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GROUNDWORK

IN ACTION

INTRODUCTION

The last year has demonstrated beyond doubt the need for the projects, programmes and services Groundwork delivers. The impacts of climate change have become all too real for people who are unprepared and unprotected. Division in our communities spilled over into violent unrest. The number of people not working due to health issues continued to rise. Families trapped in energy debt have been forced into making impossible choices just to get by.

It's easy to feel demoralised in the face of multiple crises, rising levels of poverty and growing environmental injustice. However, the data and stories set out in this report also provide hope that these issues aren't insurmountable and that, with the right help and support, people facing the most difficult circumstances are able not just to cope, but to thrive.

The growth of our network of 'green community hubs' shows people want to come together and look after shared spaces in their community. The results achieved by our Green Doctors show that simple, practical interventions, can make a life-changing difference. Our green jobs programmes are creating a new generation of environmental champions equipped with the skills to retrofit homes, recycle waste and help nature recover. The growing number of businesses working with us to distribute grants demonstrates a recognition that the best way to improve our collective quality of life is to invest in strengthening the fabric of our communities. Whether improving homes, creating jobs or greening communities, the impacts described here would not have been possible without the invaluable contribution of our partners and supporters. We'd like to thank all of those who have funded our work, asked us to help them deliver a service or given their time or money to make a difference.

We face an uncertain future with political, technological and societal change driving polarisation. This makes it all the more important to focus on those things that build bridges and bring people together. Our shared environment, our need for purposeful work and our sense of community are uniting factors and are at the heart of our strategy and core to our mission. We're proud of what we achieved last year but recognise the need to increase our impact as the challenges facing our communities continue to grow.

Gluley

Graham Duxbury Chief Executive, Groundwork UK

ABOUT GROUNDWORK

Groundwork supports practical action to create a fair and green future in which people, places and nature thrive.

We are a federation of charities - Groundwork Trusts working under a common brand to a collective strategy. Our national organisation, Groundwork UK, supports the activities of Groundwork Trusts by running programmes, initiatives and campaigns that generate resources for local delivery and support improvements in quality and impact.

Our work is diverse and driven by local context and need. Around the country we're helping people get jobs and supporting the growth of the green economy. We're reducing the waste of energy, food and water. We're creating and maintaining biodiverse, accessible green spaces. We're supporting businesses to be more successful and responsible, and we're empowering communities to improve their health and wellbeing and the local and global environment.

Last year, Groundwork collectively generated £101m to deliver projects, programmes and services that help people improve their prospects, create better places and protect the planet.

This has included:



Improving more than **3,000** open spaces and planting **25,000** trees.



Helping more than **50,000** people identify savings on their utility bills to the value of **£2.5m**.



Supporting nearly **10,000** people to progress into employment, education or training.



Helping households and businesses save more than **22,000** tonnes of carbon emissions.



Helping funders distribute **17,000** grants to community organisations to a value of more than **£20m**.

GROUNDWORK

STRATEGY

2023-2028

OUR

ORGANISATION

Our 'Groundwork 2028' strategy sets out how we will support practical action to help people improve their prospects, create better places and protect the planet.



PRACTICAL ACTION TO CREATE A FAIR AND GREEN FUTURE IN WHICH PEOPLE, PLACES AND NATURE THRIVE

WHY?

Working with local communities and businesses to build capacity and resilience is vital if we are to tackle hardship, achieve a just transition to net zero and help nature recover in a way that reduces inequality and leads to better work and healthier, happier lives.

READ OUR STRATEGY

HOW?

- > Connecting people with each other, with opportunity and with nature
- Building knowledge and confidence so that people feel more in control of their future
- Delivering social, economic and environmental outcomes in an integrated way

OUR IMPACT

- We help people improve their prospects increasing confidence, skills, wellbeing and employability and helping those out of work find jobs in the economy.
- We help people create better places making communities greener, healthier and better prepared for the future and enabling people to work together to bring about change in their local area.
- We help people protect the planet supporting people and businesses to reduce their carbon footprint, cut waste and take practical action to combat climate change.



