engagement with volunteers and led to an improvement in TCV's understanding of its volunteers, and their motivations in volunteering with TCV.

Safeguarding remained a key priority for the organisation and the Safeguarding Advisory Group continued to meet on a bi-monthly basis, with an increase from 4 to 6 safeguarding advisors across the operational teams during the year.

The safeguarding procedure and improvement plan were both reviewed in the year with changes made to both. Improvements were made to the controls over criminal record checks for staff and volunteers, and further work is planned on this into 2022-23.

Safeguarding training was provided both online and face to face during the year with a high level of compliance with training requirements maintained during the year. Rosslyn Stuart fulfilled the role of Trustee Safeguarding Lead during 2021-22 with Emma Aspinall assuming this role from 2022-23.

The Trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks appropriately, and that internal systems and procedures are developing in the light of new requirements and learning from the risk management process.

## POLICIES

### Investment policy

TCV has a high demand for working capital, which is brought about by the seasonal nature of our activities, the mix of restricted and unrestricted activities, the timing of income and expenditure matching, and the possibility of longer-term capital commitments.

Keeping funds accessible and liquid therefore remains a key aim of our investment policy when considering any deposits and investments together with the

management of risk in relation to the institutional investment of funds.

It is the policy of the Trustees to hold investments that:

- are low risk and secure
- are realisable in the short term
- aim to produce a total return as near to or in excess of predicted inflation, whilst protecting underlying capital
- are ethical in terms of our environmental and social values
- are AAA rated.

Lease of the freehold property at Mallard Way, Doncaster to a third party in the year led to an improved income and expenditure and working capital position of the charity. The lease also led to the re-classification of the asset as an investment property, which was adjusted to fair value at 31 March 2022 using the RICS Red Book Global Standards.

### Reserves policy

TCV's reserves policy is to hold between 7 and 14 weeks of unrestricted expenditure as available unrestricted reserves. The trustees consider this amount sufficient to allow the charity to continue its core activities during a period of unforeseen difficulties. This was equivalent to holding between £770k and £1,540k available reserves at 31 March 2022 (2021: between £609k and £1,218k).

Available unrestricted reserves are defined as total unrestricted funds less unrestricted fixed assets (which are not readily convertible to cash), and amounts designated for essential future spend. Unrestricted funds are expected to be broadly maintained over the coming year and the trustees believe there is no other future essential spend for which available reserves should be set aside.

At 31 March 2022 available unrestricted reserves were £1,577k (2021: £1,145k), marginally above the target range specified by our policy.

	<b>2022</b>	<b>2021</b>
	<b>£'000</b>	<b>£'000</b>
Total funds	4,388	3,720
Less restricted funds	(1,899)	(1,912)
Less revaluation reserve	(201)	-
<b>Unrestricted funds</b>	<b>2,288</b>	<b>1,808</b>
Less unrestricted fixed assets	(711)	(663)
<b>Available unrestricted reserves</b>	<b>1,577</b>	<b>1,145</b>
Budgeted weekly unrestricted expenditure 2022-23 / 2021-22*		
respectively	110	87
Minimum available reserves (7 weeks spend)	770	609
Maximum available reserves (14 weeks spend)	1,540	1,218

\* previously 2020-21 weekly unrestricted expenditure

The calculation of the required and anticipated level of available reserves is an integral part of TCV's financial planning and reporting cycle. The trustees review the reserves policy on an annual basis and receive reports on compliance throughout the year.

Setting of the available reserves target includes consideration of the financial resources required to implement our strategy, and of the principal financial, operational, people and reputational risks facing the charity, together with the seasonality of activities and diversity of funding inherent within our operating model.

### Restricted reserves

Restricted grants and donations received are separately recorded and monitored to ensure that they are used in accordance with restrictions imposed by the funder and that expenditure on projects does not exceed funding available.

### Consultation

The charity fully supports the concept of information sharing by appropriate two-way communication. This includes use of colleague and volunteer engagement surveys as part of a comprehensive communication strategy comprising multiple channels, including a regular email from the CEO and a communication forum, Great Place to Work, which meets regularly.

### Anti-bribery and corruption

The charity gives due care and consideration to the prevention of acts of bribery and corruption. It has set out and adopted a clear anti-bribery and corruption policy, appropriate to the size and nature of the charity, which provides clear guidance to staff, volunteers and associated stakeholders. We have an appropriate whistle blowing policy as part of our way of working.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Legal structure

The charity is a company limited by guarantee. The governing instrument of the charity is the Articles of Association, originally dated March 1970 and last amended July 2019. The Charity's investment powers are unrestricted except by general charity law. The Conservation Volunteers is a charity registered with the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

### Organisation structure

The trustees are responsible for the overall management of the charity and have delegated day-to-day running to the CEO, supported by the Leadership Team. The CEO and Leadership Team provide the trustees with quarterly reports on financial and operational performance, health and safety, people and business development activities.

### The Board of Trustees

Trustees serve for an initial three-year term, which may be renewed for a further three years. It may be renewed for up to an additional three years (i.e. up to nine years in total) if the trustees resolve that it is in the best interests of the charity.

Two trustees came to the end of their terms of office in December after a third term of office during which time the charity was fortunate to retain their knowledge,

skills and experience in leading the charity through the pandemic:

Anthony Burton

Richard Stiff

Inclusive Boards were appointed in the year to provide specialist expertise in increasing Board equality, diversity and inclusion. Four new female trustees were appointed to the Board further to this recruitment campaign towards the end of the year:

Emma Aspinall

Uilani Dines

Emily Evans

Katie Simmons

Four further trustees, including the Chair and Deputy Chair, are expected to come to the end of their terms of office during 2022-23, and recruitment is planned to appoint a new Chair and a further trustee in the Summer supported again by Inclusive Boards.

The Board of Trustees bring a wealth of experience and expertise from a wide range of sectors. Further details of the expertise brought by each Trustee are given on pages 20-21.

The Board governs the organisation through compliance with the Charity Commission for England and Wales' Governance Code, plus TCV's vision, aims and charitable objectives.

The Board held four formal meetings during the year, together with additional meetings as required to respond efficiently to the impact of coronavirus, and make other decisions as required by the Charity delegated authority policy.

All new trustees are required to undertake a programme of induction, which aims to give a wide understanding of TCV, the external environment in which the organisation works and the challenges it faces. Members of the Board of Trustees, who are also Directors of the Company and trustees of the charity (for statutory purposes), are listed on page 19 together with the President and Vice Presidents.

### Qualifying third party indemnity provisions

The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

### Audit and Risk Committee (ARC)

The ARC assists the Board in discharging its responsibilities by considering and reviewing matters relating to the control environment, external audit and risk management and making appropriate recommendations to the Board for action. The CEO, Finance Director and Risk and Compliance Manager are invited to attend each meeting, joined for specific agenda items by the Health and Safety Manager and Safeguarding and Volunteering Manager. The Committee maintains oversight of the resources required to fully measure and actively manage risk for the charity making use of internal resources and third-party expertise as required.

The Committee considers and reviews matters relating to the preparation of the Annual Report and Financial Statements including the audit process and presents

its findings to the Board, which formally approves the Annual Report and Financial Statements. In addition, it recommends to the Board measures to ensure that the key areas of risk are being identified by the Board and that appropriate management controls are in place and their effectiveness reviewed on a regular basis. The Committee reviews the performance of the charity's external auditors annually and reports all audit findings to the Board of Trustees.