- We work where there is most need and we can have most impact
- We listen to local voices and empower people
- > We embed equity and inclusion in everything we do
- > We learn from local practice to influence wider change
- We are collaborative and innovative
- We are environmental exemplars

Be more impact driven by capturing better data and feedback to support decision making

- Increase our diversity and capability through better entry level roles and more opportunities for colleagues to learn and develop
- Lead by example in tackling injustice and the environmental crisis by embedding sustainability, equity and inclusion in the work we do and the way we work



To help more people overcome hardship and isolation

- programmes to help people reduce household bills
- creating community hubs where people can connect with neighbours, access support and volunteer

To help build the economy

- delivering environmental skills and providing routes into green jobs
- helping more businesses benefit from sustainability and nurturing green enterprise

To help those who most need it connect with nature

- creating and improving open spaces
- helping people improve their health and wellbeing by engaging in outdoor activities and environmental action

To help more people and places respond and adapt to climate change

- retrofitting homes to improve energy and water efficiency
- helping communities prepare for extreme weather through training, capacity building and natural solutions

OUR IMPACT

Building the capacity and resilience of people, places and communities is vital if we are to tackle hardship, transition to net-zero and help nature recover in a way that reduces inequality and leads to better work and healthier, happier lives.

Our 'theory of change' sets out how we think our work can make a difference to individuals, to communities and to the environment. The data we capture helps us understand the scale and breadth of our activity and the change it brings about.

We are focused on connecting people with each other, with opportunity and with nature, and always try to deliver social, economic and environmental outcomes in an integrated way, generating even greater impact in the places that need it most.



THEORY OF CHANGE

INDIVIDUAL RESILIENCE	COMMUNITY RESILIENCE	ENVIRONMENTAL RESILIENCE
No-one is held back by their background or circumstance.	Communities are strong and able to shape their own destiny.	Neighbourhoods are vibrant and green.
•	↓	↓
VISION	VISION	VISION
 People are supported to live in healthy, energy efficient and safe homes. Everyone can access purposeful skills, training and jobs for a greener economy. People feel a greater sense of wellbeing through connection with the natural world. 	Community voice is valued and influential. Residents are more connected within neighbourhoods. Everyone can spend time in nature closer to home.	Green infrastructure is created and restored where it's most needed. Individuals, communities and organisations are taking action to support a just transition. Biodiversity is increased and habitats are healthier.
IN 2023/24 GROUNDWORK:		
 > delivered 14,972 home visits to advise on energy and water efficiency > achieved £2.45m in anticipated domestic utility bill savings > supported 10,000 people into education, employment or training and > helped people achieve 4,330 positive health and wellbeing outcomes 	 > supported 16,053 local organisations including 7,224 charities and 3,210 schools > worked with 25,861 volunteers who gave 156,504 hours of time, worth the equivalent of £2.26m > improved 11.4km² of land across 3,219 different sites > enlisted 5,663 corporate volunteers to help local community projects 	 > supported 68,672 people to make greener choices > advised 1,878 organisations on environmental and social responsibility > planted 24,499 trees

GOALS FOR GREATER IMPACT

Groundwork is a federation, with each member responding to the needs of local communities and the priorities of local partners in their area. Working together as a network helps us share learning and good practice, operate at greater scale and ensure communities everywhere are able to benefit from our expertise and services. Our collective action is focused on four strategic goals.

We will support more people to overcome hardship and We will help to build a greener economy by... poverty by... > embedding environmental skills into our programmes of > supporting more people to reduce household bills and live in education and employment support and providing supported healthier homes routes into entry-level green jobs > growing our network of community hubs - places where > expanding our work to help businesses benefit from people can connect with neighbours, access support and sustainability and to nurture green enterprise volunteer We will help those who need it most to connect with We will help more people and places respond and nature by... adapt to climate change by... > creating and improving more inclusive and accessible open > helping people benefit from schemes to improve the energy spaces, where they're most needed and water efficiency of their homes > helping more people improve their health and wellbeing by > supporting more communities to prepare for extreme engaging in outdoor activities and environmental action weather through training, capacity building and the design of nature-based solutions

HELPING MORE PEOPLE OVERCOME

HARDSHIP AND ISOLATION

Helping people reduce household bills and live in healthier homes

Estimates suggest as many as six million households are unable to heat their homes adequately. Groundwork's Green Doctors are energy advisors with expertise in engaging vulnerable people at risk of fuel poverty and social isolation. They offer advice and guidance on how to increase energy efficiency within the home, facilitate sustainable behaviour change, and install energy-saving 'warm home' measures. Some improvements can be made quickly by fitting simple energy efficiency measures or showing someone how to control their heating, but Green Doctors are increasingly working with people in very challenging circumstances. Often this involves working through local partnerships to provide wrap-around support to the most vulnerable, and make onward referrals for specialist support with benefits, debt, home safety, and food poverty on a longer-term basis. This process may involve negotiating with energy suppliers, applying for additional financial help, or even tracking down landlords to undertake repairs.

Thanks to funding from the Energy Industry Voluntary Redress Scheme managed by the Energy Saving Trust, we were able to run our 'Energy Crisis Response' programme in 2024, which saw us working closely with University College London to promote energy efficient behaviours in more than 4,000 households across the country. We also launched a new three-year £6m relationship with the Cadent Foundation enabling us to expand the Green Doctor service into new areas of need and help us recruit Green Doctor trainees to meet growing demand, through the Stay, Warm, Stay Well programme.

Sheila



"I am so grateful to have had help from the Green Doctor because I would not have been able to do this on my own. She made me feel a lot less stressed and more in control. I was absolutely worried sick about what was going to happen because my supplier had told me I would have thousands to pay. I can't find words enough to express my gratitude and thanks for all the help and support."

Sheila, 83, from Blackpool, suddenly found she owed her energy company thousands of pounds because her smart meter hadn't been working properly. A Groundwork Green Doctor made sure Sheila got the support she needed, installing energy-saving measures to keep warm and negotiating with the energy company to wipe off her entire debt.

Growing our network of community hubs

Shared green spaces, such as community gardens, parks and allotments, are essential to thriving and resilient communities. Helping people to breathe new life into run-down or neglected green spaces to create 'green community hubs' offers a multitude of benefits. Hubs can give people access to nature on their doorstep while helping combat isolation by building social connections. Designed in the right way, they can improve biodiversity and improve climate resilience. Taking part in volunteering activities at community hubs can also increase levels of physical activity, encourage healthy eating and improve mental wellbeing. Our green community hubs are often used by other local service providers, ensuring a wider range of support is available in accessible venues.

Groundwork's Northern Network is creating new green community hubs across the North of England with the support of the National Lottery Community Fund. Each hub is being developed from the bottom up, driven by the needs and priorities of each local community from Merseyside to Tyneside. The network is facilitating knowledge-sharing, inspiring people with ideas for what could be achieved, and is complemented by a Green Leadership Academy, helping community members acquire the skills they need to design and deliver projects. Between March 2023 and 2024, hubs in the network held over 700 events reaching nearly 11,000 local residents.

Staff and volunteers at our well-established hub The Green Patch in Kettering had a busy year, running more than 1,500 sessions and providing more than 2,000kg of food for the local community.

John



"I've most enjoyed taking the time to visit some amazing environmental projects across the north with some awesome people! I've been able to learn some great new tools and got loads of ideas from the speakers that have come to each session and I am very much looking forward to using what I've learned at Solidarity Farm."

John is the founder of Solidarity Farm CIC, a working farm in Northumberland that works with young people struggling with mainstream education. Using farm and nature-based activities, it provides a non-judgemental space for young people to be themselves and connect with nature.

HELPING TO BUILD THE

GREEN ECONOMY

Providing routes into entry-level green economy jobs

New to Nature set out to test an innovative approach to opening up career opportunities in nature-based organisations for people from underrepresented groups, with the aim of bringing about longer term and more widespread change towards a more diverse and accessible sector. Funded by the National Lottery Heritage Fund, the programme was delivered with the support of the Youth Environmental Service, The King's Trust, Disability Rights UK, and Mission Diverse. New to Nature provided 98 young people with disabilities or from minority ethnic or low-income backgrounds with a year-long paid work placement, giving them a first foot on the career ladder. More than 80 organisations within the nature sector signed up to host trainees – from WWF to the Scottish Seabird Centre – with each trainee supported by a Groundwork employment coach, ensuring trainees had the support they needed to be successful and further their professional journey.

Two thirds (66%) of trainees were able to secure employment after their placement, the vast majority within the nature sector. Evaluation showed that the approach increased trainees' confidence and contacts but also changed practice within the sector with 80% of host organisations reporting they have changed their recruitment processes as a result.

New to Nature was shortlisted in the Charity Collaboration of the Year category of the Charity Times Awards.