During the year the Charity's previous external auditors, RSM Audit LLP, indicated that they would be unable to continue to audit the accounts of the Charity due to capacity constraints. Consequently, ARC conducted an audit tender process, initially involving five audit firms as a result of which it recommended to the Board of Trustees that MHA Macintyre Hudson LLP should be appointed as TCV's statutory auditors. They were duly appointed in March 2022 and have audited the Charity's accounts for the year ended 31 March 2022.

In addition to delivery of the core responsibilities above; the ARC recommended 5 policies to the Board for approval during the year; and reviewed quarterly legal and regulatory updates. ARC also carried out 5 deep dive reviews during the year.

The ARC carried out a self-assessment review of its performance during 2021-22, with an overall average score of 4.6 out of a possible 5.

#### **Governance and Remuneration Committee (GRC)**

GRC, at the request of the Board of Trustees, is required to identify and propose candidates for trusteeship; and to advise the Board concerning the charity's remuneration approach, remuneration of the Leadership Team, benchmarking against roles in comparable organisations, and major matters of governance.

The Committee also assesses the appropriateness of Trustees for re-appointment. The Committee has a mix of external members, who bring much value and expertise (e.g. on HR matters), and serving Trustees.

In addition to delivery to the core responsibilities above, the GRC; recommended 2 policies to the Board for approval during the year; followed up on the Board Effectiveness review carried out in 2020-21.

The GRC carried out a self-assessment review of its performance during 2020-21, with an overall average score of 4.4 out of a possible 5.

#### **TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS**

The trustees (who are also Directors of TCV for the purposes of company law) are responsible for preparing the Trustees' and Directors' report, including the strategic report, and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted

Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs and the incoming resources and application of resources, including the income and expenditure, of the charitable company for the 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
- 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 business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and enable it to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment (Scotland) Act 2005, and Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that:

- so far as each trustee is 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 as Trustees to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included in the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In approving the Report of the Trustees, the trustees are also approving the Strategic Report in their capacity as company directors.



**Anthony Crook**  
Chair of the Board of Trustees  
26 September 2022

# Trustees and advisors

## PRESIDENT

Sir Jonathon Porritt CBE

## VICE PRESIDENTS

Sir David Attenborough OM, CH, CVO, CBE, FRS

Dr William Bird MBE

## BOARD OF TRUSTEES

Professor Anthony Crook CBE  
(Chair of the Board of Trustees)

Emma Aspinall  
(appointed 25 January 2022)

Anthony Burton CBE  
(resigned 6 December 2021)

Uilani Dines  
(appointed 11 January 2022)

Emily Evans  
(appointed 11 January 2022)

John Mallalieu

Neal Ransome

Simon Rennie MBE

Julie Royce  
(resigned 25 June 2022)

Katie Simmons  
(appointed 11 January 2022)

Richard Stiff  
(resigned 6 December 2021)

Vanessa Quigg

Rosslyn Stuart

Andrew Walker KC

## GOVERNANCE AND REMUNERATION COMMITTEE

Simon Rennie MBE – Chair

David Coleman – Chair, Learning through Landscapes – *independent member of the committee*

Professor Anthony Crook CBE

Uilani Dines  
(appointed 21 March 2022)

Sue Hilder – Sustainable Transport & Access Manager, Loch Lomond & the Trossachs National Park – *independent member of the committee*

John Mallalieu

Katie Simmons  
(appointed 21 March 2022)

Richard Stiff  
(resigned 6 December 2021)

Andrew Walker KC

## AUDIT AND RISK COMMITTEE

Neal Ransome – Chair

Emma Aspinall  
(appointed 21 March 2022)

Anthony Burton  
(resigned 6 December 2022)

Emily Evans  
(appointed 21 March 2022)

Vanessa Quigg

Julie Royce  
(resigned 25 June 2022)

Rosslyn Stuart

Tilden Watson – Head of Education Market – Zurich UK – *independent member of the committee*

## CHIEF EXECUTIVE OFFICER

Darren York

## COMPANY SECRETARY

Justin Parfitt

## LEADERSHIP TEAM

Darren York – Chief Executive Officer

Debbie Adams – Operations Director – Scotland and Northern Ireland

Alan Marchant – Operations Director – England South  
(resigned 26 November 2021)

Fiona Richards – Operations Director – England North (to 26 November 2021), England (from 29 November 2021)

Douglas Palarm – Director of Partnerships and Fundraising

Justin Parfitt – Finance Director

Mark Slater – Head of IT

Anna Steed – Head of People Services (from 31 January 2022)

Mark Thompson – Interim Head of People Services (to 28 January 2022)

## PRINCIPAL BANKER

NatWest Plc

12 High Street, Doncaster, DN1 1ED

## STATUTORY AUDITOR

MHA Macintyre Hudson  
6th Floor, 2 London Wall Place,  
London, EC2Y 5AU

## COMPANY NUMBER

00976410

## CHARITY NUMBERS

261009 (England and Wales)  
SC039302 (Scotland)

## REGISTERED OFFICE

Sedum House, Mallard Way,  
Doncaster, DN4 8DB

# Our Trustees

## TONY CROOK, CBE

Tony Crook was Pro-Vice Chancellor of The University of Sheffield and is now Emeritus Professor of Town & Regional Planning. As well as chairing The Conservation Volunteers and the Construction Industry Council's Housing Panel; he is a lay Privy Council appointee to the Architects Registration Board, is a director of the Kensington & Chelsea TMO Residuary Board; and an Academy of Social Sciences council member.

Former roles include member of the board of the Royal Town Planning Institute (and former Chair of Education Committee); Deputy Chair of Orbit Housing and of the Construction Industry Council; Chair of Rotherham MBC governance review, Chair of Shelter Trustee Board and of Sheffield Homes Ltd; and member of the Coalfields Regeneration Trust, the Lloyds Banking Group Housing Commission and the Housing Commission for Northern England.

His research covers private rented housing and planning obligations. His latest book 'Planning Gain' (Wiley Blackwell) won the RTPI Research Excellence Award in 2016 and, jointly with Professor Christine Whitehead, he won the Sir Peter Hall award in 2020 for research on land value capture. In 2004 he was elected a Fellow of the Academy of Social Sciences and was appointed CBE in the 2014 New Year Honours for services to housing.

## EMMA ASPINALL

Emma is a registered Social Worker with Social Work England and has over 30 years' experience working in health and social care. Having started her career in the public sector, she has been working in Charity sector with Barnardo's and latterly Acorns for more than 20 years. Emma has been managing teams for over 25 years and has been an Executive Director since 2008.

Throughout Emma's career she has striven to ensure safe and quality services have been accessible for all those requiring care and support. Underpinning her work is the focus to develop partnerships and links across organisations ensuring supportive services are offered to children and young people and vulnerable adults.

## UILANI DINES

Lani Dines is a Fundraising Officer for the John Muir Trust, a UK conservation Charity. Lani brings experience in trust and grant fundraising, corporate partnerships and project management.

She has a BSc in Environmental Science from the University of Birmingham. She has worked in the environmental field for most of her career working at WWF, Vegware, IKEA and Forest of Hearts. She is an alumna of the Climate 2050 - Young Leadership Programme and is passionate about equality and diversity in the environmental sector.

Lani is inspired to work with TCV to broaden her knowledge and experience and is interested in how young people are engaging with environmental organisations. Lani is also the secretary trustee for a small environmental Charity- Forest of Hearts.

## EMILY EVANS

Emily has worked within third-sector healthcare for more than 15 years. At Nuffield Health she held various operational leadership roles including supporting teams through periods of significant organisational change. She also headed up the growth of their mental health services through acquisition and proposition development.

In her current role as Chief Commercial Officer for Mental Health Concern and Insight IAPT, Emily has been responsible for creating a new commercial function of marketing, business development and relationship management teams to deliver commercial sustainability and social return on investment.

Emily is passionate about the positive impact nature can have on wellbeing and was inspired to join TCV by the work it does to connect people to green spaces, creating healthy and happy communities.

## JOHN MALLALIEU

John is CEO of Leeds United Foundation, which aims to use the power of sport to educate, motivate, inspire and support people throughout the local Leeds community.

From a career in retail banking, John has held a range of senior leadership roles across Health and Social care delivery for public sector, private sector and third sector organisations. John is Deputy Chair of NHS Calderdale Clinical Commissioning Group and is also the Lay Chair of the Primary Medical Services Committee.

John additionally chaired the Department of Work & Pensions Mental Health & Work Group for the Welfare Minister and membership of the Psychological Wellbeing & Work Expert Advisory Group.

## VANESSA QUIGG

Vanessa has worked in digital and communications roles in publishing, the arts, and government, including positions at London's Southbank Centre and the Edinburgh Festival Fringe.

In her current role as Head of Social Content, Vanessa leads the Scottish Government's social media team. She specialises in digital content, advertising and web development. Having first volunteered for environmental causes as a teenager in Northern Ireland, Vanessa was inspired to work with TCV by its mission to connect communities across the UK with their physical environment for the improvement and wellbeing of both.

## NEAL RANSOME

Neal qualified as a chartered accountant and corporate financier with PwC and as a partner led their Pharmaceutical & Healthcare Corporate Finance business. He was also Chief Operating Officer of PwC's Advisory Services division, and a member of the firm's Corporate Sustainability Governance Board. He left PwC in 2013 and is now a non-executive chairman and director of three investment trusts focused on healthcare and early stage companies.

With a keen interest in environmental conservation, Neal is a former Trustee and Council Member of the RSPB. Neal has worked as a volunteer for the RSPB, the London Wildlife Trust and, more recently, TCV. He lives in London and is a fellow of the RSA.

## SIMON RENNIE, MBE

Simon was previously the Chief Executive of the Central Scotland Green Network Trust. He is the chair of RUTS, a training Charity working with young people in Central Scotland and is a Trustee of Citizens Advice Scotland. Simon, who started out as a forester, has worked in the Charity sector in Scotland for over 30 years with a focus on social inclusion and environmental justice.

## JULIE ROYCE

Julie has extensive management experience earned through her career working in the NHS since 1990 - latterly in her role as an associate director, supporting the implementation of NICE guidance for the National Institute for Health and Care Excellence (NICE) from 2005 until she retired in 2018. Prior to joining the NHS, Julie was an account director for a small marketing agency and previously worked for Unilever.

Julie first came into contact with TCV when joining a tree planting event to mark the success of the volunteering effort for the London 2012 Olympic Games where she had been a 'Games Maker'. Becoming a trustee with TCV in 2013, she has consistently supported good governance as a member of the Audit and Risk Committee. She continues to enthusiastically support conservation and volunteering and is an active volunteer in her local community.

## KATIE SIMMONS

Katie is an experienced senior leader in the Charity sector, currently Director of Fundraising Strategy at the British Red Cross where she is responsible for developing an ambitious transformation programme for fundraising and supporter engagement. In the past she has held senior fundraising roles at Diabetes UK and Great Ormond Street Hospital Charity and has worked in a range of other UK charities including NSPCC and Bliss. She is a member of the advisory panel for Missing People.

Her interest in conservation grew throughout the pandemic as she realised what a lifeline our green spaces are, and she sees the positive impact of volunteering every day in her current role.

## ROSSLYN STUART

Rossllyn is a Chartered Town Planner whose career in statutory planning and regeneration has spanned local government, NDPBs, charitable organisations, private consultancies and an award winning social enterprise. She has extensive experience of building effective and sustainable partnerships across professional, sectoral and operational boundaries.

Rossllyn has been an Academician of the Academy of Urbanism since 2011 and was Head of Profession and Director of Development and Professional Standards at the Royal Town Planning Institute.

She currently serves as Independent Chair of a consortium of environmental organisations, as a non-executive director and volunteers with various local organisations.

## ANDREW WALKER KC

Andrew is a practising barrister and arbitrator. He was appointed as Queen's (now King's) Counsel in 2011. He was an elected member of the Bar Council of England and Wales for many years, eventually serving as its Vice-Chair (2017) and Chair (2018), following several years as Chair of its Ethics Committee. His areas of legal expertise include property and company law, and he continues to advise and act for a very wide range of clients across the country.

In 2009, he was awarded the Bar Pro Bono Award for some of his free professional work with the homelessness charity, Shelter. He has been involved in the governance of a number of organisations, both charitable and non-charitable, and has a lifelong interest in conservation and the environment.

# Independent auditor's report to the Trustees of The Conservation Volunteers for the year ended 31 March 2022

## OPINION

We have audited the financial statements of The Conservation Volunteers (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 group's and parent charitable company's affairs as at 31 March 2022, 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 and the Charities Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 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 group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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

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

We have nothing to report in this regard.

## OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Trustees' report (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 8 the Trustees' report (incorporating the Directors' report) has been prepared in accordance with applicable legal requirements.

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a strategic report.

## RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement included in the Trustees' Annual 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 group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or the parent 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 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place;
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business, and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located 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 THIS REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Stuart McKay BSc FCA DChA (Senior Statutory Auditor)  
For and behalf of  
MHA MacIntyre Hudson  
Statutory Auditor  
London, United Kingdom

Date: 12 December 2022



# The Conservation Volunteers

## Statement of financial activity for the year ended 31 March 2022

(incorporating the income and expenditure account)

	Note	Unrestricted funds 2022 £'000	Restricted funds 2022 £'000	Total 2022 £'000	Total 2021 £'000
<b>Income from:</b>					
Donations and legacies	2	257	33	290	146
Charitable activities	3	4,428	4,440	8,868	6,272
Other trading activities	4	131	-	131	108
Coronavirus Job Retention Fund	3	32	-	32	769
Investments	5	-	-	-	49
Other		12	-	12	7
<b>Total income</b>		<b>4,860</b>	<b>4,473</b>	<b>9,333</b>	<b>7,351</b>
<b>Expenditure on:</b>					
Raising funds	6	(162)	-	(162)	(120)
Charitable activities	7	(4,783)	(3,921)	(8,704)	(7,569)
<b>Total expenditure</b>		<b>(4,945)</b>	<b>(3,921)</b>	<b>(8,866)</b>	<b>(7,689)</b>
<b>Net income/(expenditure) before movement in funds</b>		<b>(85)</b>	<b>552</b>	<b>467</b>	<b>(338)</b>
<b>Gain on revaluation</b>		<b>201</b>	<b>-</b>	<b>201</b>	<b>-</b>
<b>Transfers between funds</b>	25	<b>565</b>	<b>(565)</b>	<b>-</b>	<b>-</b>
<b>Net income/(expenditure) after movement in funds</b>		<b>681</b>	<b>(13)</b>	<b>668</b>	<b>(338)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		<b>1,808</b>	<b>1,912</b>	<b>3,720</b>	4,058
Total funds carried forward		<b>2,489</b>	<b>1,899</b>	<b>4,388</b>	3,720

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

All activities are classed as continuing operations.

The accounting policies and notes on pages 29-46 form part of these financial statements.