Stephanie



"I'd like to have a career in the environmental sector. I want to get more people from my own background or people who might be singled out from society into the environmental sector as well. Being South Asian – we have our own ideas about climate change, and we have our own answers to it as well. Having indigenous or native knowledge behind us is also really helpful."

After finishing her degree in Zoology in summer 2022, Stephanie, 23, was determined to find her way into a career in nature. She applied for a New to Nature position with the Bat Conservation Society, and is now working as a Volunteer Engagement Officer.

Removing barriers to employment and supporting a just transition

The number of people not working through ill-health is approaching three million. For many, the prospect of finding any work, let alone a purposeful job with a future, seems a distant prospect. For the last three years, Groundwork has been working with Grosvenor and Westminster Council on the Greener Futures programme, designed to create employment opportunities in the borough and support a 'just transition' to a greener economy. Fundraising by Grosvenor's employees has supported a range of activities which offer temporary jobs to previously long-term unemployed people. All the jobs created include training and support to enable those recruited to progress their careers in expanding sectors of the green economy. New opportunities have been created in Groundwork's Westminster 'Green Team', which teaches practical horticulture and landscape skills, and Westminster Wheels, a bike repair shop run by Groundwork in partnership with Westminster Council. The shop offers employees the opportunity to train as bike mechanics, gaining an industryrecognised certificate in bicycle repair. Last year trainees gave a second life to over 3.000 bikes and donated over 400 to local individuals and groups.

Thanks to the Greener Futures partnership Groundwork has been able to give temporary jobs to 72 previously long-term unemployed Westminster residents with 75% of those who have completed their six-month placement moving into further employment.

Saffron



"After working in some toxic environments, I thought that was to be expected at work and so didn't really challenge it. Working at Westminster Wheels showed me that a work environment shouldn't be toxic but an actively pleasant place to be. I worked there for a few months before I studied with Cycle Confident and I definitely think that experience of working before studying really helped me."

Saffron had recently finished her degree and was working in restaurants when her mum spotted a poster for Westminster Wheels. Deciding she wanted to try something different, Saffron joined the team as a Trainee Mechanic. She has now successfully completed her seven-month placement and gone on to find employment as a full-time professional cycle mechanic.

HELPING THOSE WHO MOST NEED IT

CONNECT WITH NATURE

Helping children and families explore the outdoors

Whilst the benefits of connecting with nature are well proven, not everyone is able to enjoy them. For many people nature is remote, unfamiliar and feels unsafe. What's more, children and families are facing a postcode lottery when it comes to outdoor play, with some regions having almost five times more play provision than others. Groundwork's Wellies in the Woods programme operates in some of the most disadvantaged areas of the country, giving families who may struggle to access outdoor play guided opportunities to connect with nature, learn, and grow together. Sessions are run in partnership with family centres and early years providers, giving workers the tools and confidence they need to deliver their own outdoor learning sessions with families in the future.

Sessions are often themed around a famous story book and designed to improve literacy and numeracy while stimulating imaginations and providing adventure and entertainment away from screens. Activities include reading stories, making bird feeders and a variety of games, treasure hunts, and craft sessions. In South Wales, Groundwork delivered 17 Wellies in the Woods courses last year to 393 children, carers and nursery workers, including eight training sessions to early years' staff within Bridgend County Borough Council and Rhondda Cynon Taff County Borough Council, with parents and children reporting that they now have more confidence playing outdoors.

Arlo & Kayleigh



"He just loved being outside, it doesn't matter about the weather because it doesn't bother him, he just loves all the activities and gets so excited for the sessions. I really enjoy Wellies in the Woods too."

Arlo's mum, Kayleigh, took part in a Wellies in the Woods course in Rhondda Cynon Taff. Each weekly session took place outdoors in nature, featuring activities thematically linked to popular nature themed children's storybooks such as Stick Man, Super Worm, and The Very Hungry Caterpillar, helping children and their parents/ carers to play and learn together outdoors.

Improving health through environmental action

The aftermath of the pandemic and the cost of living crisis have led to an epidemic of anxiety and mental health issues, exacerbating pressure on the NHS and other local support services. Research consistently demonstrates that being better connected with nature improves our ability to cope, relax and recover. People who spend an average of two hours or more per week in nature over a year are more likely to report being in good, or very good, health.