# The Conservation Volunteers

## Balance sheet as at 31 March 2022

	Note	2022 £'000	2021 £'000
<b>Fixed assets</b>			
Tangible fixed assets	11	858	1,512
Investment Property	12	850	-
		<b>1,708</b>	1,512
<b>Current assets:</b>			
Debtors	13	3,329	2,156
Cash at bank and in hand	19	1,500	1,875
		<b>4,829</b>	4,031
Creditors: amounts falling due within one year	14	(2,051)	(1,624)
<b>Net current assets</b>		<b>2,778</b>	2,407
<b>Total assets less current liabilities</b>		<b>4,486</b>	3,919
Provisions for liabilities	16	(98)	(199)
<b>Net assets</b>		<b>4,388</b>	3,720
<b>Funds and reserves:</b>			
Restricted income funds	25	1,899	1,912
Revaluation Reserve		201	-
Unrestricted funds		2,288	1,808
<b>Total funds</b>		<b>4,388</b>	3,720

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Board of Trustees on 26 September 2022.

The accounting policies and notes on pages 29-46 form part of these financial statements.



Anthony Crook  
Chair of the Board



Neal Ransome  
Director

Company number: 00976410

# The Conservation Volunteers

## Statement of cash flows for the year ended 31 March 2022

	Note	2022 £'000	2021 £'000
Net cash used by operating activities	18	(421)	(818)
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents		116	96
Proceeds from sale of property, plant and equipment		1	-
Purchase of property, plant and equipment		(71)	(123)
<b>Net cash (outflow)/inflow from investing activities</b>		<b>46</b>	<b>(27)</b>
<b>Decrease in cash and cash equivalents</b>		<b>(375)</b>	<b>(845)</b>
Opening cash and cash equivalents		1,875	2,720
<b>Closing cash and cash equivalents</b>	19	<b>1,500</b>	1,875

The accounting policies and notes on pages 29-46 form part of these financial statements.

The Charity has not disclosed an analysis of movements in a net debt table as it did not have any such debt during either the current or previous years.

# Principal accounting policies

## CHARITABLE COMPANY INFORMATION

The Conservation Volunteers (TCV) is a charitable company limited by guarantee (company number 0976410). The registered office is Sedum House, Mallard Way, Doncaster DN4 8DB. It is registered as a company and Charity in England and Wales and in Scotland.

## BASIS OF PREPARATION

The Charity is a public benefit entity.

These financial statements have been prepared in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (FRS 102)' effective 1 January 2015 ("2015 SORP"), Financial Reporting Standard 102 ("FRS 102"), the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. They have been prepared under the historical cost convention.

These financial statements are presented in Pounds sterling (£'000).

The principal accounting policies of the Charity are set out below.

## GOING CONCERN

The trustees have prepared these financial statements on the going concern basis. The trustees have reviewed forecasts to 31 March 2024 and on the basis of those forecasts believe that the charity will be able to meet its liabilities as they fall due. These forecasts have been prepared having regard to risks and sensitivities to anticipated financial performance, a review of actual performance compared to previous forecasts and consideration of financing arrangements including overdraft facilities available to the charity. Mitigating actions available to the charity in the event of adverse circumstances or financial performance have also been considered in light of the coronavirus pandemic. Based on the information currently available in respect of the future, the trustees consider that the charity has the plans and resources to manage its business risks successfully and believe that there are no material uncertainties that prevent the charity from continuing as a going concern for twelve months after the date of signing the financial statements.

## INCOME

Income is recognised when receipt is probable and the amount can be reliably measured. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period. Where relevant, income is presented net of VAT.

Income from donations and legacies to the charity is included in full in the Statement of Financial Activities when receipt is probable, the amount can be estimated reliably and all conditions have been met.

Restricted grants are recognised when they are receivable provided condition for receipt has been met, unless they relate to a specified future period, in which case they are deferred. Grants for the purchase of fixed assets are recognised when receivable.

Contractual health, conservation and community income is recognised in the periods in which the associated work is delivered.

Grants, including Government grants, are recognised at the fair value of the asset received or receivable when there is a reasonable assurance that the grant conditions will be met and the grants will be received.

A grant which specifies performance conditions is recognised as income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are probable and can be reliably measured. A grant received before the recognition criteria are satisfied is recognised as a liability.

Whilst time given by our many volunteers in delivering health, conservation and community activities and provision of administration, advisory and other support functions is essential to the work of TCV, this donation of time is not recognised in these financial statements since its value cannot be measured reliably for accounting purposes.

## EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT that cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Support costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of direct costs.

## FIXED ASSETS

Individual fixed assets costing £2,000 or more are capitalised at cost.

Tangible fixed assets are initially stated at cost, then cost net of depreciation. On adoption of the 2015 SORP, deemed cost of freehold land and buildings was based on independently prepared valuations as at 1 April 2014. Existing book values were retained on adoption of the 2015 SORP for all other fixed assets.

Depreciation is calculated to write down the cost or valuation less estimated realisable value, of all tangible fixed assets over their expected useful lives. Depreciation is recognised on a straight line basis over the following periods:

Freehold buildings: 25-50 years  
Short leasehold land and buildings: length of the lease  
Motor vehicles: 3 to 8 years  
Computer and other equipment: 3 to 5 years  
Freehold land is not depreciated.

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss.

Investment properties are re-valued each year, with gains in fair value shown in a revaluation reserve. Gains and losses on re-valuation are disclosed in the SoFA, and losses are included in expenditure to the extent that they exceed previous revaluation gains.

## RETIREMENT BENEFITS – DEFINED CONTRIBUTION PENSION SCHEME

The pension costs included in the Statement of Financial Activities represent the total contributions paid in the year.

## RETIREMENT BENEFITS – MULTI-EMPLOYER PLANS

Contributions are recognised in the Statement of Financial Activities in the period to which they relate as there is insufficient information available to use defined benefit accounting. A liability is recognised for contributions arising from an agreement with the multi-employer plan that determines how the charity will fund a deficit. Contributions are discounted when they are not expected to be settled wholly within 12 months of the year end.

## PROVISIONS FOR LIABILITIES

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably.

## HOLIDAY PAY ACCRUAL

The charity recognises an accrual for annual leave accrued by employees as a result of services rendered in the current year and which employees are entitled to carry forward and use in future years. The accrual is measured at the salary cost payable for the period of absence.

## TERMINATION PAYMENTS

Provision is made for redundancy and other termination payments when a constructive obligation has been created through communication with affected pools of employees and the cost can be estimated reliably.

## LEASED ASSETS

Assets that are the subject of finance leases are capitalised at their fair value and depreciated over the length of the lease. The finance charge under the lease is also written off over the length of the lease.

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the term of the lease.

## RESTRICTED FUNDS

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure that meets these criteria is allocated to the fund.

When grants and donations are received for a specific purpose involving capital investment, the cash will be recorded against a restricted fund. When the investment has been made, the relevant capital asset will be recorded against the relevant fund, and depreciation of the asset charged against the fund.

Once any restrictions on the use of the asset have expired, the asset will be transferred from the restricted fund to unrestricted funds.

## UNRESTRICTED FUNDS

Unrestricted funds are incoming resources received or generated for charitable purposes and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

## FINANCIAL INSTRUMENTS

The charity only holds basic financial instruments. The financial assets and financial liabilities of the charity are as follows:

Debtors - trade debtors, other debtors and grants receivable are basic financial instruments and are debt instruments measured at amortised cost, this can be seen in note 13. Prepayments and accrued income are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Liabilities - accruals are classified as financial instruments, and are measured at amortised cost, this can be seen in note 14. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is simply an obligation to deliver services rather than cash or another financial instrument.

# Notes to the financial statements

## 1 PRIOR YEAR STATEMENT OF FINANCIAL INCOME AND ACTIVITIES

Financial activities for the prior year comprise the following restricted and unrestricted income and expenditure:

Charity	Note	Unrestricted funds	Restricted funds	Total
		2021 £'000	2021 £'000	2021 £'000
<b>Income from:</b>				
Donations and legacies	2	112	34	146
Charitable activities	3	2,975	3,297	6,272
Other trading activities	4	108	-	108
Coronavirus Job Retention	3	769	-	769
Investments	5	49	-	49
Other		7	-	7
<b>Total income</b>		<b>4,020</b>	<b>3,331</b>	<b>7,351</b>
<b>Expenditure on:</b>				
Raising funds	6	(120)	-	(120)
Charitable activities	7	(4,034)	(3,535)	(7,569)
<b>Total expenditure</b>		<b>(4,154)</b>	<b>(3,535)</b>	<b>(7,689)</b>
<b>Net expenditure before movement in funds</b>		<b>(134)</b>	<b>(204)</b>	<b>(338)</b>
Transfers between funds	25	236	(236)	-
Net income/(expenditure) after taxation and movement in funds		102	(440)	(338)
Reconciliation of funds				
<b>Total funds brought forward</b>		<b>1,706</b>	<b>2,352</b>	4,058
<b>Total funds carried forward</b>		<b>1,808</b>	<b>1,912</b>	3,720

## 2 INCOME FROM DONATIONS AND LEGACIES

	2022 £'000	2021 £'000
Donations	214	115
Legacies	76	31
	<b>290</b>	146

Income from donations and legacies is classified as unrestricted income unless restrictions on use are imposed by the donor. Restrictions were imposed on donations of £33,000 (2021: £34,000).

### 3 INCOME FROM CHARITABLE ACTIVITIES

	2022 £'000	2021 £'000
<b>Health, conservation and community</b>		
Restricted income	4,428	3,297
Unrestricted income	4,156	2,694
Total health, conservation and community	8,584	5,991
<b>Training and employment</b>		
Unrestricted income	284	281
Total training and employment	284	281
	8,868	6,272

Grant funding towards charitable activities is classified as restricted income; contracts for delivery of charitable activities are classified as unrestricted and income is only recognised as activity is completed.

The Charity recognised £2,009,000 income from Government grants during the year (2021: £2,087,000), including £31,893 (2021: £769,000) from the Coronavirus Job Retention Scheme, amounts from Central UK Government, Northern Ireland and Scotland Executives and statutory authorities. These include grants from across the UK that support the delivery and promoting of environmental volunteering opportunities and green gyms. Some of these grants are subject to information reporting and other routine beneficiary outcome requirements.

No government grants recognised as income are considered likely to require full or partial repayment.

Charitable activities also include delivery of various public sector service contracts.

### 4 INCOME FROM OTHER TRADING ACTIVITIES

	2022 £'000	2021 £'000
Rental and venue hire	116	96
Insurance administration	15	12
	131	108

Proceeds from trading activities are classified as unrestricted income in both years.

### 5 INCOME FROM INVESTMENTS

	2022 £'000	2021 £'000
Distributions from former subsidiary	-	40
Bank interest	-	9
	-	49

Investment income is classified as unrestricted income.

### 6 EXPENDITURE ON RAISING FUNDS

	2022 £'000	2021 £'000
Marketing and public relations	162	120
	162	120

Fundraising costs are classified as unrestricted expenditure.

## 7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Activities undertaken directly 2022 £ '000	Grant funding of activities 2022 £ '000	Support costs 2022 £ '000	Total 2022 £ '000
Health, conservation and community	7,402	-	1,204	8,606
Training and employment	84	-	14	98
	7,486		1,218	8,704

	Activities undertaken directly 2021 £'000	Grant funding of activities 2021 £'000	Support costs 2021 £'000	Total 2021 £'000
Health, conservation and community	6,197	43	1,208	7,448
Training and employment	101	-	20	121
	6,298	43	1,228	7,569

Support costs comprise:

	2022 £'000	2021 £'000
Finance, procurement and property	443	479
Information technology	275	290
Leadership	156	153
Governance	21	30
People services	201	154
Risk and safety	122	122
	1,218	1,228

Direct costs and grants awarded are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support costs are apportioned between restricted and unrestricted funds pro rata.

## 8 TRUSTEES' REMUNERATION, EXPENSES AND INDEMNITY INSURANCE

	2022 £'000	2021 £'000
Travel and subsistence	1	-
Indemnity insurance	3	3
	4	3

The directors of the charity are the trustees under charity law and received no remuneration from the charity. The number of trustees who received reimbursed subsistence and travel expenses or on whose behalf subsistence and travel costs were paid by the charity was six (2021: Nil).

The charity has taken out indemnity insurance that protects both the charity and its trustees from losses arising from neglect or default by the trustees, employees or other agents of the charity.

## 9 STAFF COSTS

	<b>2022</b> <b>£'000</b>	2021 £'000
Wages and salaries	<b>4,877</b>	4,630
Social security costs	<b>371</b>	331
Defined contribution pension	<b>223</b>	222
Contributions to multi-employer pension plans	<b>9</b>	9
Other benefits	<b>43</b>	48
	<b>5,523</b>	5,240
Average number of staff	<b>244</b>	234

Wages and salaries include £8,072 (2021: £72,993) of redundancy payments. These were contractual payments, and were fully paid before year end.

Direct staff costs are classified as restricted or unrestricted expenditure according to the nature of related funding received. Support staff costs are apportioned between restricted and unrestricted funds pro rata.

The number of staff receiving total employee benefits greater than £60,000 (including redundancy payments but excluding employer pension contributions) was:

	<b>2022</b> <b>Number</b>	2021 Number
£60,000 – £70,000	<b>2</b>	2
£70,000 – £80,000	<b>2</b>	3
£80,000 – £90,000	<b>1</b>	-
£90,000 – £100,000	<b>1</b>	1
	<b>6</b>	6

The total employment cost, including employer's national insurance contributions in respect of the charity's executive leadership team, who are considered to be the key management personnel, amounted to £644,863 (2021: £660,000) including £nil (2021: £4,035) of redundancy costs.

## 10 OTHER COSTS

Amounts payable to the charity's auditor comprised:

	<b>2022</b> <b>£'000</b>	2021 £'000
Audit of the charity's financial statements	<b>30</b>	24
	<b>30</b>	24

Net expenditure before taxation is stated after charging:

	<b>2022</b> <b>£'000</b>	2021 £'000
Depreciation of tangible fixed assets	<b>75</b>	89
Operating lease costs – property	<b>154</b>	148
Operating lease costs – other	<b>218</b>	165

## 11 FIXED ASSETS

	Freehold land and buildings £'000	Short leasehold land and buildings £'000	Motor vehicles £'000	Computer and other equipment £'000	Total £'000
<b>Cost</b>					
Opening at 1 April 2021	1,200	933	651	65	2,849
Additions	-	-	70	-	70
Reclassification of investment property	(725)	-	-	-	(725)
Disposals	-	-	(60)	-	(60)
<b>Closing at 31 March 2022</b>	<b>475</b>	<b>933</b>	<b>661</b>	<b>65</b>	<b>2,134</b>
<b>Depreciation</b>					
Opening at 1 April 2021	136	490	651	60	1,337
Charge for the year	19	51	3	2	75
Reclassification of investment property	(76)	-	-	-	(76)
Disposals	-	-	(60)	-	(60)
<b>Closing at 31 March 2022</b>	<b>79</b>	<b>541</b>	<b>594</b>	<b>62</b>	<b>1,276</b>
<b>Carrying amount</b>					
Opening at 1 April 2021	1,064	443	-	5	1,512
<b>Closing at 31 March 2022</b>	<b>396</b>	<b>392</b>	<b>67</b>	<b>3</b>	<b>858</b>

The charity applied transitional arrangements of section 35 of FRS 102, using a valuation at 1 April 2014 as the deemed cost for all of its freehold properties. The properties are being depreciated from the valuation date.