Green social prescribing is a way of preventing low-level issues from becoming more acute, through nature-based interventions that reduce depression, anxiety and stress and improve self-esteem and confidence through purposeful community activity. Evaluation of a government-funded pilot published last year showed that, after taking part in activities, participants who began with lower than average wellbeing scores had improved happiness, anxiety, life satisfaction, and feeling that their life was worthwhile.

In collaboration with Pennine Care's Early Intervention Teams, Groundwork has been supporting residents in Brinnington, Greater Manchester, as part of the Big Local initiative. Those referred have been offered a 12-week placement at the Green Thumbs allotment and could take part in a range of therapeutic horticultural activities including food cultivation, garden care, tree planting and bushcraft, rounded off with a social hot chocolate around the fire pit. Mindfulness walks in the nearby Reddish Vale County Park have encouraged participants to take notice of things they could hear, see, and smell, while a photography session helped them focus on the changing of the seasons.

Lucy



"Brinnington has a special community spirit that I have always enjoyed being part of. Everyone pulls together in times of need; this was the case during the pandemic. People had their own personal struggles but just put them aside to help each other. I'm proud to say that I'm helping to make a difference and drive lasting change in this community, I have gained so many new skills and I am looking forward to unexpected adventures and opportunities."

Lucy (far left) volunteers at Brinnington Big Local and has been involved in a number of projects including a community cooking project, Big Local's Green Thumbs community garden and developing and delivering wellbeing sessions to older residents.

HELPING MORE PEOPLE AND PLACES

RESPOND AND ADAPT TO CLIMATE

Natural solutions to air pollution

It is estimated that over three million children in England attend schools daily where the air pollution exceeds the levels recommended by the World Health Organisation. Children from a minority ethnic background or living in a disadvantaged neighbourhood are more likely to experience the harm that comes from higher levels of pollution. Improving air quality around schools needs concerted effort on the part of local authorities and transport planners. However, solutions are also to be found in nature. With the help of Balfour Beatty, Groundwork delivered the 'Breathe Easy' programme, using nature-based solutions and the expertise of our landscape architects, to create natural barriers that both improve the look and feel of school grounds but also make the air cleaner for children to breathe.

In 2024, two 'Breathe Easy' projects were completed at Archibald Primary School in Middlesbrough and Ellen Wilkinson Primary School in East London. More than 50 Balfour Beatty volunteers helped to plant a combined total of more than 300 Western Red Cedar trees around the perimeter of the school playgrounds to help trap fine particulates from vehicle emissions. Previous Groundwork studies have shown that almost half (49%) of black carbon and around 46% and 26% of the fine particulates PM2.5 and PM1 emitted by passing traffic were captured by Western Red Cedar hedges.

Steve



"The project with Groundwork and Balfour Beatty was a huge success. The excavations and tree planting all went to plan and we arrived back after Half Term to a line of trees along our school boundary wall that have not only increased the look of a previously underused and underutilised area at the front of the school, but will also have a positive impact in decreasing the levels of pollutants from the nearby very busy road reaching the school playgrounds."

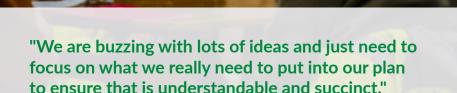
Steve is the Deputy Headteacher at Archibald Primary School in Middlesbrough, one of the schools to have benefitted from the 'Breathe Easy' project, which was also supported by volunteers from the Balfour Beatty team (pictured).

Helping communities prepare for extreme weather

2024 was a year in which the unstoppable impacts of climate change became real for more people in the UK with heat alerts, storms and widespread flooding. We know that these impacts are felt first and worst by the people with least choice and least protection in society, and we are committed to improving the resilience of vulnerable communities across the UK.

Communities Prepared is Groundwork's national community resilience programme, providing training, support, and advice to communities so that they can incorporate their local knowledge into emergency plans, ensuring vulnerable people, homes, and businesses are better protected.

Funded by the National Lottery Community Fund, the programme equips community emergency volunteers and flood action groups with the knowledge and confidence to prepare for, respond to, and recover from a range of weather-related emergencies. Groundwork provides free online training courses and the team have also been working with partners and local authorities to pilot community resilience hubs in a number of areas. Over the past two years, Communities Prepared delivered 93 workshops and training sessions supporting more than 500 people, with evaluation pointing to an increase in skills and confidence on the part of those involved.



"For us this process is from a standing start so the various examples used throughout the sessions have been useful and provided threads to explore"

"I found the content and activities interesting and thought provoking."

Participants on the Communities Prepared programme share their thoughts on how they've benefited from taking part.

HELPING GRASSROOTS

GROUPS ACCESS GRANTS

Groundwork's portfolio of grant programmes has continued to expand and diversify over the last 12 months, helping us reach more people and put power and resources in the hands of local communities.

Our long-term relationship with Tesco moved into a new phase last year with the launch of the Stronger Starts strategy, focused on schools and other organisations supporting young people, including through a new promotion to provide fruit and vegetables to 400 priority schools. In 2023/24 we distributed more than 7,800 Stronger Starts grants to fund a wide range of activities including breakfast clubs, equipment for junior sports clubs, trips for children and young people with disabilities, playground equipment and musical instruments.

The last year has also seen us design, develop and deliver the Government's £25m VCSE Energy Efficiency Scheme in partnership with the Energy Saving Trust, Centre for Sustainable Energy, Locality and Social Investment Business. The England-wide scheme has provided 1,100 independent energy assessments and awarded £20m in capital grant funding to organisations supporting communities through the cost of living crisis, helping them to reduce their energy bills and improve financial resilience. We have continued to work closely with a wide range of other organisations and businesses to ensure their funds generate maximum impact in local communities, including HS2, Comic Relief, the BUPA Foundation, One Stop, Rowntree's and the Greater London Authority. In total this has allowed us to channel more than £20m into local communities, helping to fund vital project and infrastructure costs at a time when many charities are struggling to meet increased demand.



Flourish

"Thank you for your amazing support for Flourish during 2024. Because of your generosity we have been able to support 380 girls to grow in confidence and find their voice this year."

Flourish is a Warwickshire-based charity providing mentoring and support to girls who might feel isolated, pressured or anxious. They received a Tesco Stronger Starts grant to help sustain their programmes. Groundwork supports Stronger Starts nationally and locally, promoting awareness, helping groups to apply and managing the voting and awards system.

Fit 4 Life

"The Independent Energy Assessment helped us to identify changes we could make that will have a significant impact on our energy bills and our carbon footprint. It has been really useful to have highlighted the potential savings each change would make and how this could make us more sustainable for the future both financially and environmentally."

Fit 4 Life, a health rehabilitation gym in Cumbria, received an independent energy assessment thanks to the DCMS VCSE Energy Efficiency Scheme. The group went on to successfully apply for just over $\pm 38,000$ from the scheme to install a range of energy efficiency measures.

Friends of Shenstone Tower

"It was important to the community to save our heritage. I talked to one of the stone masons during the renovation and he said that this 900-year-old church tower was within a couple of years of catastrophic masonry collapse which would have been irreparable – HS2 funds enabled our project to start just in time. I can't walk down the street without being asked about the tower or complimented on its repair."

Jeremy is Chairman of the Friends of Shenstone Tower near Lichfield, who received an award of £70k from the HS2 Community & Environment Fund, one of a number managed by Groundwork to support communities disrupted by the project.

Cheadle Catholic Infant & Junior School

"The award has not just been about receiving a cash donation to provide extra resources. The award is about providing a positive and sustainable impact on the community in which we live. Our children have been inspired and energised by the project and want to make an impact on our environment now and in the future."

Cheadle Catholic Infant & Junior School received a £2,500 grant from the BUPA Foundation Green Community Grants to create a community allotment in their school grounds.

Rapper and documentary maker Professor Green [pictured] joined forces with Groundwork last year to present a BBC Radio 4 appeal to raise funds for our Green Doctor service so even more people living in fuel poverty across the UK can get the support they need.

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Support our work

Groundwork works with communities across the UK to achieve lasting social and environmental change. As a charity we rely on support from a variety of sources to ensure we can deliver our mission.

We are proud of the impact we have achieved in the last 12 months but, with your support, we know we can achieve even more in the year ahead. There are many ways to get involved. Whether you're looking to partner with us to deliver a project, have an enthusiastic team of employees willing to fundraise or volunteer or want help in delivering your community investment or social value objectives, we'd love to hear from you.

To find out more about Groundwork, **please get in touch:**

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CHANGING PLACE CHANGING LIVE