The properties were last valued as at 1 April 2014 by an external professional valuer, Lambert Smith Hampton, a general practice firm providing surveying and valuation services, using market-based evidence for similar local properties. The cost of land and buildings at 31 March 2022 is made up of:

	<b>2022 £'000</b>
2014 valuation	<b>475</b>
<b>Cost</b>	<b>475</b>

If these assets had not been revalued freehold land and buildings would have been included on the historical cost basis at the following amounts:

	<b>2022 £'000</b>	2021 £'000
Cost	397	2,209
Depreciation	(162)	(1,012)
Net book amount	235	1,197

Included within freehold land and buildings is land held at deemed cost of £150,000 (2021: £467,000), which is not depreciated.

There were no contractual commitments to acquire tangible fixed assets at 31 March 2022 or 2021.

After the balance sheet date the trustees approved the disposal of a freehold property owned by the charity in Stirling, Scotland. The property is included in freehold land and buildings with a carrying amount at 31 March 2022 of £194,000.

## 12 INVESTMENT PROPERTY

	<b>Charity 2022 £'000</b>	Charity 2021 £'000
Reclassification from tangible fixed assets	649	-
Revaluation	201	-
Valuation at 31 March 2022	<b>850</b>	-

In July 2021, the charity leased the first floor of its freehold property at Mallard Way, Doncaster. This property has therefore been re-classified as an investment property at a valuation determined by the TCV Group Property Manager, who is a Fellow of the RICS, using the RICS Red Book Global Standards.

## 13 DEBTORS

	<b>2022 £'000</b>	2021 £'000
Trade debtors	<b>1,910</b>	1,166
Prepayments and accrued income	<b>1,395</b>	875
Other debtors	<b>24</b>	115
	<b>3,329</b>	2,156

## 14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<b>2022 £'000</b>	2021 £'000
Trade creditors	<b>463</b>	408
Accruals	<b>372</b>	189
Deferred income	<b>917</b>	781
Other taxation and social security	<b>261</b>	211
Pensions	<b>38</b>	24
Other creditors	<b>-</b>	11
	<b>2,051</b>	1,624

## 15 DEFERRED INCOME

Contractual income is deferred when income is invoiced or received in advance of delivery of the associated service. Movements in deferred unrestricted income during the year were as follows:

	<b>2022 £'000</b>	2021 £'000
Brought forward	781	706
Utilised during the year	(781)	(706)
Deferred during the year	917	781
Carried forward	917	781

## 16 PROVISIONS FOR LIABILITIES

	<b>Dilapidation £'000</b>	<b>Legal Costs £'000</b>	<b>Total £'000</b>
Balance at 1 April 2021	105	94	199
Utilised during the year	(7)	(94)	(101)
<b>Balance at 31 March 2022</b>	<b>98</b>	<b>-</b>	<b>98</b>

The dilapidations provisions carried forward represent dilapidations obligations for 20 leased properties.

## 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2022 were represented by:

	<b>Unrestricted funds £'000</b>	<b>Restricted income funds £'000</b>	<b>Total funds £'000</b>
Tangible fixed assets	711	997	1,708
Net current assets	1,876	902	2,778
Provisions	(98)	-	(98)
Total net assets	2,489	1,899	4,388

Fund balances at 31 March 2021 were represented by:

	<b>Unrestricted funds £'000</b>	<b>Restricted income funds £'000</b>	<b>Total funds £'000</b>
Tangible fixed assets	663	849	1,512
Net current assets	1,344	1,063	2,407
Provisions	(199)	-	(199)
Total net assets	1,808	1,912	3,720

## 18 RECONCILIATION OF NET CASH FLOW FROM OPERATING ACTIVITIES

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Net income / (expenditure)	<b>467</b>	(338)
Adjustments for:		
Depreciation charges	<b>75</b>	89
Dividends, interest and rents	<b>(116)</b>	(96)
Increase in debtors	<b>(1173)</b>	(271)
Increase) in creditors	<b>427</b>	138
Decrease in provisions	<b>(101)</b>	(340)
<b>Net cash provided by operating activities</b>	<b>(421)</b>	(818)

## 19 CASH AND CASH EQUIVALENTS

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Cash at bank and in hand	<b>1,500</b>	1,875
<b>Total cash and cash equivalents</b>	<b>1,500</b>	1,875

## 20 OPERATING LEASE COMMITMENTS AND RECEIVABLES

Total minimum commitments payable under non-cancellable operating leases are as follows:

	<b>Land &amp; buildings</b>		<b>Other</b>	
	<b>2022</b>	2021	<b>2022</b>	2021
	<b>£'000</b>	£'000	<b>£'000</b>	£'000
Commitments payable:				
Within one year	<b>110</b>	67	<b>190</b>	22
Within two to five years	<b>181</b>	31	<b>308</b>	30
After five years	<b>23</b>	-	<b>10</b>	-
	<b>314</b>	98	<b>508</b>	52

Total minimum receivables under non-cancellable operating leases for land and buildings temporarily surplus to the operational requirements of the charity are as follows:

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Operating leases that expire:		
Within one year	<b>-</b>	-
Within two to five years	<b>434</b>	31
	<b>434</b>	31
Value of operating leases included in income:		
Rent received	<b>116</b>	96
	<b>116</b>	96

The majority of rent received was in relation to the lease of Sedum House (£105,000). This rent is received under lease agreements expiring in December 2027.

## 21 PENSION SCHEMES

The charity operates a defined contribution scheme for all qualifying employees. The assets of the schemes are held in separate funds administered by independent pension providers.

The charity participates in the CSP Alpha 2015 scheme, a multi-employer scheme which provides benefits to some 300 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The total cost of pensions for the year incurred by the charity was £232k (2021: £231k). Included in other creditors is £37k (2021: £36k) in respect of pension schemes.

## 22 RELATED PARTY TRANSACTIONS

Note 8 provides details of disclosable transactions with trustees. There are no other related party transactions requiring disclosure.

## 23 CONTINGENT LIABILITIES

If the charity were to dispose of its freehold property on Mallard Way, Doncaster, prior to November 2025, Doncaster Metropolitan Borough Council would be entitled to 50% of the sale proceeds for the land. This clawback entitlement has been taken into account in the updated valuation of the property in re-classification from tangible fixed assets. The property is currently leased until December 2027, beyond the date where clawback would crystallize.

Certain of the grants received in the current and previous years from EU and other funders include rights to clawback amounts paid to the charity. The charity takes all reasonable steps to ensure it complies with the terms attaching to receipt of EU and other income and considers any repayments to be unlikely. However, the Trustees recognise that this is a complex area and there is always a risk that some funding could become repayable following audits by the funders' verification teams.

## 24 CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

### **Accounting for grants and contracts**

The classification of income from charitable activities as either grant funding or contracts for provision of services requires judgement as to the nature of the terms agreed with the funder. This classification affects both the presentation and timing of income recognised in the Statement of Financial Activities.

Contracts are classified as unrestricted income, which is recognised in the periods in which the services are delivered. Grants are classified as restricted income and are recognised when receivable provided that conditions for receipt have been met, unless they specifically relate to a future period.

The recognition of grants related to the purchase or construction of tangible fixed assets involves a further judgement as to the useful economic life of the assets to which they relate.

## 25 SCHEDULE OF RESTRICTED GRANTS 2021-2022

The funds of the charity include the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Big Lottery - Awards for All</b>					
Growing communities (10306271): transforming health and happiness of disadvantaged coastal communities in Adur and Worthing.	26	47	-	(73)	-
<b>Big Lottery Fund</b>					
Community engagement programme to support the community to make better use of their surrounding natural environment.	-	2	-	(2)	-
<b>Building Roots Ayresire</b>					
Resettlement, integration, community learning and development in North, East and South Ayrshire.	-	36	-	(36)	-
<b>Chance to Study</b>					
Big Lottery Fund and ESF Building Better Opportunities grant.	5	-	(3)	-	2
<b>Co-op Foundation</b>					
Support the role of the Trafford Community Hub Project Officer increasing capacity to support local community groups.	28	-	-	(28)	-
<b>Daera</b>					
Creating environmental jobs on the North Coast.	-	57	-	(42)	15
<b>European Social Fund</b>					
Training for Employment.	26	195	(221)	-	-
<b>Esmée Fairbairn</b>					
Enabling community groups and local people to engage with their local natural heritage and history.	77	84	-	(61)	100
<b>Glasgow Communities Fund</b>					
Scotland Counts Citizen Science 2021/2022 - Community Flooding Volunteer Project.	-	61	-	(61)	-
<b>Carried forward</b>	<b>162</b>	<b>482</b>	<b>(224)</b>	<b>(303)</b>	<b>117</b>

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Brought forward</b>	<b>162</b>	<b>482</b>	<b>(224)</b>	<b>(303)</b>	<b>117</b>
<b>Heritage Lottery Fund</b>					
Environmental Volunteering at Crawfordburn County Park.	32	4	-	(36)	-
Improve biodiversity and community engagement across three County Wildlife Sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	5	24	-	(20)	9
Restore the green corridor along the river Crane at Cranford.	-	105	-	(26)	79
Building Roots Programme will involve a series of heritage discovery workshops for up to 200 Syrian refugee families recently rehoused across Edinburgh, Livingston, Fife, North Lanarkshire, Falkirk, Stirling and Clackmannanshire.	18	7	-	(25)	-
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by the HS2 development to discover and care for green spaces in their neighbourhood through practical volunteering and Camden Green Gym.	-	31	-	(31)	-
<b>Leeds City Council</b>					
Additional award to support projects and activities in TCV.	12	-	-	(12)	-
<b>Natural England</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	45	-	(45)	-
<b>Natural England - Outside is fun</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	45	-	(45)	-
<b>National Heritage Lottery Fund</b>					
Linking communities with their local greenpaces in and around Cumbernauld.	-	42	-	(42)	-
<b>NatureScot &amp; Scottish Government funding to support TCV projects across Scotland</b>					
Supporting projects across Scotland.	-	341	-	(341)	-
<b>Northern Ireland Environment Agency</b>					
Habitat and landscape management at South Sperrins and north coast of Northern Ireland	-	30	-	(30)	-
<b>Peoples Health Trust</b>					
Local People Programme to establish and develop local community groups in areas of multiple deprivation.	25	(25)	-	-	-
<b>Postcode Green Trust</b>					
Support for a range of measures to support TCV in connecting more people and green spaces to deliver lasting outcomes for both.	497	-	(244)	(253)	-
Additional award to support projects and activities in TCV.	-	550	(30)	(270)	250
<b>Carried forward</b>	<b>751</b>	<b>1,681</b>	<b>(498)</b>	<b>(1,479)</b>	<b>455</b>

	Opening balance 1 April 2021 £'000	2022 Income £'000	Transfers between funds £'000	2022 Expenditure £'000	Closing balance 31 March 2022 £'000
<b>Brought forward</b>	<b>751</b>	<b>1,681</b>	<b>(498)</b>	<b>(1,479)</b>	<b>455</b>
<b>Public Health Agency</b>					
Extention of Green Gym (Protect Life).	1	12	-	(13)	-
Green Gym Dig it and Eat it programme: To improve the environment whilst improving mental and physical health, skills and nutrition.	-	111	-	(111)	-
Western Green Gym: To establish, develop and deliver the Green Gym, and Fruit and Veg. Green Gyms, in Western Belfast.	7	119	-	(126)	-
Southern Green Gym: To develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	1	57	-	(58)	-
Mid Ulster Community growing programmes.	-	36	-	(36)	-
<b>Scotland Counts - Community Flood Monitoring</b>	-	20	-	(20)	-
Scotland Counts Citizen Science 2021/2022 - Community Flooding Volunteer Project					
<b>Scottish Forestry</b>					
Green space for Health, to promote green spaces in the grounds of Gartnavel hospitals in Glasgow.	-	15	-	(15)	-
Development of Clyde Climate Forest.	-	33	-	(21)	<b>12</b>
<b>Scottish Natural Heritage</b>					
Develop and deliver a new Green Health Partnership to bring together community green health projects and key health referral agencies.	-	25	-	(25)	-
<b>The Earley Charity</b>					
To deliver a trainee Volunteer Officer programme in Berkshire.	15	44	-	(32)	<b>27</b>
<b>The Woodland Trust Scotland</b>					
Development of the Clyde Climate Forest.	-	109	-	(109)	-
<b>West Lindsey District Council</b>					
Helping local communities engage in maintenance of nature areas in West Lindsey District.	-	31	-	(31)	-
<b>West Lothian Green Action</b>					
Youth Employability Project.	-	19	(19)	-	-
<b>Total disclosed grants</b>	<b>775</b>	<b>2,312</b>	<b>(517)</b>	<b>(2,076)</b>	<b>494</b>
<b>Other restricted revenue grants</b>	<b>288</b>	<b>1,845</b>	<b>(239)</b>	<b>(1,285)</b>	<b>609</b>
<b>Total of revenue grants</b>	<b>1,063</b>	<b>4,157</b>	<b>(756)</b>	<b>(3,361)</b>	<b>1,103</b>
<b>Restricted capital grants</b>	<b>849</b>	<b>53</b>	<b>(53)</b>	<b>(53)</b>	<b>796</b>
<b>Other grants not recognised through a dedicated fund</b>	<b>-</b>	<b>263</b>	<b>244</b>	<b>(507)</b>	<b>-</b>
<b>Total</b>	<b>1,912</b>	<b>4,473</b>	<b>(565)</b>	<b>(3,921)</b>	<b>1,899</b>

Transfers between funds relate to restricted funds which provide support for central functions or activities which are unrestricted in their nature – for example match funding for specific projects. In addition, Government support, in the form of Coronavirus Job Retention Scheme income (which was unrestricted) has been used to pay salaries of staff who were furloughed and employed specifically on projects which are normally funded by restricted income. This has enabled greater transparency for these projects to clearly record the income from a funder and support from Government for furloughed staff.

The £244,000 Postcode Green Trust transfer relates to funding of TCV marketing and business development activities.

The £221,000 European Social Fund transfer relates to the funding of a variety of educational activities in Northern Ireland.

## Schedule of conditional grants 2021-2022

During the year, the following organisations supported TCV’s activities. It is a condition of the provision of these funds that they are separately disclosed in this Annual Report and Financial Statements.

Abellio	Garfield Western Foundation	Robertson Trust
Scotrail Ltd	Glasgow CC	RS Mc Donald
British Hedgehog Preservation Society	Groundwork UK	Scottish Forestry
Coalfields Community Landscape Partnership	Heathrow Community Fund	The Mayor and Burgesses of the London Borough of Hounslow
Colchester Borough Council	i Cap Charity Day 2021	Sustrans
NIEA	John Laing	The National Lottery
Department for Communities (ESF Match Fund)	Leeds City Council	TKMAXX Homesense Clean Up Grant
Department of Justice, Northern Ireland	Leeds Older People’s Forum	Trust for Oxfordshire’s Environment
EB Scotland	Leicestershire County Council	United Utilities
Forth Environment Link (Falkirk Food Futures)	Life Changes Trust	Wates Family Enterprise Trust
	London Borough of Richmond	Westminster Foundation
	National Citizen Service	Youth Work Education Recovery Fund
	Peacock Charitable Trust	

# Schedule of restricted grants 2020-2021

The funds of the charity include the following unexpended balances of donations and grants held on trust to be applied for specific purposes.

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	Closing balance 31 March 2021 £'000
<b>Co-op Foundation</b>					
Support the role of Trafford Community Hub Project Officer increasing capacity to support local community groups.	21	22	3	(18)	<b>28</b>
<b>DAERA</b>					
Creating environmental jobs on the North coast.	-	10	8	(18)	-
<b>Esmée Fairburn Foundation</b>					
COVID 19 Fast Response Grant.	-	31	-	(31)	-
To set up and deliver two new Green Health programmes as part of Green Health Partnerships in Dundee and N Ayrshire.	42	84	-	(49)	<b>77</b>
<b>HS2 Camden Fund - Camden Giving</b>					
To support Camden residents affected by HS2 development to discover and care for green spaces in their neighbourhood through regular, practical volunteering and Camden Green Gym.	5	21	-	(26)	-
<b>Landfill</b>					
(EB780196) The completion of various projects to help mitigate the impact of landfill on local communities in England.	142	68	(5)	(208)	<b>(3)</b>
<b>National Lottery Community Fund</b>					
Social Prescribing (10318737): developing key components required to expand and mainstream social prescribing.	40	20	20	(80)	-
Growing Communities (10306271): transforming health and happiness of disadvantaged coastal communities in Adur and Worthing.	175	-	17	(167)	<b>25</b>
2 years Community Engagement Programme.	11	22	-	(33)	-
<b>National Lottery Heritage Fund</b>					
Project to facilitate young people with learning and physical disabilities to engage in the heritage of Market Gardens within Trafford.	-	3	3	(6)	-
Environmental volunteering at Crawfordsburn Country Park (OH-17-01549).	23	21	-	(12)	<b>32</b>
Grass Roots. Natural heritage skills for young people at Skelton Grange in Leeds.	6	4	-	(10)	-
Ponds of Croydon (OH-17-03443): management of pond sites and training of volunteers in Croydon.	18	(15)	(3)	-	-
Lousehill Copse Woodland (OH-17-01649): volunteer activities and events in Reading.	-	12	-	(12)	-
<b>Carried forward</b>	<b>483</b>	<b>303</b>	<b>43</b>	<b>(670)</b>	<b>159</b>

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	<b>Closing balance 31 March 2021 £'000</b>
<b>Brought forward</b>	<b>483</b>	<b>303</b>	<b>43</b>	<b>(670)</b>	<b>159</b>
<b>National Lottery Heritage Fund (continued)</b>					
Developing a wildlife area and building awareness and skills to engage with nature at Auchengillan Outdoor Centre Scout Camp.	-	(4)	-	4	-
Improve biodiversity and community engagement across three County Wildlife Sites in South Norfolk: St Clements Common, Langmere Green and Brockdish Common.	21	-	2	(18)	<b>5</b>
Building Roots Programme will involve a series of heritage discovery workshops for up to 200 Syrian refugee families recently rehoused across Edinburgh, Livingston, Fife, North Lanarkshire, Falkirk, Stirling and Clackmannanshire.	10	39	4	(35)	<b>18</b>
COVID 19 Emergency Fund.	-	141	-	(141)	-
<b>Natural England</b>					
Outdoor learning activities for school children on community woodlands across South Yorkshire.	-	55	8	(63)	-
<b>Northern Ireland Environment Agency</b>					
(NEF21): habitat and landscape management at South Sperrins and north coast of Northern Ireland.	-	37	3	(40)	-
<b>Northern Ireland European Social Fund</b>					
Training for Employment Programme (2015 - 2020).	-	256	-	(230)	<b>26</b>
<b>People's Health Trust</b>					
Local People Programme; to establish and develop local community groups in areas of multiple deprivation across six locations.	98	71	5	(149)	<b>25</b>
<b>Postcode Green Trust</b>					
Support for a range of measures to support TCV in connecting more people and green spaces to deliver lasting outcomes for both.	550	550	(189)	(414)	<b>497</b>
<b>Public Health Agency</b>					
Green Gym Protect Life: projects delivered in South East Belfast.	-	17	-	(17)	-
Western Green Gym: To establish, develop and deliver the Green Gym, and Fruit and Veg Green Gyms, in Western Belfast.	7	116	-	(116)	<b>7</b>
Green Gym Dig it and Eat it Programme: To improve the environment whilst improving mental and physical health, skills and nutrition.	5	105	(4)	(106)	-
Southern Green Gym: To develop and provide support to local communities in developing and maintaining community gardens and allotments in Southern Belfast.	-	51	2	(52)	<b>1</b>
Mid Ulster community growing.	-	46	-	(46)	-
<b>Scottish Government</b>					
Supporting the TCV Community Flood Monitoring Project in Strathard and Aberfoyle.	-	20	-	(20)	-
<b>Carried forward</b>	<b>1,174</b>	<b>1,803</b>	<b>(126)</b>	<b>(2,113)</b>	<b>738</b>

	Opening balance 1 April 2020 £'000	2021 Income £'000	Transfers between funds £'000	2021 Expenditure £'000	<b>Closing balance 31 March 2021 £'000</b>
<b>Brought forward</b>	<b>1,174</b>	<b>1,803</b>	<b>(126)</b>	<b>(2,113)</b>	<b>738</b>
<b>Scottish Natural Heritage</b>					
Concordat & Framework Agreement: supporting volunteer activity days across Scotland.	-	(1)	-	1	-
Engaging communities and mainstreaming Citizen Science.	-	(3)	1	1	<b>(1)</b>
Concordat & Framework Agreement: supporting volunteer activity days across Scotland (2020-21).	-	247	-	(247)	-
<b>The Earley Charity</b>					
To deliver a trainee Volunteer Officer programme in Berkshire.	10	41	-	(36)	<b>15</b>
<b>Total Disclosed Grants</b>	<b>1,184</b>	<b>2,087</b>	<b>(125)</b>	<b>(2,394)</b>	<b>752</b>
<b>Other restricted revenue grants and donations</b>	<b>342</b>	<b>1,173</b>	<b>(111)</b>	<b>(1,094)</b>	<b>310</b>
<b>Restricted capital grants</b>	<b>826</b>	<b>71</b>	<b>-</b>	<b>(47)</b>	<b>850</b>
<b>Total restricted funds</b>	<b>2,352</b>	<b>3,331</b>	<b>(236)</b>	<b>(3,535)</b>	<b>1,912</b>



As a Charity we rely on the support of individuals and organisations that share our determination to address the challenges facing people and green spaces today.

We are proud to be supported by donors, local and national government, lotteries, private organisations, charities, trusts and landowners – all of whom are committed to our vision of healthier, happier communities for everyone.

Please get in touch for opportunities to support our valuable work.

Visit [tcv.org.uk/support](https://www.tcv.org.uk/support)

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TCV is striving to support more diverse audiences year on year and is committed to the following initiatives to help us achieve this:

