ENGLISH FEDERATION OF DISABILITY SPORT

England & Wales · Charity number 1075180

Details

Other names	ACTIVITY ALLIANCE
Status	Registered
Legal form	Charitable company
Company number	03627630
Registered	1999-04-20
Register	View on the Charity Commission register

Contact

Address	Efds Sportpark Loughborough University 3 Oakwood Drive Loughborough LEICESTE
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Website	www.activityalliance.org.uk

Activities

Objects: TO IMPROVE AND SUSTAIN THE PROVISION OF SPORT, PHYSICAL ACTIVITY AND RECREATION OPPORTUNITIES FOR DISABLED PEOPLE IN ENGLAND.

Activities: Activity Alliance (the operating name for the English Federation of Disability Sport) brings members, partners and disabled people together to make active lives possible. We work with many amazing people and are at the centre of influential world-renowned programmes for disabled people. Collectively, we continue to challenge perceptions and change the reality of disability, inclusion and sport.

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Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Disability, Amateur Sport, Other Charitable Purposes
- **Who:** People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** ENGLAND
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,978,065	£2,754,939	£1,271,106	32
2024-03-31	£2,921,392	£2,888,368	£1,047,980	32
2023-03-31	£3,094,753	£3,179,139	£589,961	27
2022-03-31	£3,139,438	£3,076,545	£674,485	27
2021-03-31	£1,984,072	£2,750,379	£611,588	27

Trustees

Name	Role	Appointed
Adam Paker	Chair	2025-10-15
Emma Pawson		2023-09-13
Ian Mullane		2025-09-17
Isabelle Michelson		2023-10-04
Jane Duncan		2025-10-15
Lindsay Games		2025-10-15
Loretta Sollars		2021-12-21
Lucy Smith		2023-10-04
Peter Ackred		2024-09-18
Reena Parmar		2025-09-17
Rory O'Keeffe		2025-10-15

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ENGLISH FEDERATION OF DISABILITY SPORT

England & Wales - Charity number 1075180

Accounts



activity alliance

disability inclusion sport

Activity Alliance Annual Trustees' Report and Accounts

For the year ended

31 March 2025



English Federation of Disability Sport operating as Activity Alliance.
Registered Company Number: 03627630
Company Limited by Guarantee.
Charity Registration Number: 1075180

activityalliance.org.uk

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Trustees, advisors, and organisation details

Activity Alliance Chair: **Samantha Orde OBE**

Chief Executive and Company Secretary: **Adam Blaze**

Honorary President: **Baroness Tanni Grey-Thompson DBE**

Vice President: **John Amaechi OBE**

Vice President: **Dr Phil Friend OBE** (appointed October 2024)

Trustees

Trustees who have served during the Financial Year 2024-25, or join before the date when the accounts are signed:

Ms Samantha Orde OBE - Chair
Mr Peter Ackred (appointed 18 September 2024)
Mr Rob J Belbin (resigned 9 October 2024)
Ms Genny Cotroneo (resigned 18 September 2024)
Ms Andrea Dando
Ms Rebecca Evans
Dr Phil A Friend OBE (resigned 9 October 2024)
Ms Isabelle Michelson
Mr Piers Martin (resigned on 9 October 2024)
Mr Gabriel Odia (resigned 12 December 2024)
Ms Emma Pawson
Mr Joseph Rham (appointed on 9 October 2024, resigned 19 March 2025)
Ms Loretta Sollars
Ms Lucy Smith
Mr Ian Mullane (appointed 17 September 2025)
Ms Reena Parmar (appointed 17 September 2025)

Activity Alliance registered office address

Sportpark, Loughborough University
3 Oakwood Drive
Loughborough
Leicestershire, LE11 3QF

Independent Auditor

HB&O Limited
Highdown House
Leamington Spa, CV31 1XT

Bankers

Barclays Bank plc
Leicester, LE87 2BB



Trustees' Report for the year ended 31 March 2025

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of the English Federation of Disability Sport (operating as Activity Alliance) for the year 1 April 2024 to 31 March 2025.

The Trustees confirm that the annual report and financial statements of the company and the group comply with the current statutory requirements, the requirements of the company and the group's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). The Trustees have complied with the duty in the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission.

Impact headlines



Launched our new strategy – We all belong, with a new vision of a future where all disabled people feel they belong in sports and activities.



Welcomed Eve Roberts, Ben Andrews, Temi Johnson, and Harrie Larrington-Spencer to the charity as our first ambassadors.



Appointed Dr Phil Friend OBE Hon D.Sc. FRSA, retired Activity Alliance trustee, as our Vice President.



Released a powerful manifesto calling on the Government to protect the benefits, equip health and care workers, and increase accessible outdoor spaces.



Hosted 176 face-to-face events and workshops, sharing our insight and knowledge to upskill 1,591 people.



Launched the Activity Alliance eLearning hub making it easy to access our range of training opportunities.



1,834 people completed an eLearning course, all now empowered with practical tools, creative ideas and resources to be more inclusive for disabled people.



Increased participation opportunities when we welcomed 135 disabled swimmers and 160 athletes to our National Para Athletics Championships and British Junior Para Swimming Championships.



Launched Improve to Include, a new programme in collaboration with Sport for Confidence, that will create more opportunities for disabled people to take part, volunteer and work in sports and activities.



Featured in 72 local and 13 national media outlets, raising our profile and awareness.



561 people signed up for our online events and workshops, learning about our work, and benefiting from our insight and knowledge.



9,463 resources were downloaded from our website, building understanding and awareness.

Reflections from our outgoing Chair



It's fantastic to see our charity's impact in many different areas this year. Reading through this Annual Report I am reminded of the great things we have achieved, and the progress we have made. This is all thanks to the hard work, determination and passion of our talented staff team and board trustees.

This is an exciting time for Activity Alliance following the launch of our new strategy – We all belong. It addresses the major barriers that disabled children and adults face when trying to be active or work in sports and activities. The launch event held at Lord's Cricket Ground in December was a real highlight for me. It was empowering to be in the same room as many great leaders from across sport, physical activity and health, all coming together for the same vision. It is clear that working together is when we can make the most important change happen.

I am sad to say that this is my last Annual Report as Chair. I became Chair in 2018, just as we were rebranding from the English Federation of Disability Sport to Activity Alliance. Since then, we have faced many tests and challenges, quite notably the global pandemic leading on to very difficult times for our society. These times have made us stronger, more compassionate, more resourceful, and more determined to make sure we continue to make a difference in the face of adversity.

I believe Activity Alliance is well placed to continue its powerful and vital work in collaboration with our excellent partners to ensure all disabled people feel they belong in sports and activities. I am proud of this charity and excited for its future.

Thank you all so much for your continued support.

Samantha Orde OBE

Message from our Chief Executive



What a great year for Activity Alliance. The many projects we've delivered, the research we've carried out, the insight we've shared, the training opportunities and programmes we've launched, and our work in policy. I couldn't be prouder of the team and the difference we are making every day.

We are creating change and improving disabled people's lives through sport and physical activity. We have made great strides this year but there is still so much more to do. Many people still do not have access to meaningful opportunities to be active, and so our important work continues.

Our ambitious new strategy – We all belong, is the result of a powerful collaboration of knowledge, insight and consultation. We reviewed and updated our vision and mission in response to environment we work in and to better meet disabled people's needs.

A big part of our new strategy is re-emphasising the need to work collectively, with partners, funders, and supporters to remove the systemic barriers that prevent disabled people accessing sports and activities. We know collaboration is best and by sharing the challenge we can build a powerful movement and have a greater impact.

Engagement with policy makers is also vital in our fight for fairness. Whether in health, transport or education, policy makers play a vital role in ensuring more disabled people feel that they belong. This year we released a powerful manifesto presenting insight and drawing upon people's highly valuable lived experiences. Our manifesto is still relevant, and we will continue to use it to ensure disabled people have more influence on policies that affect them.

Finally, I want to say thank you to our outgoing Chair, Sam Orde OBE. Over the past seven years her leadership and guidance has been a constant source of support for our trustees, staff team, and to me. Under her tenure Activity Alliance has grown into a robust, influential organisation with a dedicated team, strong finances and a long-term strategy.

There are so many things to look forward to in a new financial year, and many opportunities ahead of us. I hope you will join us as we all work toward creating a better future for everyone.

Adam Blaze

This year's impact

Launching our new strategy – We all belong

A highlight of this year, and a major milestone, was the release of our highly anticipated new strategy – We all belong. It is the result of a powerful collaboration of knowledge, insight and consultation with disabled people, our partners and networks. We are now excited to be working toward our new vision – a future where all disabled people feel they belong in sports and activities. All our work is underpinned by three new ambitions:

1. Sports and activities meet disabled people's needs.
2. Disabled people influence campaigning, policy and decision making.
3. Address inequalities by working with others.

On releasing our strategy, our **Honorary President Tanni, Baroness Grey-Thompson**, said:

> "We all belong in sports and activities. Yet many disabled children and adults don't feel that they do. At school, in the local park or working out in a nearby gym, we all have the right to welcoming, inclusive, and accessible opportunities.
>
> The reality is that society remains an unfair and unjust place for many disabled people. Every single day there are stories up and down our country of disabled children and adults missing out on the joy that being active can bring. We must not accept this.
>
> Disabled people must be included in conversations, listened to more, and their feedback acted upon. Policies and systems in our society need to work for and include everybody, not just the privileged few."

Our strategy may have changed, but our values remain, and our work continues to reflect how we care, unite with others, and champion disabled people.

Read more about our new strategy here: Our strategy.



New ambassadors take on charity role to tackle inequalities in sport

Following the launch of our new strategy in December, we were very excited to announce our first Ambassadors for the charity. We welcomed Eve Roberts, Ben Andrews, Temi Johnson, and Harrie Larrington-Spencer.

They join Honorary President Tanni Grey Thompson, Vice Presidents John Amaechi OBE and Dr Phillip Friend OBE alongside the charity's wider network to champion change so disabled people can be as active as they want to be.

Eve Roberts was once a disengaged disabled student who perceived herself to be at a disadvantage within sport. She is a former U25s programme athlete and supported Activity Alliance's pilot youth advisory panel. Eve now works strategically as a professional in equality, inclusion and diversity to ensure inclusion is embedded and diversity is celebrated within sports and physical activity. She said:

> "I feel proud to be in a position I never thought I would be in and even prouder to be an Ambassador for Activity Alliance. My lived experience and finding an inclusive environment within sport has truly shaped my drive to ensure inclusion is everywhere."

Ben Andrews, Managing Director of Beyond Empower, children's author and disabled people's rights activist, is passionate about working towards a more inclusive world for disabled people driven by his own personal experience of being registered blind. He said:

> I am proud to be joining Activity Alliance today as an ambassador. Together, we hope to change the record when it comes to the everyday inequalities disabled people face in sport.
>
> I have followed Activity Alliance closely over the years, initially as a go-to to support my own research and as a close partner through my company Beyond Empower across Greater Manchester. The work the charity does to get disabled people active nationwide is invaluable and I hope together we can help all disabled people to enjoy the benefits of sport and activity.

Read more about this here: New ambassadors take on charity role to tackle inequalities in sport.

Phil Friend OBE made Vice President

After serving nine years as a trustee, Dr Phil Friend OBE Hon D.Sc. FRSA was named as Activity Alliance Vice President at the charity's Annual General Meeting in October. He becomes the second Vice President for the organisation alongside John Amaechi OBE.

Phil is acknowledged as one of the UK's foremost consultants on disability matters. A powerful and highly popular communicator, he has provided consultancy, training and mentoring support to many of the country's best known companies.

Dr Phil Friend OBE Hon D.Sc. FRSA said:

> I don't want to lose the relationships I've got with the organisation, and I believe in what it's trying to do. So, if I can help keep that journey going in my own way I'm going to do it, I'm delighted and honoured.
>
> The nine years that I spent with the alliance has seen enormous growth, we are much more engaged. I think one of the major changes was when we moved strictly away from just sport and Paralympic messaging to one of physical activity.
>
> We've got a very talented staff team now and we've got a brilliant board.

Read more about this here: 'Delighted and honoured' - Phil Friend OBE made Vice President.

Leading with insight and challenging perceptions

We lead the way in gathering insight on disabled people in sport and activity. We use our insight to share good practice and support others to improve their plans, so disabled people feel less excluded. As we continue to challenge views and biases, we will push for disabled people's needs to be prioritised at every level, in every community.



Disabled people's activity could contribute £6.2k per person per year

International Day for Disabled People on 3 December was a big day for Activity Alliance as we released our social value report and launched our new strategy.

Building on Sport England's social value report for the whole population, we worked with the same experts as them, State of Life, on a specific assessment of disabled people's activity. We found there is £6,200 social value per disabled person per year if supported to meet the official Chief Medical Officers' (CMO) guidelines of 150 plus minutes a week. This works out three to four times' the value of non-disabled people being active. To give a comparison of size, this figure is almost equivalent to being employed rather than unemployed, which has a social value of £7,000.

Will Watt, State of Life founder, said:

> "This research builds on our recent work for Sport England, by specifically exploring the wellbeing impact of activity for disabled people. At a time of constrained resources, it is important to invest where you can make the biggest difference. This report makes clear that activity – even if that is light activity – has the potential to make a very big difference to the health and wellbeing in the UK."

Read more here: Disabled people's activity could contribute £6.2k per person per year.

Fifth Annual Survey reveals disabled people remain left behind

In June we released the results of our fifth Annual Disability and Activity Survey (ADAS) revealing that disabled people still face significant barriers when trying to be active in their communities. The report showed disabled people are twice as likely to be inactive than non-disabled people, a disparity that has remained consistent since the first report was released five years ago.

ADAS complements Sport England's Active Lives Adult Survey and continues to track disabled people's perceptions and experiences of sport and activity. The survey was conducted by IFF Research between October and November 2023. Over 2,000 disabled and non-disabled adults aged 16+ took part.
The evidence and insight play a vital role in our work, and help us, and our partners, achieve fairness for disabled people.

With the Olympics and Paralympics taking place a few months later, we urged people to recognise that three-quarters of disabled people in our country want to be more active. Not everyone wants to be or can be a gold medal winner, but everyone has the right to be active where and however they choose to be.

Read more here: Fifth Annual Survey reveals disabled people remain left behind.

As part of the launch of our ADAS results, we hosted a free online event to share the findings and discuss recommendations.

One hundred and seventy people attended the event, hosted by Paralympian and Chair of **CIMSPA** Marc Woods, with Activity Alliance Research and Insight Manager Annabel Storer-Carter sharing the main findings from the research. It also featured a powerful panel discussion with three disabled people who took part in the research.

You can watch the recording of the ADAS webinar here.

Championing disabled people and influencing conversations

We were proud to play an active role in policy change this year with the release of our manifesto which continues to be the backbone of our policy work.

Activity Alliance launches manifesto for next government

In April 2024, and ahead of the General Election, we launched our manifesto for change - Fight for fairness: Disabled people's right to sport and physical activity. It was developed with contributions and insight from disabled people, advocates and organisations in the sport, physical activity, and voluntary sector.

To ensure disabled people have equal access to sports and activities, we called upon the next government to:

- **Protect the benefits** – Provide clearer understanding and wider safeguarding to reassure disabled people that being regularly active will not threaten their benefits and other forms of government financial assistance.
- **Equip health and care workers** – With NHS, ensure that better processes are in place for health and care workers to support disabled people to use physical activity in ways which work best for them.
- **Increase accessible outdoor spaces** – Take a leading role in promoting and legislating design standards that ensure accessibility in local and national spaces.

Sarah Brown-Fraser, Head of Communications and Policy at Activity Alliance, said:

> Whoever leads the next government has an opportunity to significantly improve the opportunities that disabled people have in sport and physical activity. They need to realise the potential and understand the power inclusive sport and physical activity can bring to this country. The inactivity crisis and deep-rooted inequalities for disabled people cannot be fixed by sport decision makers alone. It needs government commitment and leadership, across education, health, employment, and transport.

Read more about this here: Activity Alliance launches manifesto for next government.

Ahead of the General Election in July, we also signed an open letter to party leaders from Nuffield Health and the Richmond Group, advocating for a concerted effort to support people with long-term conditions to move more, particularly by committing to a cross-government movement strategy.

Read more about this here: Activity Alliance signs open letter to party leaders.

Calls for Government to leave no disabled child on the sidelines

As Paris 2024 Paralympic fever swept the nation in September, ParalympicsGB launched a campaign calling for equal access to PE and school sport for disabled children, with just one in four saying they take part in sport at school. The campaign was launched with a powerful documentary broadcast on Channel 4 following two young disabled children as they are sidelined in school and demand their right to be treated equally in access to sports and PE. We fully backed the campaign and continue to support with ongoing research and training for this crucial policy area.

Read more about this here: Calls for Government to leave no disabled child on the sidelines.

We responded to several Government announcements and joined fellow organisations in calling for change:

- In June, we joined a coalition of more than 200 bodies, athletes, businesses and charities across health, sport, recreation, and physical activity and called on party leaders to commit to making the UK the most active nation in Europe. The letter kickstarted a campaign launched by the organisations called #TakeTheLead, to showcase the importance of creating a more active nation and, crucially, highlight the need for leadership by our national politicians to create the conditions for change.
- In October the Chancellor of the Exchequer, Rachel Reeves, set out the UK Government's first Budget of spending and financial plans. We responded, highlighting our manifesto and calling upon the new government to put inclusion at its heart.
- In November we signed an open letter to the Chancellor on the impact of the planned increased employer National Insurance Contributions (NICs) for charities. A move unveiled in the Autumn Budget. Written by NCVO the open letter calls for urgent action on the planned increase. The changes could have a devastating impact on the charity and voluntary sectors. It is estimated that the sector's total increased cost of employer NICs will be £1.4bn per year. At the time of writing, we were one of more than 7,000 signatories.

- In March, the Government published Pathways to Work: Benefits Reform and Support Green Paper. A consultation seeking views on the approaches government should consider around reform of the health and disability benefits system and employment support. We welcomed the announcement of the Personal Independence Payment assessment review but urged the Government not to punish disabled people in the move to cut public spending. Benefits play a huge part in breaking down barriers in sports and activities and can be fundamental in empowering disabled people to be active. We continue to highlight the points raised in our manifesto and our important social value research.

Collaborating with expert partners

Working with partners will improve opportunities for disabled people across a wide range of communities.



New Include to Improve programme with Sport for Confidence

In partnership with Sport for Confidence, we were very proud to launch Include to Improve in March, a two-year programme to create more opportunities for disabled people to take part, volunteer and work in sports and activities.

Funded by Sport England's recover and reinvent fund, the programme looks to address the impact of the COVID-19 pandemic and cost-of-living crisis on disabled people's engagement with sports and activities at all levels.

As part of the programme we introduced a new **Lived Experience Network** – a safe space for disabled people to share their views of taking part and working in the sport and physical activity sector. We also launched a **Strategic Partner Network** to bring together many organisations from different sectors including national disability sports partners, the voluntary and community sector, leisure and health. All united by the Include to Improve aim and their own desire to strengthen their commitment to inclusion.

Jannine Walker, Head of Events and Programmes at Activity Alliance, said:

> We're excited to connect and collaborate with a community of people and organisations who share the same vision. Together, our Lived Experience Network members and strategic partners will share good practice, identify gaps in delivery and develop creative solutions to increase the number of high-quality accessible opportunities for disabled people to take part, volunteer and work in sports and activities.

Read more about this here: Activity Alliance and Sport for Confidence launch Include to Improve.

Other examples of working together this year:

- In April we were pleased to support the launch of Super Movers for everybody. It's a campaign led by BBC Children's and Education, the Premier League and ParalympicsGB, using the inspiration of top-flight football and talented athletes to engage disabled children and those with special educational needs in sport and physical activity.
- Our research was cited in 'The Power of Sport: A Lifetime of Opportunity' report, released by the Disability Policy Centre and Soda, and supported by Nimbus Disability. The report highlighted major barriers to sport and physical activity for disabled people, with just over half of disabled people surveyed prevented from watching sport due to a lack of accessibility in their venue of choice.
- In August, we worked together with Intelligent Health to improve accessibility for disabled people and people with long-term health conditions in Beat the Street. The initiative turns towns into giant games to help keep people healthy, and enable users to embed daily movement in their lives. Our contribution ensures that inclusion continues to be at the heart of the programme.

Building our understanding in workforce

We are addressing the deep-rooted development and employment barriers that prevent disabled people starting or remaining in the sport and activity workforce.

New research sheds light on the workforce gap

Our Annual Disability and Activity Survey 2023-24 found that just 17% of disabled people said they 'see people like me working in sport and physical activity'. Off the back of such disappointing figures we commissioned Better Decisions Together to explore the barriers and enablers to disabled people becoming part of the workforce.

The report, released in January, showed that only 9% of disabled people agreed they have the opportunity to become a coach or take on a role in delivering sport or physical activity, compared to 24% of non-disabled people.

Based on 25 interviews with people in the sport and physical activity workforce, most of whom were disabled employees, volunteers and employers, the report provides three key headline recommendations.

1. Adopt a 'flexible by default' approach to job roles.
2. Provide advice and guidance for employers.
3. Proactively identify and remove barriers that exist at all stages of the workforce journey.

Read more about this here: Barriers to workforce explored in new report.

In March, we hosted a webinar to discuss the results and recommendations.
You can watch the workforce gap webinar here.

Creating opportunities to be active

We're increasing important participation opportunities for young disabled athletes through our para events.



Swimming Championships thrill as international event

June saw our annual British Junior Para Swimming Championships take place in Coventry. Organised in partnership with Swim England, the event aims to increase participation and talent development opportunities for young disabled swimmers. It's a starting block for national competition for many swimmers, with several top world and Paralympic medallists, including Ellie Simmonds, beginning their own success at the prestigious meet.

For the first time, this year's Championships saw swimmers from outside the UK join those competing from the home nations. The event, a well-established part of the nation's swimming pathway for young disabled people, was delivered by Activity Alliance in partnership with Swim England.

Carlos, 17, swam as part of a Spanish contingent. He described enjoying the opportunity to compete in England:

> "It's been a really nice experience and I am thrilled to have been able to swim here. I would love to come back."

His coach, who led a team of nine swimmers, said he was pleased that they had the opportunity to swim abroad:

> It means a lot, it's the pinnacle of their training up until now, and it's a highlight of their season. An event like this allows them to compete against athletes with the same classification on an international stage.

Read more about this here: Swimming Championships thrill as international event.



Festival of athletics enjoyed at National Championships

In July it was time for our National Junior Para Athletics Championships at Coventry Athletics Track in Warwick where we welcomed more than 130 disabled athletes. The event is supported by the Lions Club International, British Athletics, and England Athletics.

From podium places to personal bests there was something to celebrate for everyone that took part. It has a proud history of giving disabled athletes the opportunity to compete in a major event, playing a pivotal part in helping them to reach their potential.

Tristan, 14, made his debut at the national event. Competing on his home track he picked up gold medals in the 60m, 100m and 200m. He said:

> It's been really good. Everyone is really welcoming and supportive of each other. I'll definitely be back next year. I'm quite athletic and really enjoy sports. I play wheelchair basketball (for Coventry Wheelchair Basketball Academy). I've competed at the youth games, international children's games.

Ellie, 20, was competing for the tenth year. She left with three golds for discus, shot put and 100m. She said:

> I got introduced to this event by school at regional level, and then national level and then I progressed into bigger events. I've now competed nationally with my club and I'm currently at university in Sunderland studying Sports Coaching.
>
> This event introduced me to athletics and it's where I found my love for athletics. It's a good social event too, with para-athletics, so it's nice to have this event that everyone can come to and where everyone can catch up.

Geoff and **Pam** are part of the Lions Club Barton and were supporting the event with the Lions Clubs International. They said:

> This is a wonderful and very uplifting event run by Activity Alliance, I'm really pleased to be a part of it. The children are so wonderful, very supportive with each other. They're all very talented and it's wonderful to watch.
>
> Lions like to do things for the community, and this event is the ideal example. It's great to be able to join up with other Lions from across the UK and give our combined support to such a fantastic event. It's very humbling.

Read more about this here: Festival of athletics enjoyed at National Championships.



Using our expertise to embed inclusive practice

Our training and expertise support the people who make activities happen to feel confident and skilled.

Activity Alliance Learning Hub the new home for inclusive training

In July, we were proud to announce that we became a Chartered Institute for the Management of Sport and Physical Activity (CIMSPA) Training Provider Partner. This moment marked the start of a journey to ensure everything that we offer is CIMSPA endorsed, meaning learners receive valuable CPD points for their time.

Shortly after, in September, we were very excited to launch the Activity Alliance Learning Hub, bringing all our courses and workshops into one easy-to-access digital space.

With just four in ten (43%) disabled people feeling they have the chance to be as active as they want, the need for high-quality training has never been more important. We want more people to benefit from the opportunity to learn, develop and use this knowledge to be more inclusive in their own activities.

Chloe Studley, Head of Workforce at Activity Alliance, said:

> “There is a huge appetite for relevant and quality training when it comes to inclusivity in sport. We have a wealth of courses, all available on our easy to access online Learning Hub, that have been given the stamp of approval thanks to our CIMSPA status.
>
> Now not only will learners continue to take away valuable knowledge, but CPD points as well. As organisations or individuals look to improve their offering for disabled people in sports and activities our Learning Hub is the go-to place.”

Read more about this here: Activity Alliance Learning Hub the new home for inclusive training.

Activity Alliance charter to provide guiding research principles

In August we introduced a newly created charter to highlight best practice for conducting research.

The document sets out the ways in which we will ensure that our research is barrier-free. It was co-created with disabled people and will lead the way in setting out best practice when it comes to conducting research.

Molly O'Brien, Senior Research and Insight Advisor at Activity Alliance, said:

> "It was a creative and insightful process, as we worked alongside a group of disabled people to produce the charter. Having a co-created research charter ensures that disabled people's voices are integral to approaching our research work."

Read more about this here: Activity Alliance charter to provide guiding research principles.

We also improved our learning offer in these key areas:

- During National School Sports Week in June we released a series of videos to support teachers and school staff to easily use the Inclusive Education Hub. The **Inclusion 2024 Inclusive Education Hub** brings together essential resources for inclusive PE and school sport into one space to support teachers responsible for PE to engage more disabled students. It was created in partnership with Activity Alliance, Youth Sport Trust and Department for Education as part of the Inclusion 2024 programme.
- In January we hosted a revamped version of our Inclusive Physical Education (IPE) workshop with seven schools from across the West Midlands. The course was carried out as part of the Gift of the Games programme in partnership with **United by 22**, a local charity formed to help deliver the wider goals of the Commonwealth Games.
- Also in January we invited former students of our IAP course to a free webinar where they could further enhance their skills, and support inclusive delivery of sport and physical activity sessions. The online event gave people the opportunity to learn from Mo Sarwar, an IAP tutor, on how the programme can support inclusive delivery.
- In February, an online course to support teaching assistants in school sports was released as part of the Inclusion 2024 programme. Designed to support teaching assistants, the course will equip this important audience with the confidence to create outstanding PE experiences for every pupil regardless of their abilities.

Inclusive practice in action

Our partnerships and programmes teams who specialise and engage with people across the regions are crucial. They support key partners, including Active Partnerships and National Governing Bodies of sport (NGBs) as well as wider stakeholders. Our work enables these partners to be more effective in supporting disabled people to be active.

Thousands more active thanks to the power of Get Out Get Active

In July we released a very positive impact report for our flagship programme Get Out Get Active (GOGA). Designed to support disabled and non-disabled people to enjoy being active together, GOGA has reached over 160,000 people since its inception in 2016.

The report shows GOGA strengthens communities, with six in ten participants saying they are now more connected within their community. Seven in ten have continued to be active and maintained their activity levels outside of the GOGA programme.

As well as participants there have been more than 4,000 volunteers engaged at sessions, with almost three in ten disabled volunteers.

Ruth Hollis, Chief Executive at Spirit of 2012, said:

> As the founding and principal funder of Get Out Get Active, Spirit's largest funded project, we are delighted to share the impact of the programme. GOGA has enabled thousands of people, young and old, disabled and non-disabled, to be active together across the UK - focusing on reaching those with the highest barriers to taking part.
>
> This report shows that GOGA has had a demonstrable impact on the wellbeing and sustaining participation in physical activity for people in communities across the UK. It should be a call to action for others in the physical activity sector or wanting reduce health inequalities to learn from GOGA's signature person-centred approach in all future programmes that set out to tackle inactivity.
>
> I want to thank the team at Activity Alliance and Wavehill and all those that delivered the programme across the UK for delivering this to the people that need it most.

Alex Johnson, policy and influencing manager at Spirit of 2012, said:

> It's beyond my expectations that we could've got to this point, seven or eight years later, seven and a half million pounds later we've got this programme called GOGA which is actually more than a programme.
>
> What I have loved about this beautiful journey with GOGA is that in the first phase we were like 'we want to reach the least active'. In the second phase we understood better, who are the least active, they are very different from each other, they are not all the same. To now talking about GOGA as an approach for delivering sport and physical activity.

Read more about this here: Thousands more active thanks to the power of Get Out Get Active.

Active Together podcast

The popular Active Together podcast continued to thrive this year with three more episodes to complete the series. Working with podcast specialists, Lloyd Bell Productions, the Active Together podcast shows how our Get Out Get Active (GOGA) programme brings people together to be active. It shares people's experiences of GOGA and how it has helped them to become active, or support others to be active too.

In one episode we hear from **Laura Clarke**. She was diagnosed with MS when she was 30 and struggled to find the right activity for her. That all changed when she discovered inclusive swimming sessions with WeSwim in Haringey. The club, helped by GOGA funding and support, welcomes both disabled and non-disabled swimmers and has a team of volunteers on hand.

> "You get supported to access the pool, there's hoists or people help you get in the pool.
>
> In the pool if you need a volunteer to support you, you can have a volunteer to support you. It's always like 'what do you want to do, what have you been up to, what have you done recently' and then try and progress. It's always really good fun no matter what."

Read more about this here: Making waves: Diving into the inclusive world of WeSwim.

Halifax workshop builds on year-long work with Active Calderdale

In June, we heard from a group of staff that deliver and plan activities across Calderdale about their newfound confidence in delivering sport for disabled people. The group had recently taken part in an Inclusive Activity Programme and had been working closely with our Strategic Partnership Advisor for Yorkshire and Humber for more than a year.

Miles Smith, Director at KIXX Halifax, a sport provider in the education sector, took part in the workshop. He said the course will make a difference to his day-to-day work:

> "It gives lots more confidence in directing your staff how to engage with disabled people. I can explain these activities better to staff and it has provided a theory and a model to use."

Read more about this here: Halifax workshop builds on year-long work with Active Calderdale.



Leading Inclusion makes a real difference for Active Sussex

Following a Leading Inclusion Workshop, Active Sussex found ways to ensure their work to improve opportunities for disabled people will have a real impact. Active Sussex works to increase physical activity levels in Sussex. To improve their offer for disabled people, they implemented a Diversity and Inclusion Action Plan (DIAP).

Our Strategic Partnerships team led a two-day workshop with a team from Active Sussex in May and June.

Since then, they have integrated improvements from the workshop to support their existing Diversity and Inclusion Action Plan (DIAP), aligning both to enhance the impact it will have.

Anthony Statham, Interim CEO at Active Sussex, said:

> “The Leading Inclusion workshop has enabled Active Sussex to focus thinking in relation to lived experience. As a result, we are more proactively advocating partners to listen to the lived experience of disabled people and embed inclusive practices to support decision-making, such as co-designing projects or programmes.”

Read more about this here: Leading Inclusion makes a real difference for Active Sussex.

Access Day gives children the chance to enjoy inclusive sport

Thanks to our Get Out Get Active (GOGA) programme, nearly 100 children and young people had the chance to try out sports and activities during an Access Day in Wiltshire in February.

Hosted by GOGA partners Wiltshire and Swindon Sport (WASP), the event was held in February at Foundation Park in Swindon. Swindon Borough Council helped to identify schools to work with, and children with special educational needs attended from 33 schools in the area.

Dominique Oughton, Access Day organiser and Operations Manager of WASP, said:

> The GOGA Access Day was an incredible celebration of inclusive sport. These children don't usually get the opportunity to take part in many activities in school, so it's great to be able to offer something and bring them into a new and exciting environment where they can mix with other young people.
>
> The energy, teamwork, and enthusiasm on display showed the true power of sport in bringing people together. A huge thank you to everyone who made the day possible – we're excited to keep creating more inclusive opportunities in the future!

Read more about this here: Access Day gives children the chance to enjoy inclusive sport.



Organisational wellbeing

We are committed to being an organisation where people feel they belong and a workplace where they can thrive. We pride ourselves on building a positive culture that ensures we get the best out of our people and resources.

In line with our objectives, governance and funding commitments, we ensured all staff had time and space to talk through their wellbeing and develop through performance reviews.

In partnership with Hable, we delivered a focused digital skills programme designed to upskill colleagues in the effective use of Microsoft Teams and broader Microsoft 365 tools. This training directly addressed knowledge gaps, particularly around digital collaboration, file management, and accessible communication. The training also targeted increasing confidence in managing shared files, creating accessible content, engaging in inclusive online meetings, and using digital platforms more consistently and efficiently across teams. This investment not only enhanced productivity but also supported a more cohesive and digitally resilient workplace culture.

We supported our managers with targeted training on how to build their personal resilience, tackle conversations around performance effectively and encourage open and honest feedback. This was part of a broader commitment to psychologically safe leadership, emotionally intelligent management practices and fostering a healthier, more supportive working environment.

This year, we also invested in building greater organisational confidence in managing risk. Our management team took part in training on Activity Alliance's risk management framework, focusing on how it applies in their day-to-day roles and areas of responsibility.

Through individual sessions, managers explored the purpose and structure of the framework, actively engaging in the identification, assessment, and mitigation of both strategic and operational risks. The training made the risk processes clearer and easier to understand organisationally, reinforced shared ownership, and enabled leaders to contribute meaningfully to our evolving risk register. As a result, there is now a clearer and more consistent understanding of risk across the organisation – not only of its importance for governance and compliance, but also as a practical tool for strengthening decision-making and organisational resilience. Managers have become more proactive in identifying emerging risks and working collaboratively to implement mitigation strategies tailored to their specific areas of work. Our 2024 staff survey saw a 97% response rate and reflected strong levels of pride, job satisfaction, and trust in line managers. Colleagues felt valued, supported, and able to be their authentic selves at work, with clear roles and alignment to organisational goals. Most staff reported opportunities to connect with peers and develop new skills and felt confident sharing ideas. Feedback also highlighted areas for growth, particularly in career development and strengthening connection with the Board – insights that will shape our continued commitment to staff experience and development.

Diversity and inclusion in the workplace

We remain committed to making Activity Alliance a charity that truly reflects the communities we serve. Championing equality, diversity, inclusion, and belonging (EDIB) has been central to both our workplace culture and the services we provide. Throughout the year, we continued to implement our Diversity and Inclusion Action Plan (DIAP), led by a member of the Leadership Team, and support from the Equality Diversity Inclusion and Belonging working group. The group was initially created to design the DIAP. Now, it ensures that the plan is monitored, updated, implemented across the organisation, and reported on at Board. The plan sets out clear ambitions and actions to strengthen our equality work across the organisation. The group met regularly to monitor progress against agreed timescales and reported updates

to the Board, ensuring accountability and momentum. In March 2024, we began a charity-wide staff skills audit to better understand the strengths and development needs across our team. This ongoing work, continuing throughout 2025, aims to help us make the most of the diverse talents within our workforce, identify any skills gaps, and align learning and development with our strategic goals. It also supports smarter workforce planning, encourages cross-team collaboration, and reinforces our commitment to equity, inclusion, and organisational resilience.



Our diversity profile

We use the social model of disability in our approach to all work. However, we know that some definitions used for protected characteristics can challenge this model, in particular the disability definition. The social model emphasises that it is society and barriers created by society that disable people, not a person's impairment or condition.

We recognise this difference in our diversity profile by presenting two figures for disability. Figure one presents the percentage of people with an impairment and/or long-term health condition. Figure two presents the percentage of people with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on everyday life. Figure two aligns closely to the definition of disability under the Equality Act 2010.

These are the findings from December 2024 and January 2025 Board and staff equal opportunities survey conducted among employees and Board members.

Activity Alliance diversity profile		Percentage of total number
Fig. 1	People with an impairment, long-term health condition or illness	2023: 45% 2024: Staff 36% Board 63%
Fig. 2	People with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities	2023: 19% 2024: Staff 50% (of 36% who said they have an impairment, health condition or illness) Board 60% (of 63% who said they have an impairment, health condition or illness)
Fig. 3	Female	2023: 67% 2024: Staff 58% Board 88%
Fig. 4	Lesbian, gay, bisexual	2023: 12% 2024: Staff 9% Board 0%
Fig. 5	From an ethnically diverse background	2023: 10% 2024: Staff 15% Board 0%

Financial wellbeing and fundraising

Activity Alliance's total income for the financial year 2024-25 amounted to £2,978,065. Sport England investment continues to be one of the charity's largest funding contributions and we are proud to be considered one of their system partners. Their financial backing means we can deliver programmes and services that help others to embed good practice and change attitudes towards disabled people in sport and activity.

Sport England also continued to provide significant funding contributions for Get Out Get Active (GOGA) programme delivery.

We received £30,000 from a legacy, which will help us greatly towards achieving our charity objectives.

Our fundraising events included support from generous people taking part in the London Marathon and other community activities.

This year we continued to develop our income generation activities to ensure our future is secure. The focus on our income generation strategy allows us to grow ideas and will lead us to work with different funders in the future.

A full breakdown of Activity Alliance's income and expenditure for the year end 31 March 2025 is available in the financial review section of this report.

The charity's unrestricted fundraising activities are undertaken by our own expert team, with guidance from the senior management team and Board of Trustees. The charity is a member of the Fundraising Regulator and abides by the Fundraising Code of Practice which covers various aspects of fundraising. Activity Alliance is understanding and compassionate towards its supporters and will never exploit vulnerabilities. No complaints have been received by the charity directly about its fundraising activities during this year.

Structure, governance and management

The Charity is a company limited by guarantee, governed by Articles of Association. The Company's objects and Articles of Association as submitted to the Charity Commission and Companies House follow that:

- The Activity Alliance Board is the ultimate decision-making body responsible for all significant strategic, financial and policy decisions with advice from its Nominations Committee and Finance Audit Risk and Governance Committee. The Board delegates authority to manage the organisation on a day-to-day basis to the CEO. Our Articles of Association allow up to 12 Board members who can serve a maximum period of three terms of three years each.
- An external evaluation of the Board is carried out every four years. This review was conducted in Summer 2024 and concluded in September 2024. This external Board Evaluation concluded that Activity Alliance Board was overall effective with a number of areas of strength. The review recommended that the Board should address information infrastructure, stakeholder management and succession planning as part of next steps. The Chair has led this work with an action plan focused on continuing to be an effective Board and strengthening identified areas.
- 33% of the Trustees are Member nominated Trustees, and all recruitment is made by open advertisement followed by application and interview.

Statement of Trustees' responsibilities

The Trustees (who are also Directors of Activity Alliance for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charitable Company and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that year. 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 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

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

Appointment of Trustees

Under Article 64 of the Articles of Association, the Board aims to be fully reflective of the community the Charitable Company ultimately serves by being appropriately representative of disabled people and equality principles as set out in the Equality Act 2010. Each Board member may serve a maximum three terms of three years each. No appointment shall exceed a period of nine years unless in exceptional circumstances.

The Nominations Committee plays a crucial role in ensuring that Activity Alliance's board and leadership is composed of qualified, diverse, and experienced individuals who align with the charity's mission and values. One of main responsibilities of the Committee is to review Board skills matrix in order to steer Trustee recruitment to find candidates with a skillset to fill the identified skill gaps. Such candidates are recommended for Board or member appointment as per the Articles of Association. In order to increase diversity of the Board, Activity Appliance employs various practices when recruiting Trustees, including posting advertisements for Trustee positions on relevant social media platforms and recruitment websites as well as our own. We also use job boards and networks that appeal to underrepresented groups. Activity Alliance's commitment to diversity and inclusion is clearly stated in the job description, using bias and jargon free language. Interview panels include people from various backgrounds and lived experiences to bring diverse perspectives to the evaluation process. Alternative way of application are encouraged and these include video or audio application. We produce recruitment documents in accessible formats on demand and these include Easy Read and British Sign Language.

Trustee appointments are made in line with Tier 3 Code for Sports Governance and our Equality, Equity and Diversity Statement.

Trustee induction and training

Once new trustees have been appointed, they go through an internal induction process where they are invited to meet key employees and other Trustees. During their induction, new Trustees are briefed on their legal obligations under charity and company law.

Pay policy

The Board of Directors are the Charity's Trustees. The Leadership comprises key management personnel of the Charity who are in charge of directing, running and operating the organisation on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year. Details of Directors' expenses and related party transactions are disclosed in Note 10 to the accounts. Any review of the Chief Executive's remuneration would be carried out by the Nominations Committee in consultation with the Chair and any recommendations would require Board approval.

Organisation

The governing body of the Charity is the Board of Trustees, which met six times during the financial year 2024/25. There are two standing Board Sub-Committees. The Finance, Audit, Risk and Governance Committee (FARG) which met five times during the year and the Nominations Group which met six times during the year.

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms approved by the Trustees, for operational matters including finance, employment and performance related activity.

Risk and internal control

The Trustees have overall responsibility for identifying and managing the most significant and emerging risks facing the Charity and ensuring an appropriate system of controls, financial and otherwise is in place. Trustees are also responsible for safeguarding the assets of the Charity and taking reasonable steps for the prevention and detection of fraud and other irregularities providing reassurance that:

1. The Charity complies with relevant laws and regulations.
2. Its assets are safeguarded against unauthorised use or disposition.
3. Proper records are maintained, and financial information used within the Charity or for publication is reliable.

Over the past year, the board has defined its collective appetite for risk, considering both opportunities and threats, developing category-based risk appetite statements, which form a key part of the Charity's risk management framework. The statements provide clarity on the risks that the Charity is not prepared to tolerate, whilst ensuring a more balanced/open appetite in other areas, promoting developing and maximise stakeholder value. The board is accountable for ensuring management execute strategic objectives in accordance with the board's risk appetite, with any exceptions being escalated to the board for review.

The Finance, Audit, Risk and Governance Committee (FARG) is responsible for providing oversight over the implementation of the risk management framework and monitoring principal and emerging risks on an ongoing basis, considering risk appetite and reviewing the effectiveness of mitigations.

Our risk management framework is designed to:

1. Identify the type of risks the Charity is facing that could prevent the achievement of strategic objectives.
2. Assess the likelihood of the risks materialising in combination with the strategic, operational, financial and reputations impacts that may arise.
3. Identify and manage mitigations to reduce the incidence and impact of risks that do materialise or maximise opportunities, in line with the board's risk appetitive, ensuring appropriate ownership of each risk and related controls.
4. Monitor and report on our risks, key risk indicators, and effectiveness of controls.

Principal risks

The principal risks identified by the Board and the associated mitigations are set out below.

Risk	Mitigations
Attraction and retention of staff The charity is unable to attract and retain individuals with the required skills to deliver our strategy.	• Staff handbook in place that is reviewed regularly. • Annual pay review process in place. • Living wage employer. • A variety of benefits offered to staff. • Quarterly staff surveys in place and results monitored. • Provision of staff training and development opportunities. • Disability Confident Employer and implements inclusive recruitment practices to attract diverse talent. **Planned actions** • Staff skills audit as part of People Plan. • Review of pay policy.
Funding A significant reduction in Sport England funding.	• Existing strong relationship with funders. • Current funding agreement in place until 2027. • New learning platform established that provides a source of additional income. • Robust budgeting process including regular financial monitoring and reporting to track budget performance, identify variances, and take corrective actions as needed. • Reserves policy in place that is regularly reviewed. • Regular strategic planning sessions. **Planned actions** • Exploring other sources of funding and diverse income streams and continue to expand funding portfolio to include grants, individual donations, corporate sponsorships and events. • Clarify and strengthen our impact framework and evidence base to provide compelling evidence to support future funding bids. • Development of financial strategy.

Cyber crime A cyber security incident compromises the availability, integrity, and confidentiality of information (including personal and company data).	• ICT policy in place. • Enhanced investment in cyber security including multi-factor authentication (MFA). • All staff and board have full Office 365 licences. • IT consultant service in place that ensures all software, including operating systems, applications, and antivirus solutions, are regularly updated to patch vulnerabilities and monthly reports on potential threats. **Planned actions** • FARG to undertake a deeper dive into cyber risk. • Cyber essentials and re-assessment. • Implement ongoing campaign and mandatory training to promote staff and trustee cyber security awareness. • Planned review of ICT and data protection policies.
Duty of care An individual who we owe a duty of care is harmed as a result of a failure to implement adequate safeguards to protect their health, safety, and wellbeing.	• Employment wellbeing and health & safety policies in place. • Programmes to promote staff wellbeing and Employee Assistance scheme in place. • Events safeguarding and health and safety policies in place. • Contracts in place between charity and event delivery partner that address safeguarding & health and safety responsibilities. • Risk assessments completed and reviewed regularly. • Relevant training provided to staff and key volunteers. **Planned actions** • Continue to engage with specialists to ensure best practice approach.

Financial review 2024/25

Income

Group income for 2024/25 amounted to £2,978k (2023/24: £2,930k), an increase of £48k (2%) on last year. Sport England remained one of Activity Alliance's largest funders, contributing £1,748k (2023/24: £1,462k) of system partner funding for the financial year. Sport England also provided £450k of funding for the "Get Out Get Active" (GOGA) programme.

For the Activity Alliance Charity only, income for 2024/25 amounted to £2,975k (2023/24: £2,921k), an increase of £54k (2%) on last year.

There have been no significant fundraising activities involving the general public.

Expenditure

Charitable expenditure for the Group for 2024/25 amounted to £2,755k (2023/24: £2,888k), a decrease of £133k (5%) on last year.

Charitable expenditure for the Activity Alliance Company only, during 2024/25 amounted to £2,752k (2023/24: £2,880), a decrease of £128k (4%) on last year.

Reserves

Total reserves as at 31 March 2025 were £1,271k (2023/24: £1,048k) an increase of £223k.

Restricted reserves as at 31 March 2025 amounted to £432k (2023/24: £301k), an increase of £131k. Details of restricted reserves are given under Note 19.

Unrestricted reserves as at 31 March 2025 totalled £839k (2023/24: £747k), an increase of £92k. £211k has been designated from unrestricted reserves for the purpose of growing and developing the organisation. In addition, £30k has been designated as a fixed asset fund representing the net book value of the underlying fixed assets of the charity. This is a prudent measure reflecting the fact that these assets would not be easily realisable if needed to meet future liabilities.

Further details of the Activity Alliance reserve policy can be found below.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.

Activity Alliance's charitable purpose, contained within its objects, is to promote a wider understanding of the needs of disabled people in the field of sport and physical recreation. The Trustees ensure that this purpose is carried out for the public benefit by delivering services that fit within the core funding received for this purpose. The Trustees also ensure that funds received for specific purposes are treated as restricted income and expenditure. They also comply with the requirement that projects carried out aside from core targets are for the public benefit.

Reserves Policy

The Reserves Policy remains as unrestricted funds not committed or invested in fixed assets at a level equivalent to three months of operating costs. This equates to approximately £479k (based on 3 months salaries and 3 months of overhead costs).

As at 31 March 2025, the unrestricted reserves not invested in fixed assets ("free reserves") were £598k (2023/24: £523k).

Investment Policy

It is the requirement of the Trustees that surplus funds generated from time to time should be invested at minimal risk to the organisation. As a consequence, no investment is made in any form that is liable to suffer adverse market variations.

Funds considered surplus from time to time are invested on a short- or medium-term fixed interest basis to comply with this requirement. Interest received on deposits of this nature generated £23.1k during 2024/25 (2023/24 £15.6k).

Related Parties

English Federation of Disability Sport (EFDS) operating as Activity Alliance is a Charity registered with the Charity Commission. It has a trading subsidiary called English Federation of Disability Sport Events Management Limited (EFDS EM, Company Number 05905541), for the receipt of commercial sponsorship, and any surplus is gift aided to the parent company.

The English Federation of Disability Sport Events Management Limited is a private company limited by shares with a share capital of £1,000, all the shares are owned by the English Federation of Disability Sport. The Company was incorporated on 14 August 2006 and is VAT registered.

At 31 March 2025, Activity Alliance's member organisations were:

National Disability Sports Organisations: British Blind Sport, CP Sport, Dwarf Sports Association UK, LimbPower, Special Olympics GB, UK Deaf Sport, WheelPower, International Mixed Sports Ability (IMAS).

Regions: East, East Midlands, North East, North West, South East, South West, West Midlands, Yorkshire and Humber; and London region.

Associates: Access Sport, Active Cheshire, Active Essex, Active Gloucestershire, Active Notts, Active Norfolk, Active Partnerships, Aspire, Association of Colleges Sport, British Kickboxing Council, Cedar Academy, Cheshire Centre for Independent Living, County Durham Sport, Durham Cricket Board, Disability Rights UK, Disability Sports Coach, Down's Syndrome Association, Durham Cricket Board, Energize Shropshire Telford and Wrekin, England Golf, FairPlay, Foundation of Light, GreaterSport, Help for Heroes, Herts Sports Partnership, Leonard Cheshire Disability, Middlesbrough Football Club Foundation, Newcastle United Foundation, Newcastle University Student' Union, North Yorkshire Sport, Panathlon, Paradance UK, Rebound Therapy, Scarborough Inclusive Sport Steering Group, Scope, SMILE through Sport, Sport and Recreation Alliance, Sport Birmingham, Step Change Studios, Tees Valley Sport, The Challenge Hub, The Change Foundation, The Football Association, The Inspire Group, Thomas Pocklington Trust, Together Active, Tyne and Wear Sport, Wheelchair Dance Sport Association UK, Wiltshire and Swindon Sport, Yorkshire Sport Foundation, Youth Sport Trust.

Plans for Future Periods

Throughout 2025 and beyond, we will continue to deliver our new strategy, we all belong, and work towards our three ambitions. This will include multi-year budget planning aligned to a multi-year operational plan. This will ensure we have a strong foundation in place to continue to remain financial sustainable during the current economic climate.

We will maintain the progress we have made in 2024/2025 and expand the following projects:

- Diversify our income steams with a new approach to income generation where we will access new funding opportunities. A part of this approach will be to ensure Full Cost Recovery (FCR) is considered across our work.
- A Programmes Pipeline has been developed to identify new multi-year funding streams from both within, and outside of, the sport and physical activity sector. Alongside this there is significant work being done on the succession planning of Get Out Get Active and Include to Improve.
- With our current System Partner Funding from Sport England coming to an end in March 2027, conversations will begin with Sport England about future System Partner funding.
- Invest legacy funds in building a new website allowing us to raise our profile and reach including investment in digital marketing.

The Trustees' Report has been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees.



Samantha Orde OBE, Chair

Date: 15 October 2025

Independent Auditor’s Report to the members of English Federation of Disability Sport

Opinion

We have audited the financial statements of English Federation of Disability Sport ("the Parent Charitable Company") and its subsidiaries ("the Group") for the year ended 31 March 2025 which comprise the Consolidated and Parent Charitable Company Statement of Financial Activities, the Consolidated and Parent Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes 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 the Parent Charitable Company's affairs as at 31 March 2025 and of the incoming resources and application of resources, including its income and expenditure, for the year ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 related to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or Parent 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 Trustees' report, other than the financial statements and our audit 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:

a. the information given in the Trustees' Report (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

b. the Strategic Report and the Directors' Report have 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 Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 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 Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities the Trustees (who are also the Directors of the Parent 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 Groups' 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

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

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

- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing minutes of meetings of those charged with governance; and
- Enquiry of management to identify any instances of non-compliance with 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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Parent Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Parent 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 Parent Charitable Company and the Parent Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Ashfield BA FCA (Senior Statutory Auditor)
For and on behalf of HB&O Limited
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Highdown House, 11 Highdown Road, Leamington Spa, Warwickshire, CV31 1XT
Date: 15 October 2025

Statement of financial activities

Group statement of financial activities including income and expenditure account for the year ended 31 March 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income					
Donations and legacies	3	**73,618**	**-**	**73,618**	232,941
Other trading activities	4	**124,093**	**1,960**	**126,053**	248,952
Investment income	5	**23,183**	**-**	**23,183**	15,606
Income from charitable activities	6	**17,000**	**2,738,211**	**2,755,211**	2,432,269
Total incoming resources		**237,894**	**2,740,171**	**2,978,065**	2,929,768
Expenditure					
Charitable activities		**149,394**	**2,592,683**	**2,742,077**	2,874,054
Costs of raising funds		**12,862**	**-**	**12,862**	14,314
Total expenditure	8	**162,256**	**2,592,683**	**2,754,939**	2,888,368
Net movement in funds before transfers		**75,638**	**147,488**	**223,126**	41,400
Transfer between funds		**16,126**	**(16,126)**	**-**	-
Net movement in funds for the year		**91,764**	**131,362**	**223,126**	41,400
Reconciliation of funds					
Funds balance at 1 April 2024		**747,022**	**300,958**	**1,047,980**	1,006,580
Total funds carried forward at 31 March 2025	19	**838,786**	**432,320**	**1,271,106**	1,047,980

All the activities of the Group are classified as continuing. The notes on pages 44-57 form part of these financial statements.

Statement of financial activities (Parent Charitable Company) including income and expenditure account for the year ended 31 March 2025

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income				
Donations and legacies	**133,245**	**11,250**	**144,495**	374,932
Other trading activities	**61,641**	**1,960**	**63,601**	98,585
Investments income	**23,183**	-	**23,183**	15,606
Income from charitable activities	**17,000**	**2,726,961**	**2,743,961**	2,432,269
Total incoming resources	**235,069**	**2,740,171**	**2,975,240**	2,921,392
Expenditure				
Charitable activities	**146,569**	**2,592,683**	**2,739,252**	2,865,678
Costs of raising funds	**12,862**	**-**	**12,862**	14,314
Total expenditure	**159,431**	**2,592,683**	**2,752,114**	2,879,992
Net movement in funds before transfers	**75,638**	**147,488**	**223,126**	41,400
Transfer between funds	**16,126**	**(16,126)**	**-**	-
Net movement in funds for the year	**91,764**	**131,362**	**223,126**	41,400
Reconciliation of funds				
Fund balance at 1 April 2024	**740,947**	**300,958**	**1,041,905**	1,000,505
Total funds carried forward at 31 March 2025	**832,711**	**432,320**	**1,265,031**	1,041,905

All the activities of the Charitable Company are classified as continuing. The notes on pages 44-57 form part of these financial statements.

Group balance sheet as at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets					
Tangible assets	14		**29,955**		17,124
Current assets					
Debtors	15	**149,231**		130,750	
Investments	16	**207,482**		202,798	
Cash at bank and in hand		**1,277,553**		1,012,319	
		1,634,266		1,345,867	
Creditors: amounts falling due within one year	17	**393,115**		315,011	
Net current assets			**1,241,151**		1,030,856
Total assets less current liabilities			**1,271,106**		1,047,980
Charity funds					
Restricted funds	19		**432,320**		300,958
Designated funds	19		**240,621**		207,000
Unrestricted funds	19		**598,165**		540,022
Total funds			**1,271,106**		1,047,980

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 44-57 form part of these financial statements.

Approved by the Board of Trustees on 15 October 2025 and signed on its behalf by:



Samantha Orde OBE, Chair

Balance sheet (Parent Charitable Company) as at 31 March 2025 – Company number: 03627630

	Note	£	2025 £	£	2024 £
Fixed assets					
Tangible assets	14		**29,955**		17,124
Investments	16		**1,000**		1,000
			30,955		18,124
Current assets					
Debtors	15	**217,420**		229,230	
Investments	16	**207,482**		202,798	
Cash at bank and in hand		**1,199,312**		881,291	
		1,624,214		1,313,319	
Creditors: amounts falling due within one year	17	**390,138**		289,538	
Net current assets			**1,234,076**		1,023,781
Total assets less current liabilities			**1,265,031**		1,041,905
Charity funds					
Restricted funds	19		**432,320**		300,958
Designated funds	19		**240,621**		207,000
Unrestricted funds	19		**592,090**		533,947
Total funds			**1,265,031**		1,041,905

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 44-57 form part of these financial statements.

Approved by the Board of Trustees on 15 October 2025 and signed on its behalf by:



Samantha Orde OBE, Chair

Group statement of cash flows as at 31 March 2025

	Note	2025 £	2024 £
Net movement in funds for the reporting periods (as per the statement of financial activities)		**223,126**	41,400
Adjustments for:			
Depreciation	14	**5,420**	3,162
Investment Income	5	**(23,183)**	(15,606)
Increase in debtors	15	**(18,481)**	(50,334)
Increase in creditors	17	**78,104**	64,788
Net cash flow from operating activities		**41,860**	2,010
Cash flow from investing activities			
Investment income	5	**23,183**	15,606
Purchase of fixed assets	14	**(18,251)**	(13,000)
Net cash flow from investing activities		**4,932**	2,606
Net increase in cash		**269,918**	46,016
Cash and cash equivalents at 1 April 2024		**1,215,117**	1,169,101
Cash and cash equivalents at 31 March 2025		**1,485,035**	1,215,117
Cash and cash equivalents consists of:			
Cash at bank and in hand		**1,277,553**	1,012,319
Current asset investments	16	**207,482**	202,798
		1,485,035	1,215,117

Notes forming part of the financial statements for the year ended 31 March 2025

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a. Basis of preparation

These financial statements are for the financial year ended 31 March 2025. These have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). They are prepared in sterling which is the functional currency of the Charitable Company and rounded to the nearest £1.

b. Preparation of the accounts on a going concern basis

The system partner funding from Sport England secured to the end of March 2027 provides security of funding for core activities. Further reassurance has been sought to ensure the financial sustainability of the charity for both existing and future funding streams. The trustees are confident that both the cost management measures taken as well as the transparent conversations with funders has secured the immediate future of the charity. This assessment of the trustees is that the charity is a going concern.

The charity remains in regular contact with our main funding providers Sport England and others to secure their on-going financial support.

c. Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity.

Restricted funds are subject to restrictions or specific conditions on their expenditure imposed by the donor.

d. Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is sufficient certainty of receipt, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Donations and legacy income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on delivery of specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by the volunteers has not been included within these accounts.

Income from the investments is included when receivable.

Income from charitable activities is accounted for when earned.

Incoming resources from grants, where related to performance and by specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

e. Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The accounts are prepared on the accruals basis, liabilities are recognised as resources expended as soon as there is legal or constructive obligation committing the Charity to expenditure.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds consists of all those expenses that are incurred by trading for a fundraising purpose in either donated or brought–in–goods or in providing non-charitable services to generate income, as well as the costs associated with attracting voluntary income.

Expenditure on charitable activities comprise all the resources applied by the Charity in undertaking its work to meet its charitable objectives as well as the cost of raising the funds to finance these activities and governance costs. These costs include direct costs of the charitable activities together with those support costs incurred that enable these activities to be undertaken, as well as governance costs which relate to the general running of the Charity. They do not include the direct management functions inherent in generating funds, service delivery and programme of project work.

These activities provide the governance infrastructure which allows the Charity to operate and generate the information required for public accountability and include the strategic planning purposes that contribute to the future development of the Charity.

Governance costs include such items as external audit, legal advice for Trustees and costs associated with the constitutional and statutory requirements of the Charity.

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

f. Operating leases

The Charity classifies the rental premises as operating leases. Rental charges are charged on a straight-line basis over the term of the lease.

g. Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All individual assets costing more than £1,000 are capitalised.

Depreciation is provided at rates calculated to write off the costs less residual value of each asset over its expected useful life as follows:

Computer equipment	- 25% per annum straight line basis
Furniture and equipment	- 10% per annum straight line basis

h. Investments

Current asset investments are stated at market value.

i. Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three to twelve months.

k. Creditors

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for and trade discounts due.

l. Pensions

The pension costs charged in the accounts represent the contributions payable by the Charity during the year.

m. Group financial statements

The consolidated financial statements compromise the English Federation of Disability Sport and its subsidiary company, English Federation of Disability Sport Events Management Limited. The results of the subsidiary are consolidated on a line-by-line basis.

The SOFA for the English Federation of Disability Sport is presented with the accounts.

n. Prior year adjustments

Prior year adjustments may arise as a result of a change in accounting policy or to correct a material error. Prior year figures are corrected retrospectively by amending opening balances and comparative amounts for the prior year. Changes in accounting estimates are accounted for prospectively and do not give rise to a prior year adjustment.

2. Legal status of the trust

The Charity is a company limited by guarantee, incorporated, and domiciled in the United Kingdom, and has no share capital. The address of the registered office can be found on page 3 of the financial statements. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3. Donations and legacy income

	Unrestricted funds 2025	**Restricted funds 2025**	**Total funds 2025**	Total funds 2024
	£	**£**	**£**	£
Donations	**43,617**	**-**	**43,617**	25,941
Legacies	**30,001**	**-**	**30,001**	207,000
Total donations and legacy income	**73,618**	**-**	**73,618**	232,941

All donation and legacy income received in 2024 related to unrestricted funds.

4. Other trading activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Inclusive training courses	**18,745**	**-**	**18,745**	14,358
Corporate sponsorship	**-**	**-**	**-**	33,333
Disability sport events	**38,916**	**-**	**38,916**	25,772
Others	**66,432**	**1,960**	**68,392**	175,489
Total other trading activities	**124,093**	**1,960**	**126,053**	248,952

All other trading activities expenditure in 2024 related to unrestricted funds.

5. Investment income

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank and investment interest	**23,183**	**-**	**23,183**	15,606
Total investment income	**23,183**	**-**	**23,183**	15,606

All of the Charity's investment income arises from interest bearing deposit and current accounts.

All investment income received in 2024 related to unrestricted funds.

6. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
System partner (Sport England)	**-**	**1,747,809**	**1,747,809**	1,462,299
Improve to Include (Sport England)	**-**	**500,402**	**500,402**	-
Inclusion 2024 (Youth Sport Trust)	**-**	**25,000**	**25,000**	5,000
GOGA	**-**	**450,000**	**450,000**	947,970
Retrain to Retain (CIMPSA)	**-**	**15,000**	**15,000**	-
Others	**17,000**	**-**	**17,000**	17,000
Total income from charitable activities	**17,000**	**2,738,211**	**2,755,211**	2,432,269

Of the £2,432k received in 2024, £17k related to unrestricted funds and £2,415k related to restricted funds.

7. Outsourced activity payments

The Charity undertakes its charitable activities through a combination of direct service provision and outsourcing to third parties. An analysis of recipients for 2024/25 is as follows:

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
UK Coaching Solutions	**4,238**	**-**	**4,238**	18,957
GOGA partners	**-**	**290,000**	**290,000**	591,025
Improve to Include partner		**219,074**	**219,074**	-
Others	**24,669**	**-**	**24,669**	24,155
Total outsourced activity payments	**28,907**	**509,074**	**537,981**	634,137

Of the £634k expenditure in 2024, £43k related to unrestricted funds and £591k related to restricted funds.

8. Total expenditure

The statement of financial activities provides an analysis of the resources expended by the charity which are split into two main categories:

a. Expenditure on charitable activities and
b. Costs of raising funds

	a) Charitable activities 2025 £	b) Raising funds 2025 £	Total funds 2025 £	Total funds 2024 £
Salary costs and on-costs	**1,332,989**	**-**	**1,332,989**	1,434,298
Other staff costs	**109,901**	**-**	**109,901**	64,611
Travel and subsistence	**57,510**	**12,202**	**69,712**	61,054
Site costs	**94,174**	**-**	**94,174**	98,857
Office expenses	**17,187**	**-**	**17,187**	21,105
Commission services	**174,237**	**-**	**174,237**	195,918
Audit fee	**15,309**	**-**	**15,309**	14,580
Direct development	**34,270**	**-**	**34,270**	35,408
Marketing and website	**62,613**	**-**	**62,613**	71,842
Research and insight	**39,224**	**-**	**39,224**	89,347
Events expenses	**40,858**	**-**	**40,858**	42,663
Outsourced activity (see note 7)	**537,981**	**-**	**537,981**	634,137
Equipment and leases	**7,351**	**-**	**7,351**	5,088
Training	**96,489**	**-**	**96,489**	35,730
Depreciation	**5,420**	**-**	**5,420**	3,162
Meetings	**62,636**	**-**	**62,636**	74,283
Staff training	**21,717**	**-**	**21,717**	7,384
Other costs	**32,211**	**660**	**32,871**	(1,099)
Total resources expended	**2,742,077**	**12,862**	**2,754,939**	2,888,368

Of the £2,755k expenditure in 2025 (2024: £2,888k) £162k was charged to unrestricted funds (2024: £231k) and £2,593k was charges to restricted funds (2024: £2,657k).

Included within the expenditure on charitable activities are governance costs of £15,418 (2024: £14,580).

9. Net movement in funds

Net movement in funds is stated after charging:

	2025	2024
	£	£
Depreciation	**5,420**	3,162
Operating leases	**74,066**	76,473
Auditors' remuneration	**15,309**	14,580

10. Trustees

None of the trustees or any persons connected with them received any remuneration during the year.

Travel and subsistence expenses amounting to £3,859 were reimbursed to 10 trustees (2024: £3,592 to 9 trustees).

11. Employment

	2025	2024
	Number	Number
Average number of employees:		
Headquarters	**5**	5
Direct development	**20**	20
Marketing and research	**5**	5
Events and marketing	**2**	2
Total average number of employees	**32**	32

	2025	2024
	£	£
Employment costs		
Wages and salaries	**1,123,223**	1,203,224
Social security costs	**116,452**	125,357
Other pension costs	**93,314**	105,717
Total employment costs	**1,332,989**	1,434,298

The number of employees receiving remuneration during the year of more than £60,000 were:

	2025	2024
	Number	Number
£60,000 - £70,000	**-**	-
£70,001 - £80,000	**-**	-
£80,001 - £90,000	**1**	1
£90,001 - £100,000	**-**	-

The aggregate remuneration of key personnel during the year was:

	2025	2024
	£	£
Key management personnel	**372,012**	333,144

12. Pension scheme

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independent administered fund. The charity also contributes to personal pension packages of employees who are not members of the Charity's scheme.

The employer's contributions to all schemes in the year was £93,314 (2024: £105,717) with an employer's contribution rate of 9% of pensionable pay.

13. Taxation

The company is a registered Charity and no provision is considered necessary for taxation to the extent that income and gains are applied to its charitable objects.

14. Tangible fixed assets – group and parent charitable company

	Fixtures, fittings and equipment
	£
Cost	
At 1 April 2024	**40,888**
Additions	**18,251**
Disposals	**(16,749)**
At 31 March 2025	**42,390**
Depreciation	
At 1 April 2024	**23,764**
Charge for the year	**5,420**
Disposals	**(16,749)**
At 31 March 2025	**12,435**
Net book value	
At 31 March 2025	**29,955**
At 31 March 2024	17,124

15. Debtors

	Group 2025 £	Group 2024 £	Parent 2025 £	Parent 2024 £
Trade debtors	**17,267**	51,742	**15,950**	13,236
Amounts due from subsidiary	**-**	-	**69,506**	136,986
Prepayments and accrued income	**131,964**	79,008	**131,964**	79,008
Total debtors	**149,231**	130,750	**217,420**	229,230

16. Investments – group and parent charitable company

The Charity does not invest in stocks or shares. Surplus funds are deposited at fixed rates for variable periods of time.

	Group 2025 £	Group 2024 £	Parent 2025 £	Parent 2024 £
Shares in group undertakings	**-**	-	**1,000**	1,000
Fixed rate deposits	**207,482**	202,798	**207,482**	202,798
Total investments	**207,482**	202,798	**207,482**	203,798

All fixed rate deposits are held with British Retail Banks.

100% of the issued share capital of the English Federation of Disability Sport Events Management Limited (Company Number 05905541) is held by the Parent Charity.

	English Federation of Disability Sport Events Management Limited 2025 £	2024 £
Gross income	**73,702**	150,366
Expenditure	**(2,825)**	(8,375)
Gift aid to the Charity	**(70,877)**	(141,991)
Profit for the year	**-**	-

	£	£
Net assets at the year end	**7,075**	7,075

17. Creditors

	Group 2025 £	Group 2024 £	Parent 2025 £	Parent 2024 £
Taxation and social security	**57,440**	52,702	**56,609**	45,103
Trade creditors	**278,700**	165,027	**278,655**	164,669
Other creditors	**155**	155	**155**	155
Deferred income	**20,975**	70,616	**20,975**	55,200
Accruals	**35,845**	26,511	**33,744**	24,411
Total creditors	**393,115**	315,011	**390,138**	289,538

18. Deferred income movement

	Group 2025	Group 2024	Parent 2025	Parent 2024
	£	£	£	£
Balance at 1 April 2024	**70,616**	78,267	**55,200**	44,933
Incoming resources deferred in the year	**20,975**	70,616	**20,975**	55,200
Less amounts released	**(70,616)**	(78,267)	**(55,200**	(44,933)
Balance at 31 March 2025	**20,975**	70,616	**20,975**	55,200

19. Analysis of movement in funds

The income of the Group includes restricted funds compromising the following balances held on trust for specific purposes:

Group	Balance at 1 April 2024	Income	Expenditure	Transfers in/out	Balance at 31 March 2025
	£	£	£	£	£
Restricted funds:					
System Partner	**154,356**	**1,747,809**	**(1,704,238)**	**(7,954)**	**189,973**
Include to Improve	**-**	**502,362**	**(294,408)**	**(5,645)**	**202,309**
GOGA	**110,138**	**-**	**(110,138)**	**-**	**-**
GOGA 2024/25	**-**	**450,000**	**(447,473)**	**(2,527)**	**-**
Secondary Teacher Training	**22,547**	**-**	**-**	**-**	**22,547**
Inclusion 2024	**13,917**	**25,000**	**(21,426)**	**-**	**17,491**
Retrain to Retain	**-**	**15,000**	**(15,000)**	**-**	**-**
Total restricted funds	**300,958**	**2,740,171**	**(2,592,683)**	**(16,126)**	**432,320**
Unrestricted funds:					
Designated funds:					
Legacy fund	**207,000**	**30,001**	**(26,335)**	**-**	**210,666**
Fixed asset fund	**-**	**-**	**(5,420)**	**35,375**	**29,955**
General funds	**540,022**	**207,893**	**(130,501)**	**(19,249)**	**598,165**
Total unrestricted funds	**747,022**	**237,894**	**(162,256)**	**16,126**	**838,786**
Total funds	**1,047,980**	**2,978,065**	**(2,754,939)**	**-**	**1,271,106**

20. Analysis of movement in funds (continued)

Group	Balance at 1 April 2023	Income	Expenditure	Transfers in/out	Balance at 31 March 2024
	£	£	£	£	£
Restricted funds:					
System Partner	416,619	1,462,299	(1,724,562)	-	154,356
IAP (Sport England)	7,875	-	(7,875)	-	-
Events	3,201	-	-	(3,201)	-
GOGA	65,875	947,970	(903,707)	-	110,138
Secondary Teacher Training	23,044	-	(497)	-	22,547
Inclusion 2024	28,970	5,000	(20,053)	-	13,917
Others	19,086	-	-	(19,086)	-
Total restricted funds	564,670	2,415,269	(2,656,694)	(22,287)	300,958
Unrestricted funds:					
Designated funds:					
Legacy fund	-	207,000	-	-	207,000
CRM Phase 1	18,000	-	(18,360)	360	-
General funds	423,910	307,499	(213,314)	21,927	540,022
Total unrestricted funds	441,910	514,499	(231,674)	22,287	747,022
Total funds	1,006,580	2,929,768	(2,888,368)	-	1,047,980

21. Analysis of movements in funds (continued)

Parent	Balance at 1 April 2024	Income	Expenditure	Transfers in/out	Balance at 31 March 2025
	£	£	£	£	£
Restricted funds:					
System Partner	**154,356**	**1,747,809**	**(1,704,238)**	**(7,954)**	**189,973**
Include to Improve	**-**	**502,362**	**(294,408)**	**(5,645)**	**202,309**
GOGA	**110,138**	**-**	**(110,138)**	**-**	**-**
GOGA 2024/25	**-**	**450,000**	**(447,473)**	**(2,527)**	**-**
Secondary Teacher Training	**22,547**	**-**	**-**	**-**	**22,547**
Inclusion 2024	**13,917**	**25,000**	**(21,426)**	**-**	**17,491**
Retrain to Retain	**-**	**15,000**	**(15,000)**	**-**	
Total restricted funds	**300,958**	**2,740,171**	**(2,592,683)**	**(16,126)**	**432,320**
Unrestricted funds:					
Designated funds:					
Legacy fund	**207,000**	**30,001**	**(26,335)**	**-**	**210,666**
Fixed asset fund	**-**	**-**	**(5,420)**	**35,375**	**29,955**
General funds	**533,947**	**205,068**	**(127,676)**	**(19,249)**	**592,090**
Total unrestricted funds	**740,947**	**235,069**	**(159,431)**	**16,126**	**832,711**
Total funds	**1,041,905**	**2,975,240**	**(2,752,114)**	**-**	**1,265,031**

22. Analysis of movements in funds (continued)

Parent	Balance at 1 April 2023	Income	Expenditure	Transfers in/out	Balance at 31 March 2024
	£	£	£	£	£
Restricted funds:					
System Partner	416,619	1,462,299	(1,724,562)	-	154,356
IAP (Sport England)	7,875	-	(7,875)	-	-
Events	3,201	-	-	(3,201)	-
GOGA	65,875	947,970	(903,707)	-	110,138
Secondary Teacher Training	23,044	-	(497)	-	22,547
Inclusion 2024	28,970	5,000	(20,053)	-	13,917
Others	19,086	-	-	(19,086)	-
Total restricted funds	564,670	2,415,269	(2,656,694)	(22,287)	300,958
Unrestricted funds:					
Designated funds:					
Legacy fund	-	207,000	-	-	207,000
CRM Phase 1	18,000	-	(18,360)	360	-
General funds	417,835	299,123	(204,938)	21,927	533,947
Total unrestricted funds	435,835	506,123	(223,298)	22,287	740,947
Total funds	1,000,505	2,921,392	(2,879,992)	-	1,041,905

Name of fund	Description, nature and purposes of fund
System Partner	Activity Alliance is a Sport England system partner. This means that Activity Alliance is funded through Sport England's National Lottery to tackle inequalities and support everyone in England to access the profound physical, mental and community benefits of sport and physical activity.
IAP (Sport England)	Delivered by Activity Alliance in partnership with UK Coaching, this programme is funded through Sport England's National Lottery fund to improve the confidence and competence of disabled people in community sport opportunities.
Events	Funding from Lions, Swim England and other bodies to ensure disabled people can access sport and physical activity of their choice working with County Sport Partnerships.
Get Out Get Active (GOGA)	Delivered by Activity Alliance funded by Sport England, to engage the very least active disabled and non-disabled people in activity together.
GOGA 2024/25	Delivered by Activity Alliance in partnership with a UK consortium of partners, this programme is supported by Sport England to engage the very least active disabled and non-disabled people in activity together.
STT (Sport England)	Activity Alliance works in partnership with a consortium of partners, the Secondary Teacher Training programme is funded through Sport England's National Lottery fund to increase young people's enjoyment of PE, schools sport and physical activity.
Inclusion 2024	Youth Sports Trust, Department of Education funded initiative. Activity Alliance's role has been to develop an education micro-site to support professionals to access inclusion resources and materials.
Include to Improve	Delivered by Activity Alliance in partnership with Sport for Confidence, this programme is supported by Sport England to help the physical activity sector and the disabled people it serves to respond to the increased inequalities caused by Covid 19 and the subsequent ongoing challenges this has posed.
Retrain to Retain	CIMPSA funded initiative to deliver training resources for CIMSPA members.
CRM Phase 1	Funds designated for expenditure in 2023/24 on phase 1 of the new CRM system.
Legacy fund	Legacy income designated for the growth and development opportunities of Activity Alliance.
Fixed asset fund	Designated fund representing the net book value of the underlying fixed assets of the charity. This is a prudent measure reflecting the fact that these assets would not be easily realisable if needed to meet future liabilities.

23. Analysis of group net assets between funds

	Restricted funds	Unrestricted funds	Total
	£	£	£
Funds balances as at 31 March 2025 are represented by:			
Tangible fixed assets	**-**	**29,955**	**29,955**
Current assets	**432,320**	**1,201,946**	**1,634,266**
Creditors: amounts falling due within one year	**-**	**(393,115)**	**(393,115)**
Total	**432,320**	**838,786**	**1,271,106**
Funds balances as at 31 March 2024 are represented by:			
Tangible fixed assets	-	17,124	17,124
Current assets	300,958	1,044,909	1,345,867
Creditors: amounts falling due within one year	-	(315,011)	(315,011)
Total	300,958	747,022	1,047,980

24. Commitments under operating leases

At 31 March 2025 the total future minimum lease payments under non-cancellable operating leases were:

	Land and buildings		Other	
	2025	2024	**2025**	2024
	£	£	**£**	£
Within 1 year	**31,162**	17,978	**-**	-
Between 1 and 5 years	**74,025**	-	**-**	-
After more than 5 years	**-**	-	**-**	-
	105,187	17,978	**-**	-

activity alliance

disability inclusion sport

If you have any questions or want to know more about our work, please contact us:

0808 175 6991

info@activityalliance.org.uk

activityalliance.org.uk

Follow Activity Alliance:

Activity Alliance is the operating name for the English Federation of Disability Sport.
Registered Charity No. 1075180.

ENGLISH FEDERATION OF DISABILITY SPORT

England & Wales - Charity number 1075180

Accounts

activity alliance

disability inclusion sport

Activity Alliance Annual Trustees' Report and Accounts

For the year ended

31 March 2024



English Federation of Disability Sport operating as Activity Alliance.
Registered Company Number: 03627630
Company Limited by Guarantee.
Charity Registration Number: 1075180



activityalliance.org.uk

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Trustees, advisors, and organisation details

Activity Alliance Chair: **Samantha Orde OBE**

Chief Executive and Company Secretary: **Adam Blaze**

Honorary President: **Baroness Tanni Grey-Thompson DBE**

Vice President: **John Amaechi OBE**

Trustees

Trustees who have served during the Financial Year 2023-24, or join before the date when the accounts are signed:

Ms Samantha Orde OBE
Dr Phil A Friend OBE
Mr Rob J Belbin
Ms Genny Cotroneo
Mr Piers Martin
Ms Andrea Dando
Ms Loretta Sollars
Ms Rebecca Evans
Mr Gabriel Odia
Mr James Daly (resigned 13 September 2023)
Ms Hilary Familoe (resigned 4 October 2023)
Ms Lucy Moore (resigned 4 October 2023)
Ms Lucy Smith (appointed 4 October 2023)
Ms Emma Pawson (appointed 13 September 2023)
Ms Isabelle Michelson (appointed 4 October 2023)

Activity Alliance registered office address

Sportpark, Loughborough University
3 Oakwood Drive
Loughborough
Leicestershire, LE11 3QF

Independent Auditor

Harrison, Beale and Owen Limited
Highdown House
Leamington Spa, CV31 1XT

Bankers

Barclays Bank plc
Leicester, LE87 2BB



Trustees' Report for the year ended 31 March 2024

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of the English Federation of Disability Sport (operating as Activity Alliance) for the year 1 April 2023 to 31 March 2024.

The Trustees confirm that the annual report and financial statements of the company and the group comply with the current statutory requirements, the requirements of the company and the group's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). The Trustees have complied with the duty in the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission.

Impact headlines



Celebrated our 25th year as a charity.



As creator and lead partner for Get Out Get Active (GOGA), we recorded:

- Six in 10 participants say they are now more connected within their community.
- Seven in 10 have continued to be active and maintained their activity levels.
- For every £1 invested, GOGA delivered more than £4.60 in social, environmental, and economic value.



United with others to make a difference and embed inclusive practices, working with more than 300 organisations at local, regional and national level.



Engaged with more disabled people to ensure we can all learn from their views and experiences. Almost 2,000 disabled and non-disabled people took part in our fourth Annual Disability and Activity Survey.



5,000 online resources downloaded throughout the year, widening knowledge and awareness.



Featured in 134 local and 12 national media outlets, raising awareness and our profile.



116 in person events and workshops, totalling 1,900 attendees, building people's confidence and competence.



1,100 attendees in total for our online events and workshops, building people's confidence and competence.



More than 1,200 users completed our elearning programmes, building people's confidence and competence.



Increased participation opportunities and the talent pool by delivering two major junior championships in Coventry. 110 disabled swimmers and 140 athletes took part.



Message from the Chair

I am always delighted to read about our charity's impact across many areas. It especially means more as we are in such challenging times with the rising cost of living and the impact this has on our communities and disabled people's lives. I am extremely proud of the determination and passion that our staff team and board trustees have to work towards our vision, and achieve our goals.

The highlights for me this year include celebrating a real milestone – 25 years as a charity. I became chair in 2018 when we rebranded as Activity Alliance and within those five years, we undoubtedly faced tests in many ways, quite notably a global pandemic. Yet, we cannot forget the many opportunities and positive moments seeing change and our recognition as the leading voice for disabled people in sport and activity. It is certainly a very different picture to when we began 25 years ago, but we are needed more than ever.

You will enjoy the many stories throughout this report that show how we impact people's lives and ways of working. We cannot ignore the value of inclusion in a society where more than 16 million disabled people live. That is why we need to recognise the huge impact from our work. You will read powerful stories, including the new England Football training, Get Out Get Active increasing activities up and down the UK and raising awareness through wider policy engagement.

During challenging times for many in our society, we continue to be grateful about sponsorship, partnerships and opportunities that all our funders bring. We completed our second of a five-year cycle through Sport England's system partner funding and were delighted to welcome People's Partnership as principal sponsor of our much-loved junior athletics championships.

I hope you enjoy our Annual Report and support us in any way possible.

Sam Orde OBE



Reflections from our Chief Executive Officer

In January, I completed my first year as the charity's Chief Executive. We have made significant improvements in the way that we work, becoming more efficient and more effective. I am proud of our team and the difference we make every day. This report outlines the breadth and strength of the impact we made across the year.

Our values continue to guide our approach. We care, unite, and champion, and disabled people remain at the heart of our thinking and delivery.

The partnerships team is central to our national, regional, and local work. They have ensured more organisations have access to expertise, resources, and training. Building networks and relationships with a range of partners, activity leaders and disabled people.

With a growing programme, events, and workforce portfolio, we have had the chance to test and learn using our resources and strong routes to providers. All this work is underpinned by our experts in research, communication, organisational health, and finance who continue to strengthen our foundations allowing us to increase our impact.

We are creating change and improving people's lives for the better through sport, physical activity and allowing people the opportunity to get active. However, many people still do not have access to meaningful opportunities. We must change that.

As we launch our new strategy at the end of 2024, we will build on the impact we have had in the last 25 years. Working alongside others, I am confident that we will create a better future.

Adam Blaze

This year’s impact at a glance

We are values-led, and our work reflects how we care, unite with others and champion disabled people. We are proud of the impact we have made as a charity this year. As we develop our new strategy for release in 2024, we continued to frame our work this year around two main goals:

- Changing attitudes towards disabled people.
- Embedding inclusive practice into organisations.

Leading the way

Celebrating 25 years as a charity

We celebrated our 25th anniversary in September, noting that there has been a remarkable change over a quarter of a century. But our role as the leading voice for disabled people in sport and activity remains more necessary than ever before.

We have the expertise and knowledge across our organisation to continue to push for inclusion to be at the heart of all plans in sport and activity. There is a lot of work that lies ahead as we continue to strive to ensure the gap between disabled people's level of inactivity and that of non-disabled people is closed. We have a strong team and work with so many brilliant partners all working towards the same goal. We continue to build our influence, and campaign for change that will truly make a difference.

Read more here: Celebrating 25 years as a national charity

Partners from across the country come together to celebrate successful Get Out Get Active

Since 2016, our Get Out Get Active (GOGA) programme has reached over 160,000 disabled and non-disabled people, bringing them together to be active in creative and innovative ways. The programme was set up to get some of the UK’s least active people moving through fun and inclusive activities. It continues to strengthen community spirit, increase confidence, and improve the mental health of all those involved.

In October we held a celebration event bringing providers and partners together from 35 locations across the UK to recognise and celebrate the work of all those involved in the GOGA programme. The event, held in Birmingham, reflected on the impact of GOGA, and celebrated how providers have embedded the GOGA principles throughout their work to change the lives of all those taking part.

At the end of the event, all lead partners were presented with an Embedding Inclusion Award. They have continued to show how the GOGA approach can help organisations do things differently across the UK.

Read more here: GOGA continues to change lives through sport and activity



Fourth annual survey reveals the impact of cost of living and loneliness on activity rates

We released the results of our 2022-2023 Annual Disability and Activity survey in June with a stark warning that the rising cost of living and its wider impact are having a negative effect on disabled people's activity and wellbeing. Four in 10 (37%) disabled people said the cost of living crisis had affected how active they are, versus three in 10 (32%) non-disabled people.

The survey tracks changes in experience and perceptions of sport and physical activity with almost 2,000 disabled and non-disabled adults taking part in the survey between August and October 2022.

For the first time the survey was released alongside a set of requests to Government to effect change to support disabled people to be and stay active. These included, delivering cross-government action with a cabinet-level position to co-ordinate its work and increasing the disability cost of living payment from £150 to £200, to support disabled people to stay active. Our research showed that almost half of disabled people fear losing their benefits if they are seen to be physically active, so we also called for the Government to provide safeguards to reassure disabled people that being active will not threaten their benefits.

Ella Mae, a research participant said:

> "I want to try new sports for the first time, but the cost of inclusive equipment is huge and I can't afford it. Many clubs have shut, or cost has soared - and I don't have money spare to spend because of the increased bills and rent. Physical activity is still so important to me, but it's becoming harder than ever."

Read more here: Annual survey: Need to reduce cost of living and loneliness

Influencing change

We were pleased to see the impact of our wider media and public engagement at regional and national level. This meant increasing awareness of the issues disabled people face when trying to access sports and activities.

Our call to prioritise disabled people in policy

On 3 December, the United Nations' International Day of Disabled People, we called on the government to give disabled people more support to equally reap the benefits of being active.

Disabled people are among the least active in our country. Barriers including physical access, financial constraints and facility staff awareness continue to limit disabled people's opportunities to access sport and activities. We urged the government to lay out a detailed action plan that brings to life their long-term commitment in addressing the challenges disabled people face. Our Vice President, John Amaechi OBE, joined us at an activity in the Westminster area, to call for change.

At the heart of government discussions in Westminster, a shining example of inclusive activity takes place every week. 'Dance Westminster', an initiative for disabled students to stay active and express themselves through accessible dance classes. Eighteen-year-old participant Marieleynne, who is autistic, expressed the importance of sessions like this, saying:

> "I have always loved dancing, but I have never had the chance to be on stage due to stage fright. Yet years later, here I am – not just facing my fears but following my dreams. Fun sessions like this are amazing for me and my friends. I want to be active, but I want the right support to do it.
>
> I used to struggle with being different and feel insecure about it but now I understand that being different is a good thing. The more help we can get to stay dancing together and help everyone who wants to take part to feel welcome, we will have even more people getting involved."

Read more here: Government activity commitments must prioritise disabled people

Other policy engagement included:

- In September, our CEO joined Sport England for the publication of their new Physical Literacy Consensus Statement for England. Adam took part in a panel discussion exploring the importance of physical literacy and how it influences people's relationship with movement and physical activity. We were among 50 organisations from various sectors who came together to feed into the review and develop the statement.
- In February, we were involved in the Sports Think Tank's manifesto. The Road to the 2024 Election Manifesto outlined 100 policy ideas for sport, physical activity and wellbeing, and presented policy calls from 29 physical activity sector organisations. Our chapter urged any future government to close this gap and to ensure disabled people have fair access to all opportunities.
- In January, following a reshuffle, we urged the UK Government to reappoint a dedicated minister for disabled people. We signed an open letter, with 57 organisations from across the sport and activity sector, including ParalympicsGB. In April 2024, we were pleased to learn the Minister was again upgraded in seniority followed campaigning for the change.
- In December, leaders from across government, sport and the charity sector gathered at parliament for an important round-table event to mark the United Nations' International Day of Disabled People. The session brought together parliamentarians, athletes and key stakeholders, including Disability Rights UK, UK Sport, and the Richmond Group of Charities. Sport England's Chief Executive Tim Hollingsworth sat alongside our CEO Adam Blaze, with leading representatives from Paralympics GB and Sport and Recreation Alliance.

Boosting workforce confidence and skills

Kicking off the new England Football disability training for clubs

In October England Football launched Disability Training for Clubs: Journey to Inclusion, a training programme created to encourage more grassroots clubs to open their doors to disabled people and give them the opportunity to play and get involved with football in their local community. The training comprises of an online toolkit and training workshop.

We were proud to be heavily involved with the FA in the development of this training programme. Just three in 10 disabled people currently feel supported to join a local grassroots football club, so this programme is a vital step to change the landscape and create more inclusive and enjoyable environments for all.

Great news! At the time of publication, they recorded: 492 trained across 20 workshops. With 99% of people rating the training to have met and exceeded expectations (of which 40% greatly exceeded).

Read more here: England Football launches Disability Training for Clubs

New tutor team expands activities

In November, we began growing our own team of expert tutors. The network of regional experts will help us to deliver real change, ready to teach our Inclusive Activity Programme (IAP) to a range of people and organisations.

IAP is a fantastic opportunity to access high-quality disability training. The programme gives learners access to an eLearning module, face-to-face workshop and supporting resources. Since 2018, many have benefitted from learning how to adapt and deliver better opportunities for disabled people and people with long-term health conditions.

It also aligns to CIMSPA's Working Inclusively Population Standard, giving those aiming for the qualification valuable CPD points. Through the learning package, organisations and individuals will learn how to create and adapt activities without the need for specialist equipment. The programme is ideal for people in professional and volunteer roles who support disabled people and people with long-term health conditions to be physically active.

Read more here: Activity Alliance brings together experts of inclusive delivery

Inclusion pillar driving change in Duty to Care hub

This year we were proud to be an official partner of UK Coaching Week and worked closely with UK Coaching to develop the Inclusion pillar for their new Duty to Care Hub. The hub provides up-to-date resources and support for coaches and highlights inclusive delivery.

Inclusive delivery involves tailoring delivery to a wide range of audiences and how you engage and empower people to keep them involved. All coaches that enrol onto the inclusion pillar will hear from our CEO, Adam Blaze, explaining why inclusion is the foundation of great coaching.

Read more here: Activity Alliance plays key role in UK Coaching's Duty To Care Hub

Sharing Get Out Get Active learning through new workforce resources

In November we released a collection of resources inspired by the Get Out Get Active (GOGA) programme, to help organisations, activity leaders and commissioners support more disabled people in the sport and physical activity workforce. The resources are based on research we carried out with Haringey Council which looked at the key qualities and skills of deliverers and leaders in Haringey. The research explored how to create an inclusive environment for disabled participants and deliverers. It also looked to identify key ways to support more disabled people in the physical activity workforce.

Read more here: GOGA resources to boost inclusive workforces across country (activityalliance.org.uk)

Increasing opportunities

Young para swimmers go for gold in national championships

In June, more than 100 young disabled swimmers took part in the National Junior Para-Swimming Championships in Coventry. The event is a well-established part of the nation's swimming pathway for young disabled people and many world and Paralympic medallists have discovered their talent here.

We are proud to have seen more than 5,000 talented young disabled people take part in our junior swimming programme over the years. The event was delivered in partnership with Swim England and supported by CV Life and City of Coventry Swimming Club.

This was another example of our respected events team's work to deliver and help others to deliver inclusive events.

Read more here: Young para swimmers take part in thrilling National Championships

People's Partnership sponsorship gives boost to athletics event

We were thrilled to be supported by the People's Partnership for our annual National Junior Athletics Championships in July. The partnership meant we were able to deliver a fantastic inclusive two-day event in Coventry.

We welcomed 140 young disabled athletes in a full track and field programme with an event for juniors with every impairment to take part in.

We are very proud that for decades the National Junior Athletics Championships has given young disabled athletes the opportunity to compete in a major event, meet their peers and experience a full competition. We know how vital this event is to young disabled athletes, and their parents, teachers and coaches.

Read more here: People's Partnership sponsor National Junior Athletics Championships

Leon's story: Going for gold at junior championships

Seventeen-year-old Leon from Bristol took home a gold medal from the National Junior Athletics Championships in Coventry in July, just 18 months after taking up the sport. He found his love for athletics during the coronavirus pandemic:

> I was looking for something to do during the lockdown," he said. "I always did quite well in PE at school, so I did some searching online and found a programme where I could show them what I was made of. From there I've enjoyed the sport more and more.

Leon describes the last 18 months as the "best time of his life".

Read more here: Gold for Bristol sprinter just 18 months after taking up athletics

Jack, Lola, Hassan and Hussein's story: Memorable medal weekend

Two sets of twins won an impressive 12 medals between them at the National Junior Athletics Championships in Coventry in July. Jack and Lola, 11, from Leicestershire, won four golds and two silver medals at the event. Jack struck gold in discus and 100 metres, while he was runner-up in the 60 metres sprint. His sister won gold at 60 metres and in the javelin and won silver in the 100 metres.

Their proud mum Nicki said: "They were really excited to come here and it's been really lovely watching everybody take part. They were shaking hands and encouraging each other. I'm really emotional because they (Jack and Lola) did so well."

Meanwhile, brothers Hassan and Hussein competed against each other in the seated discus, javelin and shot put events with Hussein winning gold in shot put and javelin and his brother claiming silver. The roles were reversed in the discus with Hassan pipping his brother to gold with Hussein taking silver.

Mum Angie, who was there to support, said a healthy sibling rivalry spurs the twins on to achieve new heights:

> We all have a great laugh about how competitive they are. They couldn't care about how other kids do at events but they will always ask 'how did my brother do?'. It eggs them on.

Read more here: Two sets of twins take home 12 medals

Raising awareness

New insight webinars

Building on the insight from this year's Annual Survey, we successfully hosted a series of webinars to take an in-depth look on specific topics. More than 100 people signed up for each free online event. The topics included physical health, mental health and wellbeing, cost of living, intersectionality and diversity, representation and workforce, outdoor spaces and active travel. Each event brought us together with key partners and disabled people who shared their insight and expertise.

New podcast series

In February, we released the first in a series of eight Get Out Get Active (GOGA) Active Together podcasts. Each episode featured a different person's experience of GOGA and how the programme helped them to become active, or support others to be active too. We released the **Active Together podcasts** every two weeks, hosted by Sam Lloyd from Lloyd Bell Productions.

Read more here: Introducing the new Active Together podcast series

In their words

John Amaechi OBE, Activity Alliance Vice President, said on International Day of Disabled People:

> Nobody can deny the impact that sport and physical activity, when done well, can have on people's lives. But we cannot sit back on our laurels if we have thousands of disabled people still feeling excluded, left out or dismissed.
>
> Disabled people want more influence on the policies that affect them and the activities they are involved in. Nearly two-thirds of disabled people told us in our research that the government should be focusing on making activities affordable to help more people to be active. We need the government to understand the wider challenges that people are facing around cost of living and match it with the level of investment, innovation and policy change that proves they are taking these issues seriously.

Tim Hollingsworth, Sport England's Chief Executive and Government Disability Access Advisor for Sport and Physical Activity, said about our Annual Disability and Activity Survey 22-23:

> This year's report highlights how the cost of living is being felt acutely by disabled people. The findings are a stark reminder that further and sustained action is needed to tackle the barriers faced by many disabled people when playing sport and getting active and that remains a major element of our strategy and investment at Sport England.
>
> While mindful of the financial pressures on organisations in the sector, we would urge all to recognise the report's findings as part of their work to ensure their offer is affordable and accessible for disabled people.

Ruth Hollis, Spirit of 2012's Chief Executive. Spirit of 2012 is Get Out Get Active's (GOGA) founding funder:

> We have loved getting out and seeing the brilliant work that has been done across the UK by those working on GOGA, and hearing from the participants. Many of them continue to be active a year or more on from participating in GOGA. But it's the seemingly small successes that make me proud – the ones that are so transformational for the person involved.
>
> When I've travelled to GOGA locations, I've heard people tell me about making friends, going on holiday together, feeling valued and appreciated, developing support networks, starting volunteering, taking less medication – as well as getting fitter.

James Kendall, The FA's Director of Football Development, said:

> Football is our national game. It has the power to bring people together, remove social barriers and be a force for good across all communities. That's why we've teamed up with Activity Alliance to support grassroots clubs in growing disability provision, providing them with a toolkit and training opportunities to help clubs to become more inclusive of disabled people, both on-and off-pitch.

David Pope, Lions Clubs British Isles' Chair of Council. They have supported our national junior athletics championships for many years:

> Our partnership with Activity Alliance dates back well over 20 years and it's a privilege to financially support and get involved with its regional games and Junior Championships. Together the impact we make improves the lives of individuals, families, groups, and whole communities.



Organisational wellbeing

We pride ourselves on building a positive culture that ensures we get the best out of our people and resources.

In line with our objectives, governance and funding commitments, we ensured all staff had time and space to talk through their wellbeing and develop through performance reviews. With a new CEO on board, in January 2024, we took the opportunity to reshape our leadership team. Three managers moved into head roles, and there were two other promotions for organisational health and programmes leads. We also recruited a Finance Officer, Communications Officer and a Project Officer.

Diversity and inclusion in the workplace

We continue with our ambition for Activity Alliance to be reflective of the people we serve within our communities. We are committed to championing equality, diversity and inclusion in all aspects of employment and in the services we provide.

Diversity Inclusion Action Plan

We developed our Diversity Inclusion Action Plan (DIAP) with leads in the management team and the newly formed focus working group. The DIAP process covered a short but intense period across February and March. This plan captures our ambitions and improvement plan for our equality work across the charity. The group will meet with our equality lead throughout the year to oversee the actions against its timescales.

Our diversity profile

We use the social model of disability in our approach to all work. However, we know that some definitions used for protected characteristics can challenge this model, in particular the disability definition. The social model emphasises that it is society and barriers created by society that disable people, not a person's impairment or condition.

We recognise this difference in our diversity profile by presenting two figures for disability. **Figure one** presents the percentage of people with an impairment and/or long-term health condition. **Figure two** presents the percentage of people with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on everyday life. Figure two aligns closely to the definition of disability under the Equality Act 2010.



These are the findings from May 2023 equal opportunities survey conducted among employees and Board members.

Activity Alliance diversity profile		Percentage of total number
Fig. 1	People with an impairment, long-term health condition or illness	2023: 45% 2022: 51%
Fig. 2	People with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities	2023: 19% 2022: 23%
Fig. 3	Female	2023: 67% 2022: 67%
Fig. 4	Lesbian, gay, bisexual	2023: 12% 2022: 10%
Fig. 5	From an ethnically diverse background	2023: 10% 2022: 13%

Financial wellbeing and fundraising

Activity Alliance's total income for the financial year 2023-24 amounted to £2,929,768. Sport England investment continues to be one of the charity's largest funding contributions and we are proud to be considered one of their system partners. Their financial backing means we can deliver programmes and services that help others to embed good practice and change attitudes towards disabled people in sport and activity.

Spirit of 2012, London Marathon Charitable Trust and Sport England National Lottery provided significant funding contributions for Get Out Get Active (GOGA) programme delivery.

We received £207,000 from a legacy, which will help us greatly towards achieving our charity objectives.

Our fundraising events included support from generous people taking part in the London Marathon and other community activities.

In October, we renewed our charitable partnership with Lions Clubs British Isles, who are part of Lions International, the world's largest voluntary service club organisation, members volunteer their time to humanitarian causes. For more than 20 years, Lions Clubs have supported Activity Alliance regional games and National Junior Athletics Championships, where more than 140 young disabled athletes compete each year.

This year we continued to develop our income generation activities to ensure our future is secure. The focus on our income generation strategy allows us to grow ideas and will lead us to work with different funders in the future.

Early on, we set an income generation target, which we exceeded, including a new corporate sponsorship with People's Partnership. We secured additional monies through projects including consultancy for a BBC campaign and inclusive research. We also acted as expert inclusive communication consultants for various organisations and provided training to their teams. People working in various sectors continue to benefit from our online customer service training.

A full breakdown of Activity Alliance's income and expenditure for the year end 31 March 2024 is available in the financial review section of this report.

The charity's unrestricted fundraising activities are undertaken by our own expert team, with guidance from the senior management team and Board of Trustees. The charity is a member of the Fundraising Regulator and abides by the Fundraising Code of Practice which covers various aspects of fundraising. Activity Alliance is understanding and compassionate towards its supporters and will never exploit vulnerabilities. No complaints have been received by the charity directly about its fundraising activities during this year.

Structure, governance and management

The Charity is a company limited by guarantee, governed by Articles of Association. The Company's objects and Articles of Association as submitted to the Charity Commission and Companies House follow that:

- The Activity Alliance Board is the ultimate decision-making body responsible for all significant strategic, financial and policy decisions with advice from its Nominations Committee and Finance Audit Risk and Governance Committee. The Board delegates authority to manage the organisation to on a day-to-day basis to the CEO. We are allowed up to 12 Board members who can serve a maximum period of three terms of three years each.
- An external evaluation of the Board is carried out every four years, the most recent being done in April 2019. The next external evaluation is scheduled for June 2024.
- 33% of the Trustees are Member nominated Trustees, and all recruitment is made by open advertisement followed by application and interview.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charitable Company and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that year. 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 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

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

Appointment of Trustees

Under Article 64 of the Articles of Association, the Board aims to be fully reflective of the community the Charitable Company ultimately serves by being appropriately representative of disabled people and equality principles as set out in the Equality Act 2010. Each Board member may serve a maximum three terms of three years each. No appointment shall exceed a period of nine years unless in exceptional circumstances.

The Nominations Committee plays a crucial role in ensuring that Activity Alliance's board and leadership is composed of qualified, diverse, and experienced individuals who align with the charity's mission and values. One of main responsibilities of the Committee is to review Board skills matrix in order to steer Trustee recruitment to find candidates with a skillset to fill the identified skill gaps. Such candidates are recommended for Board or member appointment as per the Articles of association. In order to increase diversity of the Board, Activity Appliance employs various practices when recruiting Trustees, including posting advertisements for Trustee positions on relevant social media platforms and recruitment websites as well as our own. We also use job boards and networks that appeal to underrepresented groups. Activity Alliance's commitment to diversity and inclusion is clearly stated in the job description, using bias and jargon free language. Interview panels include people from various backgrounds and lived experiences to bring diverse perspectives to the evaluation process.

Trustee appointments are made in line with Tier 3 Code for Sports Governance and our Equality, Equity and Diversity Statement.

Trustee induction and training

Once new trustees have been appointed, they go through an internal induction process where they are invited to meet key employees and other Trustees. During their induction, new Trustees are briefed on their legal obligations under charity and company law.

Pay policy

The Board of Directors are the Charity's Trustees. The Leadership Team (up to 31 December 2023 it was Senior Management Team) comprises key management personnel of the Charity who are in charge of directing, running and operating the Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year. Details of Directors' expenses and related party transactions are disclosed in Note 10 to the accounts.

Any review of the Chief Executive's remuneration would be carried out by the Nominations Group in consultation with the Chair and any recommendations would require Board approval.

Organisation

The governing body of the Charity is the Board of Trustees, which met six times during the financial year 2023/24. There are two standing Board Sub-Committees. The Finance, Audit, Risk and Governance Committee (FARG) which met five times during the year and the Nominations Group which met five times during the year.

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms approved by the Trustees, for operational matters including finance, employment and performance related activity.

Risk and internal control

The Trustees have overall responsibility for identifying and managing the most significant risks facing the Charity and ensuring an appropriate system of controls, financial and otherwise is in place. Trustees are also responsible for safeguarding the assets of the Charity and taking reasonable steps for the prevention and detection of fraud and other irregularities providing reassurance that:

1. The Charity complies with relevant laws and regulations.
2. Its assets are safeguarded against unauthorised use or disposition.
3. Proper records are maintained, and financial information used within the Charity or for publication is reliable.

As part of the Charity's risk management process the Trustees acknowledge their responsibility for the Charity's system of internal control and for reviewing its effectiveness while recognising that such a system is designed to manage rather than eliminate the risk of failure to achieve the Charity's objectives and that there is reasonable (not absolute) reassurance against material loss. The Trustees, through a process of financial procedures, have set policies, which outline the responsibility of management to implement the Trustees' policies. The Finance, Audit, Risk and Governance Committee (FARG), through a regular risk register reviews and monitors all risks faced by the organisation and reports to the Board having identified and evaluated risks for consideration including the following:

1. The consideration of the type of risks the Charity is facing.
2. The level of risk, which they regard as acceptable.
3. The likelihood of the risks materialising.
4. The Charity’s ability to reduce the incidence and impact of risks that do materialise.
5. The costs of operating particular controls relative to the benefits that would accrue from their implementation.
6. Arrangements for monitoring and reporting on risk and control matters together with details of any corrective action that may be deemed necessary.

Financial review 2023/24

Income

Group income for 2023/24 amounted to £2,930k (2022/23: £3,511k), a decrease of £581k (17%) on last year. Sport England remained one of Activity Alliance's largest funders, contributing £1,462k (2022/23: £1,758k) of system partner funding for the financial year. Spirit of 2012 provided £487k (2022/23: £873k), London Marathon Charitable Trust provided £185k (2022/23: £270k), Sport England National Lottery provided £276k (2022/23: £251k) of funding of the "Get Out Get Active" (GOGA) programme.

For the Activity Alliance Charity only, income for 2023/24 amounted to £2,921k (2022/23: £3,497k), a decrease of £576k (16%) on last year.

There have been no significant fundraising activities involving the general public.

Expenditure

Charitable expenditure for the Group for 2023/24 amounted to £2,888k (2022/23: £3,179k), a decrease of £291k (9%) on last year.

Charitable expenditure for the Activity Alliance Company only, during 2023/24 amounted to £2,880k (2022/23: £3,171k), a decrease of £291k (9%) on last year.

Reserves

Total reserves as at 31 March 2024 were £1,048k (2022/23: £1,007k) an increase of £41k.

Restricted reserves as at 31 March 2024 amounted to £301k (2023/23: £565k), a decrease of £264k. Details of restricted reserves are given under Note 19.

Unrestricted reserves as at 31 March 2024 totalled £747k (2022/23: £442k), an increase of £305k. £207k has been designated from unrestricted reserves for the purpose of growing and developing the organisation.

Further details of the Activity Alliance reserve policy can be found below.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.

Activity Alliance's charitable purpose, contained within its objects, is to promote a wider understanding of the needs of disabled people in the field of sport and physical recreation. The Trustees ensure that this purpose is carried out for the public benefit by delivering services that fit within the core funding received for this purpose. The Trustees also ensure that funds received for specific purposes are treated as restricted income and expenditure, and also comply with the requirement that projects carried out aside from core targets are for the public benefit.

Reserves Policy

The Reserves Policy remains as unrestricted funds not committed or invested in fixed assets at a level equivalent to three months of operating costs. This equates to approximately £471k (based on 3 months salaries and 3 months of overhead costs).

As at 31 March 2024, the unrestricted reserves not invested in fixed assets ("free reserves") were £523k (2023: £417k).

Investment Policy

It is the requirement of the Trustees that surplus funds generated from time to time should be invested at minimal risk to the organisation. As a consequence, no investment is made in any form that is liable to suffer adverse market variations.

Funds considered surplus from time to time are invested on a short- or medium-term fixed interest basis to comply with this requirement. Interest received on deposits of this nature generated £15.6k during 2023/24 (2022/23 £5.4k).

Related Parties

English Federation of Disability Sport (EFDS) operating as Activity Alliance is a Charity registered with the Charity Commission. It has a trading subsidiary called English Federation of Disability Sport Events Management Limited (EFDS EM, Company Number 05905541), for the receipt of commercial sponsorship, and any surplus is gift aided to the parent company.

The English Federation of Disability Sport Events Management Limited is a private company limited by shares with a share capital of £1,000, all the shares are owned by the English Federation of Disability Sport. The Company was incorporated on 14 August 2006 and is VAT registered.

At 31 March 2024, Activity Alliance's member organisations were:

National Disability Sports Organisations: British Blind Sport, CP Sport, Dwarf Sports Association UK, LimbPower, Special Olympics GB, UK Deaf Sport, WheelPower, International Mixed Sports Ability (IMAS).

Regions: East, East Midlands, North East, North West, South East, South West, West Midlands, Yorkshire and Humber; and London region.

Associates: Access Sport, Active Cheshire, Active Essex, Active Gloucestershire, Active Notts, Active Norfolk, Active Partnerships, Aspire, Association of Colleges Sport, British Kickboxing Council, Cedar Academy, Cheshire Centre for Independent Living, County Durham Sport, Durham Cricket Board, Disability Rights UK, Disability Sports Coach, Down's Syndrome Association, Durham Cricket Board, Energize Shropshire Telford and Wrekin, England Golf, FairPlay, Foundation of Light, GreaterSport, Help for Heroes, Herts Sports Partnership, Leonard Cheshire Disability, Middlesbrough Football Club Foundation, Newcastle United Foundation, Newcastle University Student' Union, North Yorkshire Sport, Panathlon, Paradance UK, Rebound Therapy, Scarborough Inclusive Sport Steering Group, Scope, SMILE through Sport, Sport and Recreation Alliance, Sport Birmingham, Step Change Studios, Tees Valley Sport, The Challenge Hub, The Change Foundation, The Football Association, The Inspire Group, Thomas Pocklington Trust, Together Active, Tyne and Wear Sport, Wheelchair Dance Sport Association UK, Wiltshire and Swindon Sport, Yorkshire Sport Foundation, Youth Sport Trust.

The Trustees' Report has been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees



Samantha Orde OBE, Chair
Date: 9 October 2024

Independent Auditor’s Report to the members of English Federation of Disability Sport

Opinion

We have audited the financial statements of English Federation of Disability Sport ("the Parent Charitable Company") and its subsidiaries ("the Group") for the year ended 31 March 2024 which comprise the Consolidated and Parent Charitable Company Statement of Financial Activities, the Consolidated and Parent Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes 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 the Parent Charitable Company's affairs as at 31 March 2024 and of the incoming resources and application of resources, including its income and expenditure, for the year ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 related to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or Parent 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 Trustees' report, other than the financial statements and our audit 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:

a. the information given in the Trustees' Report (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

b. the Strategic Report and the Directors' Report have 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 Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities the Trustees (who are also the Directors of the Parent 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 Groups' 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

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

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

- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing minutes of meetings of those charged with governance; and
- Enquiry of management to identify any instances of non-compliance with 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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Parent Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Parent 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 Parent Charitable Company and the Parent Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Ashfield BA FCA (Senior Statutory Auditor)
For and on behalf of Harrison Beale & Owen Limited.
Chartered Accountants and Statutory Auditors.
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006.
Highdown House, 11 Highdown Road, Leamington Spa, Warwickshire, CV31 1XT.
Date: 9 October 2024

Statement of financial activities

Group statement of financial activities including income and expenditure account for the year ended 31 March 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 (as restated) £
Income					
Donations and legacies	3	**232,941**	**-**	**232,941**	15,976
Other trading activities	4	**248,952**	**-**	**248,952**	165,883
Investment income	5	**15,606**	**-**	**15,606**	5,439
Income from charitable activities	6	**17,000**	**2,415,269**	**2,432,269**	3,324,074
Total incoming resources		**514,499**	**2,415,269**	**2,929,768**	3,511,372
Expenditure					
Charitable activities		**217,360**	**2,656,694**	**2,874,054**	3,166,812
Costs of raising funds		**14,314**	**-**	**14,314**	12,461
Total expenditure	8	**231,674**	**2,656,694**	**2,888,368**	3,179,273
Net movement in funds before transfers		**282,825**	**(241,425)**	**41,400**	332,099
Transfer between funds		**22,287**	**(22,287)**	**-**	-
Net movement in funds for the year		**305,112**	**(263,712)**	**41,400**	332,099
Reconciliation of funds					
Funds balance at 1 April 2023		**441,910**	**564,670**	**1,006,580**	674,481
Total funds carried forward at 31 March 2024	19	**747,022**	**300,958**	**1,047,980**	1,006,580

All the activities of the Group are classified as continuing. The notes on pages 30-44 form part of these financial statements.

Statement of financial activities (Parent Charitable Company) including income and expenditure account for the year ended 31 March 2024

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 (as restated) £
Income				
Donations and legacies	**374,932**	**-**	**374,932**	79,146
Other trading activities	**98,585**	**-**	**98,585**	101,532
Investments income	**15,606**	-	**15,606**	5,439
Income from charitable activities	**17,000**	**2,415,269**	**2,432,269**	3,311,327
Total incoming resources	**506,123**	**2,415,269**	**2,921,392**	3,497,444
Expenditure				
Charitable activities	**208,984**	**2,656,694**	**2,865,678**	3,158,959
Costs of raising funds	**14,314**	**-**	**14,314**	12,461
Total expenditure	**223,298**	**2,656,694**	**2,879,992**	3,171,420
Net movement in funds before transfers	**282,825**	**(241,425)**	**41,400**	326,024
Transfer between funds	**22,287**	**(22,287)**	**-**	-
Net movement in funds for the year	**305,112**	**(263,712)**	**41,400**	326,024
Reconciliation of funds				
Fund balance at 1 April 2023	**435,835**	**564,670**	**1,000,505**	674,481
Total funds carried forward at 31 March 2024	**740,947**	**300,958**	**1,041,905**	1,000,505

All the activities of the Charitable Company are classified as continuing. The notes on pages 30-44 form part of these financial statements.

Group balance sheet as at 31 March 2024

	Note	£	2024 £	2023 (as restated) £	£
Fixed assets					
Tangible assets	14		**17,124**		7,286
Current assets					
Debtors	15	**130,750**		80,416	
Investments	16	**202,798**		198,665	
Cash at bank and in hand		**1,012,319**		970,436	
		1,345,867		1,249,517	
Creditors: amounts falling due within one year	17	**315,011**		250,223	
Net current assets			**1,030,856**		999,294
Total assets less current liabilities			**1,047,980**		1,006,580
Charity funds					
Restricted funds	19		**300,958**		564,670
Designated funds	19		**207,000**		18,000
Unrestricted funds	19		**540,022**		423,910
Total funds			**1,047,980**		1,006,580

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 30-44 form part of these financial statements.

Approved by the Board of Trustees on 9 October 2024 and signed on its behalf by:



Samantha Orde OBE, Chair

Balance sheet (Parent Charitable Company) as at 31 March 2024 – Company number: 03627630

	Note	£	2024 £	2023 (as restated) £	£
Fixed assets					
Tangible assets	14		**17,124**		7,286
Investments	16		**1,000**		1,000
			18,124		8,286
Current assets					
Debtors	15	**229,230**		144,330	
Investments	16	**202,798**		198,665	
Cash at bank and in hand		**881,291**		852,886	
		1,313,319		1,195,881	
Creditors: amounts falling due within one year	17	**289,538**		203,662	
Net current assets			**1,023,781**		992,219
Total assets less current liabilities			**1,041,905**		1,000,505
Charity funds					
Restricted funds	19		**300,958**		564,670
Designated funds	19		**207,000**		18,000
Unrestricted funds	19		**533,947**		417,835
Total funds			**1,041,905**		1,000,505

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 30-44 form part of these financial statements.

Approved by the Board of Trustees on 9 October 2024 and signed on its behalf by:



Samantha Orde OBE, Chair

Group statement of cash flows as at 31 March 2024

	Note	2024	2023 (as restated)
		£	£
Net movement in funds for the reporting periods (as per the statement of financial activities)		**41,400**	332,099
Adjustments for:			
Depreciation	14	**3,162**	3,836
Investment Income	5	**(15,606)**	(5,439)
(Increase)/decrease in debtors	15	**(50,334)**	30,790
Increase/(decrease) in creditors	17	**64,788**	(44,065)
Net cash flow from operating activities		**2,010**	(14,878)
Cash flow from investing activities			
Investment income	5	**15,606**	5,439
Purchase of fixed assets	14	**(13,000)**	(7,951)
Net cash flow from investing activities		**2,606**	(2,512)
Net increase in cash		**46,016**	314,709
Cash and cash equivalents at 1 April 2023		**1,169,101**	854,392
Cash and cash equivalents at 31 March 2024		**1,215,117**	1,169,101
Cash and cash equivalents consists of:			
Cash at bank and in hand		**1,012,319**	970,436
Current asset investments	16	**202,798**	198,665
		1,215,117	1,169,101

Notes forming part of the financial statements for the year ended 31 March 2024

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a. Basis of preparation

These financial statements are for the financial year ended 31 March 2024. These have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). They are prepared in sterling which is the functional currency of the Charitable Company and rounded to the nearest £1.

b. Preparation of the accounts on a going concern basis

The system partner funding from Sport England secured to the end of March 2027 provides security of funding for core activities. Further reassurance has been sought to ensure the financial sustainability of the charity for both existing and future funding streams. The trustees are confident that both the cost management measures taken as well as the transparent conversations with funders has secured the immediate future of the charity. This assessment of the trustees is that the charity is a going concern.

The charity remains in regular contact with our main funding providers; Sport England, Spirit of 2012, London Marathon Charitable Trust, and others to secure their on-going financial support.

c. Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity.

Restricted funds are subject to restrictions or specific conditions on their expenditure imposed by the donor.

d. Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is sufficient certainty of receipt, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Donations and legacy income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on delivery of specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by the volunteers has not been included within these accounts.

Income from the investments is included when receivable.

Income from charitable activities is accounted for when earned.

Incoming resources from grants, where related to performance and by specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

e. Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The accounts are prepared on the accruals basis, liabilities are recognised as resources expended as soon as there is legal or constructive obligation committing the Charity to expenditure.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds consists of all those expenses that are incurred by trading for a fundraising purpose in either donated or brought–in–goods or in providing non-charitable services to generate income, as well as the costs associated with attracting voluntary income.

Expenditure on charitable activities comprise all the resources applied by the Charity in undertaking its work to meet its charitable objectives as well as the cost of raising the funds to finance these activities and governance costs. These costs include direct costs of the charitable activities together with those support costs incurred that enable these activities to be undertaken, as well as governance costs which relate to the general running of the Charity. They do not include the direct management functions inherent in generating funds, service delivery and programme of project work.

These activities provide the governance infrastructure which allows the Charity to operate and generate the information required for public accountability and include the strategic planning purposes that contribute to the future development of the Charity.

Governance costs include such items as external audit, legal advice for Trustees and costs associated with the constitutional and statutory requirements of the Charity.

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

f. Operating leases

The Charity classifies the lease of printers and rental premises as operating leases. The title to the equipment remains with the lessor and the equipment is replaced every two to three years whilst the economic life of such equipment is normally ten years. Of the two premises leases, one is renewed every two years, whilst the other is renewed every ten years. Rental charges are charged on a straight-line basis over the term of the lease.

g. Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All individual assets costing more than £1,000 are capitalised.

Depreciation is provided at rates calculated to write off the costs less residual value of each asset over its expected useful life as follows:

Computer equipment	- 25% per annum straight line basis
Furniture and equipment	- 10% per annum straight line basis

h. Investments

Current asset investments are stated at market value.

i. Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three to twelve months.

k. Creditors

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for and trade discounts due.

l. Pensions

The pension costs charged in the accounts represent the contributions payable by the Charity during the year.

m. Group financial statements

The consolidated financial statements compromise the English Federation of Disability Sport and its subsidiary company, English Federation of Disability Sport Events Management Limited. The results of the subsidiary are consolidated on a line-by-line basis.

The SOFA for the English Federation of Disability Sport is presented with the accounts.

n. Prior year adjustments

Prior year adjustments may arise as a result of a change in accounting policy or to correct a material error. Prior year figures are corrected retrospectively by amending opening balances and comparative amounts for the prior year. Changes in accounting estimates are accounted for prospectively and do not give rise to a prior year adjustment.

2. Legal status of the trust

The Charity is a company limited by guarantee, incorporated, and domiciled in the United Kingdom, and has no share capital. The address of the registered office can be found on page 2 of the financial statements. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3. Donations and legacy income

	Unrestricted funds 2024 £	**Restricted funds 2024 £**	**Total funds 2024 £**	Total funds 2023 £
Donations	**25,941**	**-**	**25,941**	15,976
Legacies	**207,000**	**-**	**207,000**	-
Total donations and legacy income	**232,941**	**-**	**232,941**	15,976

All donation and legacy income received in 2023 related to unrestricted funds.

4. Other trading activities

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023 (as restated)
	£	£	£	£
Inclusive training courses	**14,358**	-	**14,358**	4,860
Corporate sponsorship	**33,333**	-	**33,333**	-
Disability sport events	**25,772**	-	**25,772**	11,814
Others	**175,489**	-	**175,489**	149,209
Total other trading activities	**248,952**	-	**248,952**	165,883

Of the £165,883 received in 2023, £164,023 related to unrestricted funds and £1,860 related to restricted funds.

5. Investment income

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023
	£	£	£	£
Bank and investment interest	**15,606**	-	**15,606**	5,439
Total investment income	**15,606**	-	**15,606**	5,439

All of the Charity's investment income arises from interest bearing deposit and current accounts.

All investment income received in 2023 related to unrestricted funds.

6. Income from charitable activities

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023 (as restated)
	£	£	£	£
Sport England grant	-	**1,462,299**	**1,462,299**	1,757,918
IPE (Sainsbury's)	-	-	-	12,747
IAP (Sport England)	-	-	-	34,954
Inclusion 2024 (Youth Sport Trust)	-	**5,000**	**5,000**	5,000
GOGA	-	**947,970**	**947,970**	1,394,432
STT (Sport England)	-	-	-	101,773
Others	**17,000**	-	**17,000**	17,250
Total income from charitable activities	**17,000**	**2,415,269**	**2,432,269**	3,324,074

Of the £3,324,074 received in 2023, £1,334,811 related to unrestricted funds and £1,989,263 related to restricted funds.

7. Outsourced activity payments

The Charity undertakes its charitable activities through a combination of direct service provision and outsourcing to third parties. An analysis of recipients for 2023/24 is as follows:

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023
	£	£	£	£
UK Coaching Solutions	**18,957**	-	**18,957**	25,810
GOGA partners	-	**591,025**	**591,025**	1,204,600
Others	**24,155**	-	**24,155**	2,181
Total outsourced activity payments	**43,112**	**591,025**	**634,137**	1,232,591

Of the £1,232,591 expenditure in 2023, £567 related to unrestricted funds and £1,232,024 related to restricted funds.

8. Total expenditure

The statement of financial activities provides an analysis of the resources expended by the charity which are split into two main categories:

a. Expenditure on charitable activities and
b. Costs of raising funds

	a) Charitable activities 2024	**b) Raising funds 2024**	**Total funds 2024**	Total funds 2023
	£	**£**	**£**	£
Salary costs and on-costs	**1,434,298**	**-**	**1,434,298**	1,267,794
Other staff costs	**64,611**	**-**	**64,611**	47,186
Travel and subsistence	**59,675**	**1,379**	**61,054**	62,009
Site costs	**98,857**	**-**	**98,857**	94,725
Office expenses	**21,105**	**-**	**21,105**	29,039
Commission services	**185,475**	**24**	**185,499**	163,356
Audit fee	**14,580**	**-**	**14,580**	13,250
Consultancy	**10,419**	**-**	**10,419**	49,316
Direct development	**33,008**	**2,400**	**35,408**	3,240
Marketing and website	**71,792**	**50**	**71,842**	63,367
Research and insight	**89,347**	**-**	**89,347**	49,194
Events expenses	**38,832**	**3,831**	**42,663**	37,919
Outsourced activity (see note 7)	**634,137**	**-**	**634,137**	1,232,591
Equipment and leases	**5,088**	**-**	**5,088**	7,217
Training	**35,710**	**20**	**35,730**	9,320
Depreciation	**3,162**	**-**	**3,162**	3,836
Meetings	**67,723**	**6,560**	**74,283**	41,709
Staff training	**7,384**	**-**	**7,384**	-
Other costs	**(1,149)**	**50**	**(1,099)**	4,205
Total resources expended	**2,874,054**	**14,314**	**2,888,368**	3,179,273

Of the £2,888k expenditure in 2024 (2023: £3,179k) £231k was charged to unrestricted funds (2023: £186k) and £2,657k was charges to restricted funds (2023: £2,993k)

Included within the expenditure on charitable activities are governance costs of £14,580 (2023: £13,250).

9. Net movement in funds

Net movement in funds is stated after charging:

	2024	2023
	£	£
Depreciation	**3,162**	3,836
Operating leases	**76,473**	75,485
Auditors' remuneration	**14,580**	15,000

10. Trustees

None of the trustees or any persons connected with them received any remuneration during the year.

Travel and subsistence expenses amounting to £3,592 were reimbursed to 9 trustees (2023: £2,614 to 7 trustees).

11. Employment

	2024	2023
	Number	Number
Average number of employees:		
Headquarters	**5**	4
Direct development	**20**	18
Marketing and research	**5**	4
Events and marketing	**2**	1
Total average number of employees	**32**	27

	2024	2023
	£	£
Employment costs		
Wages and salaries	**1,203,224**	1,067,879
Social security costs	**125,357**	116,147
Other pension costs	**105,717**	83,768
Total employment costs	**1,434,298**	1,267,794

The number of employees receiving remuneration during the year of more than £60,000 were:

	2024	2023
	Number	Number
£60,000 - £70,000	**-**	-
£70,001 - £80,000	**-**	1
£80,001 - £90,000	**1**	-
£90,001 - £100,000	**-**	-

The aggregate remuneration of key personnel during the year was:

	2024	2023
	£	£
Key management personnel	**333,144**	314,823

12. Pension scheme

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independent administered fund. The charity also contributes to personal pension packages of employees who are not members of the Charity's scheme.

The employer's contributions to all schemes in the year was £105,717 (2023: £83,768) with an employer's contribution rate of 9% of pensionable pay.

13. Taxation

The company is a registered Charity and no provision is considered necessary for taxation to the extent that income and gains are applied to its charitable objects.

14. Tangible fixed assets – group and parent charitable company

	Fixtures, fittings and equipment £
Cost	
At 1 April 2023	**90,276**
Additions	**13,000**
Disposals	**(62,388)**
At 31 March 2024	**40,888**
Depreciation	
At 1 April 2023	**82,990**
Charge for the year	**3,162**
Disposals	**(62,388)**
At 31 March 2024	**23,764**
Net book value	
At 31 March 2024	**17,124**
At 31 March 2023	7,286

15. Debtors

	Group 2024 £	Group 2023 £	**Parent 2024 £**	Parent 2023 £
Trade debtors	**51,742**	16,522	**13,236**	7,945
Amounts due from subsidiary	**-**	-	**136,986**	72,491
Prepayments and accrued income	**79,008**	63,894	**79,008**	63,894
Total debtors	**130,750**	80,416	**229,230**	144,330

16. Investments – group and parent charitable company

The Charity does not invest in stocks or shares. Surplus funds are deposited at fixed rates for variable periods of time.

	Group 2024	Group 2023	**Parent 2024**	Parent 2023
	£	£	**£**	£
Shares in group undertakings	**-**	-	**1,000**	1,000
Fixed rate deposits	**202,798**	198,665	**202,798**	198,665
Total investments	**202,798**	198,665	**203,798**	199,665

All fixed rate deposits are held with British Retail Banks.

100% of the issued share capital of the English Federation of Disability Sport Events Management Limited (Company Number 05905541) is held by the Parent Charity.

	English Federation of Disability Sport Events Management Limited	
	2024	2023
	£	£
Gross income	**150,366**	77,098
Expenditure	**(8,375)**	(7,853)
Gift aid to the Charity	**(141,991)**	(63,170)
Profit for the year	**-**	6,075

	£	£
Net assets at the year end	**7,075**	1,000

17. Creditors

	Group 2024	Group 2023 (as restated)	**Parent 2024**	Parent 2023 (as restated)
	£	£	**£**	£
Taxation and social security	**52,702**	54,497	**45,103**	43,370
Trade creditors	**165,027**	98,061	**164,669**	98,061
Other creditors	**155**	155	**155**	155
Deferred income	**70,616**	78,267	**55,200**	44,933
Accruals	**26,511**	19,243	**24,411**	17,143
Total creditors	**315,011**	250,223	**289,538**	203,662

18. Deferred income movement

	Group 2024	Group 2023 (as restated)	Parent 2024	Parent 2023 (as restated)
	£	£	£	£
Balance at 1 April 2023	**78,267**	36,171	**44,933**	22,438
Incoming resources deferred in the year	**70,616**	78,267	**55,200**	44,933
Less amounts released	**(78,267)**	(36,171)	**(44,933)**	(22,438)
Balance at 31 March 2024	**70,616**	78,267	**55,200**	44,933

19. Analysis of movement in funds

The income of the Group includes restricted funds compromising the following balances held on trust for specific purposes:

Group	Balance at 1 April 2023	Income	Expenditure	Transfers in/out	Balance at 31 March 2024
	£	£	£	£	£
Restricted funds:					
System Partner	**416,619**	**1,462,299**	**(1,724,562)**	**-**	**154,356**
IAP (Sport England)	**7,875**	**-**	**(7,875)**	**-**	**-**
Events	**3,201**	**-**	**-**	**(3,201)**	**-**
GOGA	**65,875**	**947,970**	**(903,707)**	**-**	**110,138**
Secondary Teacher Training	**23,044**	**-**	**(497)**	**-**	**22,547**
Inclusion 2024	**28,970**	**5,000**	**(20,053)**	-	**13,917**
Others	**19,086**	**-**	-	**(19,086)**	**-**
Total restricted funds	**564,670**	**2,415,269**	**(2,656,694)**	**(22,287)**	**300,958**
Unrestricted funds:					
Designated funds:					
Legacy fund	**-**	**207,000**	**-**	**-**	**207,000**
CRM Phase 1	**18,000**	**-**	**(18,360)**	**360**	**-**
General funds	**423,910**	**307,499**	**(213,314)**	**21,927**	**540,022**
Total unrestricted funds	**441,910**	**514,499**	**(231,674)**	**22,287**	**747,022**
Total funds	**1,006,580**	**2,929,768**	**(2,888,368)**	**-**	**1,047,980**

20. Analysis of movement in funds (continued)

Group (as restated)	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds:					
System Partner	-	1,757,918	(1,341,299)	-	416,619
IPE (Sainsbury's)	15	12,747	(13,735)	973	-
IAP (Sport England)	18,593	36,814	(47,532)	-	7,875
Events	3,201	-	-	-	3,201
GOGA	160,848	1,394,432	(1,489,405)	-	65,875
Secondary Teacher Training	18,777	101,773	(97,506)	-	23,044
Inclusion 2024	27,210	5,000	(3,240)	-	28,970
Others	19,086	-	-	-	19,086
Total restricted funds	247,730	3,308,684	(2,992,717)	973	564,670
Unrestricted funds:					
Designated funds:					
Events team	30,000	-	(30,000)	-	-
CRM Phase 1	-	-	-	18,000	18,000
General funds	396,751	202,688	(156,556)	(18,973)	423,910
Total unrestricted funds	426,751	202,688	(186,556)	(973)	441,910
Total funds	674,481	3,511,372	(3,179,273)	-	1,006,580

21. Analysis of movements in funds (continued)

Parent	Balance at 1 April 2023	Income	Expenditure	Transfers in/out	Balance at 31 March 2024
	£	£	£	£	£
Restricted funds:					
System Partner	**416,619**	**1,462,299**	**(1,724,562)**	**-**	**154,356**
IAP (Sport England)	**7,875**	**-**	**(7,875)**	**-**	**-**
Events	**3,201**	**-**	**-**	**(3,201)**	**-**
GOGA	**65,875**	**947,970**	**(903,707)**	**-**	**110,138**
Secondary Teacher Training	**23,044**	**-**	**(497)**	**-**	**22,547**
Inclusion 2024	**28,970**	**5,000**	**(20,053)**	**-**	**13,917**
Others	**19,086**	**-**	**-**	**(19,086)**	**-**
Total restricted funds	**564,670**	**2,415,269**	**(2,656,694)**	**(22,287)**	**300,958**
Unrestricted funds:					
Designated funds:					
Legacy fund	**-**	**207,000**	**-**	**-**	**207,000**
CRM Phase 1	**18,000**	**-**	**(18,360)**	**360**	**-**
General funds	**417,835**	**299,123**	**(204,938)**	**21,927**	**533,947**
Total unrestricted funds	**435,835**	**506,123**	**(223,298)**	**22,287**	**740,947**
Total funds	**1,000,505**	**2,921,392**	**(2,879,992)**	**-**	**1,041,905**

22. Analysis of movements in funds (continued)

Parent (as restated)	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds:					
System Partner	-	1,757,918	(1,341,299)	-	416,619
IAP (Sport England)	18,593	36,814	(47,532)	-	7,875
Events	3,201	-	-	-	3,201
GOGA	160,848	1,394,432	(1,489,405)	-	65,875
Secondary Teacher Training	18,777	101,773	(97,506)	-	23,044
Inclusion 2024	27,210	5,000	(3,240)	-	28,970
Others	19,101	-	(15)	-	19,086
Total restricted funds	247,730	3,295,937	(2,978,997)	-	564,670
Unrestricted funds:					
Designated funds:					
Events team	30,000	-	(30,000)	-	-
CRM Phase 1	-	-	-	18,000	18,000
General funds	396,751	201,507	(162,423)	(18,000)	417,835
Total unrestricted funds	426,751	201,507	(192,423)	-	435,835
Total funds	674,481	3,497,444	(3,171,420)	-	1,000,505

Name of fund	Description, nature and purposes of fund
System Partner	Activity Alliance is a Sport England system partner. This means that Activity Alliance is funded through Sport England's National Lottery to tackle inequalities and support everyone in England to access the profound physical, mental and community benefits of sport and physical activity.
IAP (Sport England)	Delivered by Activity Alliance in partnership with UK Coaching, this programme is funded through Sport England's National Lottery fund to improve the confidence and competence of disabled people in community sport opportunities.
IPE (Sainsbury's)	Delivered by Activity Alliance in partnership with Youth Sport Trust and the Home Country Disability Sport Organisations, this programme is funded by Sainsbury's to improve the confidence and competence of young disabled people in PE.
Events	Funding from Lions and other bodies to ensure disabled people can access sport and physical activity of their choice working with County Sport Partnerships.
Get Out Get Active (GOGA)	Delivered by Activity Alliance in partnership with a UK consortium of partners, this programme is supported by founding funder Spirit of 2012 and additional investment from Sport England and the London Marathon Charitable Trust, to engage the very least active disabled and non-disabled people in activity together.
STT (Sport England)	Activity Alliance works in partnership with a consortium of partners, the Secondary Teacher Training programme is funded through Sport England's National Lottery fund to increase young people's enjoyment of PE, schools sport and physical activity.
Inclusion 2024	Youth Sports Trust, Department of Education funded initiative. Activity Alliance's role has been to develop an education micro-site to support professionals to access inclusion resources and materials.
CRM Phase 1	Funds designated for expenditure in 2023/24 on phase 1 of the new CRM system.
Events team	Funds designated for building capacity in the events team in 2022/23 to project manage and consult on the Breaking Limits training series modules around inclusion and continue to promote training series through the charity's networks.
Legacy fund	Legacy income designated for the growth and development opportunities of Activity Alliance.

23. Analysis of group net assets between funds

	Restricted funds	Unrestricted funds	Total
	£	£	£
Funds balances as at 31 March 2024 are represented by:			
Tangible fixed assets	**-**	**17,124**	**17,124**
Current assets	**300,958**	**1,044,909**	**1,345,867**
Creditors: amounts falling due within one year	**-**	**(315,011)**	**(315,011)**
Total	**300,958**	**747,022**	**1,047,980**
Funds balances as at 31 March 2023 are represented by:			
Tangible fixed assets	-	7,286	7,286
Current assets	564,670	684,847	1,249,517
Creditors: amounts falling due within one year	-	(250,223)	(250,223)
Total	564,670	441,910	1,006,580

24. Commitments under operating leases

At 31 March 2024 the total future minimum lease payments under non-cancellable operating leases were:

	Land and buildings		Other	
	2024	2023	**2024**	2023
	£	£	**£**	£
Within 1 year	**17,978**	16,284	**-**	3,075
Between 1 and 5 years	**-**	-	**-**	-
After more than 5 years	**-**	-	**-**	-
	17,978	16,284	**-**	3,075

25. Prior year adjustment

The charity has made a material adjustment to restate figures previously reported in the year ending 31 March 2023. The prior year figures have been restated to reanalyse system partner funding provided by Sport England as restricted grant income. The impact on the prior year figures of the group and parent charitable company is to release the unspent system partner funding of £416,619 from deferred income to grant income and carry forward the balance of unspent system partner funding as a restricted fund. System partner funding continues to be accounted for as restricted grant income in the year ending 31 March 2024, with a balance of £154,356 carried forward as unspent restricted funds at the year end.

activity alliance

disability inclusion sport


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ActivityAlliance


@AllForActivity

Activity Alliance is the operating name for the English Federation of Disability Sport. Registered Charity No. 1075180.

ENGLISH FEDERATION OF DISABILITY SPORT

England & Wales - Charity number 1075180

Accounts

activity alliance

disability inclusion sport



Activity Alliance Annual Trustees' Report and Accounts

For the year ended

31 March 2023



English Federation of Disability Sport operating as Activity Alliance.
Registered Company Number: 03627630
Company Limited by Guarantee.
Charity Registration Number: 1075180

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Trustees, advisors and organisation details

Activity Alliance Chair: **Samantha Orde OBE**

Chief Executive and Company Secretary: **Adam Blaze (appointed 1 January 2023)**
Barry Horne MBE (resigned 31 January 2023)

Honorary President: **Baroness Tanni-Grey Thompson DBE**

Vice President: **John Amaechi OBE**

Trustees

Trustees who have served during the Financial Year 2022-23, or join before the date when the accounts are signed:
Ms Samantha Orde OBE
Dr Phil A Friend OBE
Mr Rob J Belbin
Ms Genny Cotroneo
Mr James Daly
Ms Janet Inman (resigned 27 September 2022)
Ms Fran K Whitaker (resigned 27 September 2022)
Mr Piers Martin
Ms Hilary Farmiloe
Ms Lucy Moore
Ms Andrea Dando
Ms Loretta Sollars
Ms Rebecca Evans (appointed 27 September 2022)
Mr Gabriel Odiana (appointed 27 September 2022)

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Independent Auditor

Harrison, Beale and Owen Limited
Highdown House
11 Highdown Road
Leamington Spa, CV31 1XT

Bankers

Barclays Bank plc
Leicester,
L87 2BB

Annual Trustees' Report for the year ended 31 March 2023

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of the English Federation of Disability Sport (operating as Activity Alliance) for the year 1 April 2022 to 31 March 2023.

The Trustees confirm that the annual report and financial statements of the company and the group comply with the current statutory requirements, the requirements of the company and the group's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). The Trustees have complied with the duty in the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission.

Message from the Chair

Sam Orde OBE, Chair

Once again, our Annual Report highlights the impact that we, as a national charity, have made over the past 12 months. Every piece of work highlighted helps us to achieve our vision, fairness for disabled people in sport and activity.

I, and the entire board, are continually impressed by the passionate team who works so hard often within a challenging landscape. Alongside our staff, we could not do it without all our members, partners, and supporters.

This year, we were sad to say goodbye to Barry Horne, who retired in his role as our CEO in December. His work for more than 12 years ensured that we are a strong organisation, the true leading voice for disabled people in sport and activity. His dedication was unwavering and his leadership instrumental in getting Activity Alliance to where it is today.

I'm excited by the arrival of Adam Blaze as our new Chief Executive. I know he is the right person to continue to drive our organisation forward. Every action we take must ultimately remove unnecessary barriers to activity and deep-rooted inequalities for disabled people.

As the sector focussed on recovering from the pandemic, we have seen our research team provide vital insight for the sector. Everything we learn means we can continue to deliver inclusive programmes that have a real impact on the ground across the nation. I was delighted to see the return of the National Junior Athletics Championships too, a flagship event, showcasing our inclusive event expertise.

We completed our first of a five-year cycle through Sport England's system partner funding. This commitment to our work ensures we can help even more organisations to increase the range of accessible, inclusive, and welcoming ways for disabled people to be and stay active. We are excited about the collaboration and opportunities all our funders bring to so many.

Just as importantly, we continue to use our voice to advocate for meaningful change. As we work towards our vision, we will ensure our conversations are at all levels. Our decision making is only made better by listening to disabled people and recognising their lived experiences to ensure that if change happens, it's genuine and long-lasting.

I hope you enjoy our Annual Report and support us in any way possible.

Looking ahead with the Chief Executive

Adam Blaze, CEO

It is with great pride that I write my first opening remarks as Chief Executive. Returning to Activity Alliance after 15 years working at Sport England, I was already aware of the charity's outstanding reputation. We are recognised across the sport and physical activity sector because we are in a unique position to offer so much that many cannot.

Disabled people participate in sport and activity less than non-disabled people and are also twice as likely to be inactive, we call this the fairness gap. That injustice drives everything we do. It is not right or fair that disabled people continue to miss out or are forgotten.

I am in a fortunate position to take on this role with a solid platform to look ahead and truly create change, to change people's lives for the better. This year's report shows the vital work that we do, but also just how far there is to go.

It has been no surprise to see just how much talent and passion exists within our team. We are fortunate to have strong foundations, led by expert finance and corporate services. Our partnerships team stretches across the breadth of England, helping to embed inclusive practice and change attitudes towards disabled people.

The research and insight team's sound knowledge and inclusion expertise means we have the right foundations to build our strategies and support others.

Our programmes and events teams turn insight into action through a collection of renowned participation and training opportunities. Get out Get Active (GOGA) is a brilliant example in which, in collaboration with many partners, we support disabled and non-disabled people to enjoy being active together.

External affairs ensure our work is talked about, shared, and help to grow awareness of our fantastic charity. This year, we have made strides in our relationships with influential organisations and people.

Whilst impatient that change isn't happening quickly enough, I recognise that pre-pandemic there was some optimism that we were moving in the right direction. The pandemic put a halt to some great progress that was being shown. Our Annual Disability and Activity Survey in 2022 showed how disabled people were being left behind as the world re-opened. We can't allow the positive movement from previous years to be lost. I'm confident that we have a major role to play in ensuring that loss of momentum is reversed.

Looking ahead, we are already thinking about our next strategy in 2024. It will be an important milestone as we gather essential insight and assess how we can affect the widespread change required. It is an important moment in time.

Across sports organisations, activity organisations, the Government, Sport England and others, the focus is (and must be) on tackling inequalities. There will be times that we have to step back and help others to solve issues that we can't. But when it's right we will work together to create solutions.

Strategic impact and development

In the last twelve months, Activity Alliance has welcomed change and embraced new ways of working to enhance our impact across the sport and leisure sector and beyond.

Welcoming a new CEO

For a large part of the year the organisation and staff successfully managed a period of change during the recruitment process for a new CEO. In January 2023, we welcomed Adam Blaze as the charity's new Chief Executive. This change marked a significant moment for Activity Alliance and presented a new outlook and strategic influence across the organisation.

Adam's immediate focus was to engage with all staff members individually to understand who they are, their roles and the organisation's work in detail and to meet with key external partners. Central to our strategic impact is strong partnerships and Adam set about holding executive meetings with his counterparts at the National Disability Sports Organisations, Sport England, Disability Rights UK, UK Coaching, ukactive, Sport and Recreation Alliance, and others.

Developing our cross-organisational work

This year, a substantial amount of work has gone into creating a single operational plan for the organisation for the forthcoming year (2023/24). Led by our senior management team, the plan represents a positive shift to work more collaboratively and efficiently across the whole organisation. Our focus in 2023/24 will be solely on this plan and will allow us to use our resources more effectively to have maximum influence and impact.

Key to the success of this plan is the involvement and development of all staff. Each colleague will have an individual work plan and specific objectives that align with the master operational plan. This provides a clear line of sight for everyone about how their role and their impact supports the charity to achieve its strategic goals and vision.

Our vision: Fairness for disabled people in sport and activity

Our strategic goals:

1. Embedding inclusive practice into organisations.
2. Changing attitudes towards disabled people in sport and activity.

Generating income to protect Activity Alliance's future

In 2022/23, we set our sights on developing our income generation activities to protect Activity Alliance's future and secure a legacy for our successful programmes. We want to build a strong, financially sustainable organisation, with the long-term goal of becoming less reliant on grant-based income.

This year, we have actively diversified our income streams and generated additional income through new routes. We exceeded our income target for 2022/23 and have already secured a significant amount towards our 2023/24 target. Successes include delivering a large-scale inclusion project with The FA, providing inclusive communications and inclusive research consultancy services for multiple partners, and organisations buying into our online customer service training programme. We will prioritise further growth in income generation projects and streams in the coming years.

This strategic and financial development will ensure that we can continue to improve disabled people's inclusion and involvement in sport and activity at all levels for many years to come.

Organisational delivery 2022-23

Embedding inclusive practice into organisations

This year, as the sport and activity sector focused on recovery and reinvention following the COVID-19 pandemic, Activity Alliance was on hand to support many organisations to embed inclusive practice into their work. Our robust insight, expertise and detailed resources have empowered others to challenge their existing practice and develop new approaches to delivering sport and activity for disabled people.

Calling for change through our research and insight

This year, through detailed insight, our research team has focused on driving awareness of the challenges and inequalities disabled people face to being active.

In October 2022, we released our Inclusive Recovery report in partnership with Britain Thinks to support sport and leisure providers following the COVID-19 pandemic. The findings show that providers need support, to develop and recover more inclusively, to tackle the rising inequalities for disabled people. Using our co-production practices, we brought disabled people and providers together to develop the report recommendations and held a research briefing event for the sector.

We conducted our fourth Annual Disability and Activity Survey in 2022-23 and released the full report in June 2023. The survey is the primary source of insight for organisations working to achieve fairness for disabled people in sport and activity, and complements Sport England's Active Lives Adult Survey. 998 disabled and 976 non-disabled adults took part in the survey between August and October 2022. A further 26 disabled people took part in a series of online workshops to discuss the findings and explore key areas for action.

The results showed we are not seeing enough positive trends in disabled people's perceptions and experiences of being active. Greater effort is needed by leaders and organisations to tackle inequalities that affect disabled people, especially to reduce loneliness and the impact of the rising cost of living. The report is split into seven key themes and outlines our commitments and asks to the sport and activity sector. Following the media launch, we held an online research briefing event for over 150 partners and stakeholders to help them digest the report and discuss ideas for action.



In-demand research expertise
In addition to these large-scale projects, we have also completed several commissioned research projects and several evaluation reviews for internal teams:

- Our advances in co-production activities supported our successful commissioning for two projects with The FA and Haringey Council, a valued Get Out Get Active (GOGA) partner.
- Internally, we have supported the organisation to be insight-led through evaluation reviews for our junior athletics and para-swimming events, GOGA and Secondary Teacher Training programmes, and our regional forums.
- In January 2023, we released analysis of the Census 2021 data about disability, health, and unpaid care in England and Wales.
- In February 2023, British Fencing commissioned our research team to survey inclusive delivery at fencing clubs across the UK to inform their strategic planning for 2023-24.

Building strategic partnerships across sport and leisure

Our strategic partnerships team is the driving force behind much of our work with the sport and leisure sector. We delivered a significant number of partner workshops, regional meetings, and county level forums to build partnerships, create networks, and share our inclusion expertise at a local level. Our partner workshops have covered several topics, including how to engage disabled people, inclusive communications, our insight, and disability awareness. We have also dedicated resource to mapping our key strategic partners and their inclusion priorities alongside Sport England's Disability team and Active Partnerships. This has given us greater understanding about how and where our expert advisors can help best to support their plans.

The team has also:

- Delivered an online briefing session for 29 National Governing Bodies of sport.
- Supported Riding for the Disabled Association to undertake a review of their Disability Awareness Online Course.
- Provided disability insight and feedback on disabled people's inclusion for the Access to Nature Levelling Up Bill.
- Supported Your Leisure Kent in securing £346,000 of funding from The Big Lottery fund to lead a GOGA legacy project in Dover.
- Worked with Sport England Club Matters to refresh and release a new and improved online Disability Inclusion Club Hub tool for clubs and organisations.
- Completed a review of Lead, our organisational improvement programme with support from Sport Structures. We want to ensure it is correctly positioned to add value to the new Equality Standard, and support equality, diversity, and inclusion work across the sector. Pilot testing and full programme roll out will take place in 2023-24.

Regional impact
In the West Midlands, Activity Alliance has played an active role in supporting the Birmingham 2022 Commonwealth Games accessibility team's approach to ensure the Games is an inclusive event. The Games Organising Committee signed up as an advocate and supporter of the Include Me West Midlands programme. Activity Alliance's ten inclusion principles were embedded into the 'The Big Standard', a

resource on accessibility requirements and considerations for the Games. Our regional advisor was a key part of the Accessibility Advisory Forum for the Games.

In the East Midlands, we collaborated with Sport Structures and all four Active Partnerships across the region to explore disabled people's representation on Boards and inclusive Board culture. The project studied positive and negative experiences of disabled staff and Board members, and provided recruitment support and guidance on creating a culture that actively looks to recruit disabled people to Board positions. As a result of this project, we delivered an inclusive Boards workshop session for their Board of Trustees in March 2023.

In Greater Manchester, we are building a strong relationship with Greater Manchester (GM) Moving through their Commitment to Inclusion work and active travel agenda. As a key partner, we have attended their innovative Commitment to Inclusion partner visits and workshops throughout 2022 and facilitated a learning workshop on intersectionality at the GM Moving Conference in February 2023.

Tackling inequalities across leisure

We are acutely aware of the pressures facing the leisure sector. Recovery from the COVID-19 pandemic and more recently the rising cost of energy and cost of living crisis is having a very damaging impact on many leisure operators' survival. As the leading voice for disabled people in sport and activity, our supporting role has focused on helping leisure operators tackle the inequalities to increase disabled people's participation.

In June 2022, we announced the release of a new Tackling Inequalities in Leisure Standard in partnership with Quest. The new Standard replaces the Inclusive Fitness Initiative and sees inclusion and intersectionality fully embedded into Quest for the first time. It aims to help leisure operators provide more inclusive and accessible physical activity opportunities for disabled people. As part of the roll out, we presented to over 100 attendees on a Quest Tackling Equalities Webinar in March 2023.

In August 2022, we released ten new factsheets to support leaders in the leisure sector strengthen their inclusion work and engage more disabled people. The factsheets provide clear and simple guidance, useful resources, and top tips on embedding better inclusive practices within leisure facilities and programmes. We want to empower organisations and workforces with the right support, connections, and insight, so that more disabled people can access meaningful opportunities to be active.



Delivering inclusive programmes

Activity Alliance has a successful track record of delivering programmes and initiatives that drive change for disabled people in sport, education, and community settings. Now in its eighth year, our Get Out Get Active (GOGA) programme continues to engage some of the UK's least active communities in physical activity. Our Inclusive Activity Programme entered a new phase with CIMSPA accreditation, and the legacy of Inclusive PE Training lives on through the Inclusion 2024 consortium.

Embedding inclusion in schools and communities

In May last year, we created a new online platform for the education sector in partnership with Youth Sport Trust and the Department of Education. Part of Youth Sport Trust's Inclusion 2024 programme, the Inclusion 2024 Inclusive Education Hub is designed to support more teachers responsible for PE and school sport to engage more disabled students. The Hub allows teachers to self-assess their current approach to inclusion and then access a personalised report with advice and resources to improve their practice. With lots of relevant resources gathered from across the country and globe this Hub is an inclusion one-stop-shop for teachers.

In October 2022, we relaunched a new version of the Inclusive Activity Programme complete with accreditation from CIMSPA and continual professional development points for learners. A key feature of the new learning package is its alignment to CIMSPA Working Inclusively Population Standard. This endorsement strengthens the programme's position a one of the go-to training options for sport and activity organisations, community groups, volunteers, and individual practitioners. Since the re-launch we have seen increased interest from organisations such as National Governing Bodies of sport about bulk purchasing programme licences for their coaching and development workforces.

Embracing the GOGA approach

Over the last eight years, Get Out Get Active (GOGA) has become much more than a participation programme at Activity Alliance. For us, our funders, and delivery partners it is an approach. A way of strengthening community spirit, increasing people's confidence, and improving their mental health through inclusive activities. In May 2022, local and national partners came together to celebrate this approach at the programme's seventh national conference. Then in December, we released our latest impact report for GOGA and are proud to report that GOGA has reached over 80,000 people, using 3,000 different activities and ideas. Over a third of participants involved in GOGA activities have an impairment and/or long-term health condition.

Alongside this, the team has focused on sharing insight to drive sustainability and create a GOGA legacy with two new partner resources:

In November, we launched a resource to help our partners set up a deliverers' network to support the activity providers that give so much to the GOGA programme. Based on Nottingham City Council's successful network, which is a thriving community of more than 70 members who come together to share ideas, learn for each other, and access support. Now, other GOGA partners can do the same with GOGA's top tips to setting up a deliverers' network resource.

In March 2023, we worked with Haringey Council on a two-part project about developing inclusive activity leaders and how to support disabled people in the physical activity workforce. Our research team conducted a small research project with deliverers in Haringey involving a survey, in-depth interviews and two co-production workshops. Key findings from the research were then used to develop a new resource to

help organisations and activity deliverers embed inclusive workforce practices. The resource highlights 10 ways to create an inclusive and supportive environment for activity leaders and encourage more disabled people to become part of the workforce.

Inclusive events

This year, our event team has enjoyed re-establishing our junior participation events programme and providing specialist inclusion support at several large-scale events. As well as continuing to deliver a mix of in-person and virtual events across the organisation, including our annual staff and Board away days, accessible online briefings for stakeholders, and our Annual General Meeting.

Activity Alliance delivers prestigious junior events

In June 2022, after a two-year absence due to the COVID-19 pandemic, Activity Alliance and Swim England were delighted to host the National Junior Para-Swimming Championships once again. More than 70 young swimmers relished the opportunity to compete in this well-established pathway event in Coventry. These Championships are a testament to the amount of work delivered at a grassroots level to nurture new swimmers and grow participation.

In July 2022, Britain's future para-athletics stars went for gold at the National Junior Athletics Championships at Coventry Athletics Track. More than 130 talented athletes enjoyed two days of competition and camaraderie, organised by Activity Alliance, and supported by British Athletics, England Athletics and The Lions Clubs British Isles. This year, we were pleased to see an increase in athlete entries compared to 2021, showing more young disabled people are returning to activity following the pandemic.



Supporting organisations with our event expertise

Our long-standing partnership with London Marathon Events continued in 2022. For more than 30 years, Activity Alliance has provided inclusion and accessibility expertise for the London Marathon wheelchair race. In October 2022, our events team and group of experienced volunteers assisted more than 50 wheelchair racers over the weekend to ensure they has a seamless race experience. We hope to retain this positive partnership with London Marathon Events for many years to come.

In July 2022, we returned to the Home Office to deliver their annual sports day event and showcase a range of inclusive sports. More than 3,000 employees took part and we worked with partners to deliver football,

tennis, boccia and much more. This event has become a regular booking for Activity Alliance and one that positively contributes to our income generation programme.

Since the release of our Profiling Toolkit for sport and disabled people in 2019, we have regularly been approached by organisations looking to improve their own classification models. This year, we have supported both the Rugby Football League (RFL) and England and Wales Cricket Board (ECB) on profiling and classification projects. Ahead of the Rugby League World Cup in England in October 2022, we worked with the RFL to support to implement a new identification and classification system at both a national and international level. As part of this, we delivered a series of workshops and webinars that were delivered around the World Cup events programme. We also worked with the ECB on a similar project to provide workshops and webinars for coaches and development staff around the principles of profiling disabled people for sports and activities. Activity Alliance is now looking at creating a package offer for National Governing Bodies of sport and other organisations on profiling and classification for grassroots participation.

Changing attitudes towards disabled people in sport and activity

At Activity Alliance, we know that changing people's attitudes and perceptions is critical to having a positive impact on disabled people's participation and engagement in sport and activity. This year, we used our leading voice to build awareness and influence change on an individual, organisational, and public level.

Driving awareness through campaigns and partner collaboration

This year, we delivered a successful GOGA campaign and collaborated with several partners on exciting projects that have enabled us to share our passion for fairness in sport and activity for disabled people.

New opportunities through partner collaboration

In April 2022, we produced a series of accessible videos to demonstrate our organisational impact. Working across the organisation we identified and collaborated with key stakeholders to record interviews about the impact our insight, resources, and programmes has had on their organisation and ways of working. These videos will be used for our annual impact reporting, conferences, on our social media and website and during presentations to help highlight the importance of what we do from those partners who have benefited directly from our work.

In August 2022, the team at BBC Bitesize approached us about a campaign project after seeing the inclusive PE activity cards we released earlier in the year. They were looking for support and guidance on how to embed inclusive practice and activities into their Summer of Adventure campaign for children and parents. We worked together to develop inclusive activities and campaign messaging. We are extremely proud of this partnership with the BBC, and it was great to see the campaign go live on BBC bitesize channels over the summer.

In late 2022, Oxford University Press reached out to us looking for support to improve the inclusive nature of their essential phonic reader books for young children. They wanted to ensure all children could see themselves in the books they read. We reviewed the book content to make sure that the disabled characters are accurately represented and portrayed. Following our review, the books were finalised and

distributed to more than 1,000 schools to help encourage better representation and build awareness of disability from a young age.

As long-standing members of the Sport for Development Coalition's communications group, we were delighted to help them create a positive language resource to help the sport sector use better and more inclusive language when talking about disabled people. By sharing our inclusive communications expertise with critical umbrella organisations like this, the greater our impact and influence will be.

Doing things, The GOGA Way

In October 2022, we launched a new campaign to celebrate the success of our Get Out Get Active (GOGA) programme. Over an initial four-week period, The GOGA Way campaign showcased the people and the partners at the heart of the programme in all their glory. Through a series of impactful stories and social videos, we shared how GOGA has evolved from a programme into a creative and innovative approach that is now influencing organisations to do things differently when it comes to physical activity. We engaged our local GOGA partners in the campaign and secured some great local and national coverage as a result. We also worked with Sport England to feature some of our campaign content in their recover and re-invent communications, This Girl Can campaign, and on the Club Matters website.



Using our voice to advocate for meaningful change

This year, we have focused our efforts on increasing our public affairs activity and media engagement to highlight the deep-rooted inequalities that disabled people face in sport and activity, and key areas for change at national level.

Ahead of the launch of our latest Annual Disability and Activity Survey in June 2023, we worked with media agency, Run Communications, to plan considerable activity to increase our brand profile. Together, we delivered a successful launch across our website, social channels, and the media with 143 pieces of coverage secured. This included national coverage on BBC Sport website, The Independent, Times Radio, Huffington Post UK, insidethegames website, plus lots of regional coverage and features in disability sector titles.

In addition to this focused media work, we have also delivered several strategic leadership and national awareness day stories to highlight the importance of inclusion across all sectors. This included:

- Insightful thought-leadership articles from West Midlands Mayor Andy Street on Commonwealth Games legacy, and GreaterSport Chief Executive, Hayley Lever, on GM Moving's Commitment to Inclusion.
- We added our voice to National Fitness Day in September to champion inclusive approaches and highlight the impact Activity Alliance is making in the fitness and leisure sector.
- For International Day for Disabled People in December 2022, we shared a powerful piece on our website from our staff on what fairness in sport and activity means to them.
- In January 2023, our new Chief Executive, Adam Blaze, penned his first leadership update to share his thoughts since joining the organisation. Shortly after, he featured on the Disability Sport Info podcast hosted by Dr Christopher Brown. Adam talked to Chris about the role Activity Alliance plays in supporting disabled people to be active. January also saw an article from Adam about the inequalities faced by disabled people published in the Daily Express.
- On International Women's Day we embraced equity and informed our audiences and beyond about the disparities that disabled women experience in sport and activity compared to disabled men and non-disabled people.

We have seized more opportunities this year to engage in public affairs activity to advocate for meaningful change for disabled people. This included being a part of two influential working groups – Sport for Development Coalition public affairs group and Sport England's public affairs network. We also collaborated with strategic partners on several reports and responses across the year. We supported the launch of a Sport England report on the future public sector leisure. We joined Sport and Recreation Alliance to urge the Government to rethink the exclusion of sport and leisure centres from the Energy Bill Discount Scheme in January 2023. This we followed with a joint open letter to the Prime Minister signed by us and 200 other organisations calling for greater support for grassroots facilities and clubs. We have also published strong responses to the Chancellor's 2023 Spring Budget, the SEND improvement plan, PE and school sport funding and the Public Accounts Committee Report on grassroots participation since London 2012.

Organisational wellbeing

Good organisational wellbeing and a positive culture is key to our success at Activity Alliance. This year, we have welcomed a new Chief Executive and undertaken several reviews to develop internal teams and improve our performance management process and pay progression structure.

In October 2022, Activity Alliance formally announced the appointment of Adam Blaze as our new Chief Executive to our stakeholders and wider audiences. Adam started in the role on 1 January 2023, taking over from Barry Horne MBE, who retired after more the twelve years at the charity. Adam joined us from his position as the Strategic Lead Disability and Co-Lead for People and Culture at Sport England. Adam has dedicated much of his career to changing attitudes towards disabled people in sport and activity, with an exceptional record in strategic leadership. His wealth of professional experience is strengthened with lived experience of disability within his family.



This year, we undertook some team reviews to ensure that our functions are fit for purpose and can fulfil the commitments within our Sport England system partner funding. With support from an external HR consultant and senior management colleagues, our programmes team reviewed the effectiveness of their operating structure and made improvements. This led to the recruitment of three new project officers to support the team in the coming year. We reshaped and renamed our communications team to accompany new specialist roles and broaden the team's remit to include external affairs activity. We recruited a new media and campaign advisor in 2022, and we are looking at similar recruitment opportunities in the policy space and communications support later in 2023. We also appointed a new Strategic Partnerships Advisor to lead our regional work across Yorkshire and wider stakeholder management practices.

This year, we confirmed the final outcomes and actions from an organisation-wide pay review and performance management improvement project. The project was managed sensitively with regular communication to, and feedback from, all staff. Activity Alliance now has a new competency-based pay progression framework and formal performance review processes in place. Considerable effort and activity has gone into this project, and the result is a consistent, transparent, and equitable processes for pay awards and performance management.

Diversity and inclusion in the workplace

As the national charity and leading voice for disabled people in sport and activity, we believe Activity Alliance should be reflective of the people within our communities. We are committed to championing equality, diversity and inclusion in all aspects of employment and in the services we provide.

Activity Alliance diversity profile

We use the social model of disability in our approach to all work. However, we know that some definitions used for protected characteristics can challenge this model, in particular the disability definition. The social model emphasises that it is society and barriers created by society that disable people, not a person's impairment or condition.

We recognise this difference in our diversity profile by presenting two figures for disability. **Figure one** presents the percentage of people with an impairment and/or long-term health condition. **Figure two** presents the percentage of people with a physical or mental impairment that has a 'substantial' and 'long-

term' negative effect on everyday life. Figure two aligns closely to the definition of disability under the Equality Act 2010.

These are the findings from our recent equal opportunities survey with employees and Board members.

Activity Alliance diversity profile		**Percentage of total number**
Fig. 1	People with an impairment, long-term health condition or illness	2023: 45% 2022: 51%
Fig. 2	People with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities	2023: 19% 2022: 23%
Fig. 3	Female	2023: 67% 2022: 67%
Fig. 4	Lesbian, gay, bisexual	2023: 12% 2021: 13%
Fig. 5	From an ethnically diverse background	2023: 10% 2021: 14%

Financial wellbeing

Activity Alliance's total income for the financial year 2022-23 amounted to £3,094k. A decrease of £45k on the previous year. Sport England investment continues to be one of the charity's largest funding contributions and we are proud to be considered one of their expert partners. Their financial backing enables us to deliver programmes and services that embed inclusive practice into organisations, and change attitudes towards disabled people in sport and activity. Spirit of 2012, London Marathon Charitable Trust and Sport England National Lottery provided significant funding contributions for Get Out Get Active (GOGA) programme delivery.

A full breakdown of Activity Alliance's income and expenditure for the year end 31 March 2023 is available in the financial review section of this report.

The charity's unrestricted fundraising activities are undertaken by our own expert team, with guidance from the senior management team and Board of Trustees. The charity is a member of the Fundraising Regulator and abides by the Fundraising Code of Practice which covers various aspects of fundraising. Activity Alliance is understanding and compassionate towards its supporters and will never exploit vulnerabilities. No complaints have been received by the charity directly about its fundraising activities during this year.

Structure, governance and management

The Charity is a company limited by guarantee, governed by a Memorandum and Articles of Association. The Company's objects and Articles of Association as submitted to the Charity Commission and Companies House follow that:

- The Activity Alliance Board is the ultimate decision-making body to manage the organisation on a day-to-day basis.
- We are allowed up to 12 Board members who can serve a maximum period of three terms of three years each.

- An external evaluation of the Board is carried out every four years, the most recent being done in April 2019.
- 33% of the Trustees are Member nominated Trustees, and all recruitment is made by open advertisement followed by application and interview.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charitable Company and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that year. 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 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

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

Appointment of Trustees

Under Article 14 of the Articles of Association, the Board will be fully reflective of the community the Charitable Company ultimately serves by being appropriately representative of disabled people and equality principles as set out in the Equality Act 2010. Each Board member may serve a maximum three terms of three years each. No appointment shall exceed a period of nine years unless in exceptional circumstances.

Advertisements for Trustee positions are posted on relevant social media platforms and recruitment websites as well as our own. A selection process is managed by the Nominations Group and final decisions are made by the Board or Members as appropriate.

Trustee appointments are made in line with Tier 3 Code for Sports Governance and our Equality, Equity and Diversity Statement.

Trustee induction and training

Once new trustees have been appointed, they go through an internal induction process where they are invited to meet key employees and other Trustees. During their induction, new Trustees are briefed on their legal obligations under charity and company law.

Pay policy

The Board of Directors are the Charity's Trustees. The senior management team comprises key management personnel of the Charity who are in charge of directing, running and operating the Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year. Details of Directors' expenses and related party transactions are disclosed in Note 10 to the accounts.

Any review of the Chief Executive's remuneration would be carried out by the Nominations Group in consultation with the Chair and any recommendations would require Board approval.

Organisation

The governing body of the Charity is the Board of Trustees, which met five times during the financial year 2022/23. There are two standing Board Sub-Committees. The Finance, Audit, Risk and Governance Committee (FARG) which met four times during the year and the Nominations Group which met five times during the year.

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms approved by the Trustees, for operational matters including finance, employment and performance related activity.

Risk and internal control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Trustees are also responsible for safeguarding the assets of the Charity and taking reasonable steps for the prevention and detection of fraud and other irregularities providing reassurance that:

1. The Charity complies with relevant laws and regulations.
2. Its assets are safeguarded against unauthorised use or disposition.
3. Proper records are maintained and financial information used within the Charity or for publication is reliable.

As part of the Charity's risk management process the Trustees acknowledge their responsibility for the Charity's system of internal control and for reviewing its effectiveness while recognising that such a system is designed to manage rather than eliminate the risk of failure to achieve the Charity's objectives and that there is reasonable (not absolute) reassurance against material loss. The Trustees, through a process of financial procedures, have set policies, which outline the responsibility of management to implement the Trustees' policies. The Finance, Audit, Risk and Governance Committee (FARG), through a regular risk

register review, monitors all risks faced by the group and reports to the Board having identified and evaluated risks for consideration including the following:

1. The consideration of the type of risks the Charity is facing.
2. The level of risk, which they regard as acceptable.
3. The likelihood of the risks materialising.
4. The Charity's ability to reduce the incidence and impact of risks that do materialise.
5. The costs of operating particular controls relative to the benefits that would accrue from their implementation.
6. Arrangements for monitoring and reporting on risk and control matters together with details of any corrective action that may be deemed necessary.

Financial review 2022/23

Income

Group income for 2022/23 amounted to £3,094k (2021/22: £3,139k), a decrease of £45k (1%) on last year. Sport England remained one of Activity Alliance's largest funders, contributing £1,318k (2021/22: £1,214k) of Exchequer funding for the financial year. Spirit of 2012 provided £873k (2021/22: £832k), London Marathon Charitable Trust provided £270k (2021/22: £233k), Sport England National Lottery provided £251k (2021/22: £310k) of funding of the "Get Out Get Active" (GOGA) programme.

For the Activity Alliance Charity only, income for 2022/23 amounted to £3,081k (2021/22: £3,045k), an increase of £36k (1%) on last year.

There have been no significant fundraising activities involving the general public.

Expenditure

Charitable expenditure for the Group for 2022/23 amounted to £3,179k (2021/22: £3,076k), an increase of £103k (3%) on last year.

Charitable expenditure for the Activity Alliance Company only, during 2022/23 amounted to £3,171k (2021/22: £2,982k), an increase of £189k (6%) on last year.

Reserves

Total reserves as at 31 March 2023 were £590k (2021/22: £674k) a decrease of £84k.

Restricted reserves as at 31 March 2023 amounted to £148k (2021/22: £247k), a decrease of £99k. Details of restricted reserves are given under Note 19.

Unrestricted reserves as at 31 March 2023 totalled £442k (2021/22: £427k), an increase of £15k. £18k has been designated for 2023/24 from the £442k unrestricted reserves towards expenditure on phase 1 of the new CRM system.

Further details of the Activity Alliance reserve policy can be found on page 19.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.

Activity Alliance's charitable purpose, contained within its objects, is to promote a wider understanding of the needs of disabled people in the field of sport and physical recreation. The Trustees ensure that this purpose is carried out for the public benefit by delivering services that fit within the core funding received for this purpose. The Trustees also ensure that funds received for specific purposes are treated as restricted income and expenditure, and also comply with the requirement that projects carried out aside from core targets are for the public benefit.

Reserves Policy

The Reserves Policy remains as unrestricted funds not committed or invested in fixed assets at a level equivalent to three months of operating costs. This equates to approximately £435k (based on 3 months salaries and 3 months of overhead costs).

As at 31 March 2023, the unrestricted reserves not invested in fixed assets ("free reserves") were £417k (2022: £394k).

Investment Policy

It is the requirement of the Trustees that surplus funds generated from time to time should be invested at minimal risk to the organisation. As a consequence, no investment is made in any form that is liable to suffer adverse market variations.

Funds considered surplus from time to time are invested on a short- or medium-term fixed interest basis to comply with this requirement. Interest received on deposits of this nature generated £5.4k during 2022/23 (2021/22 £1.2k).

Related Parties

English Federation of Disability Sport (EFDS) operating as Activity Alliance is a Charity registered with the Charity Commission. It has a trading subsidiary called English Federation of Disability Sport Events Management Limited (EFDS EM, Company Number 05905541), for the receipt of commercial sponsorship, and any surplus is gift aided to the parent company.

The English Federation of Disability Sport Events Management Limited is a private company limited by shares with a share capital of £1,000, all the shares are owned by the English Federation of Disability Sport. The Company was incorporated on 14 August 2006 and is VAT registered.

At 31 March 2023, Activity Alliance's member organisations were:

National Disability Sports Organisations: British Blind Sport, CP Sport, Dwarf Sports Association UK, LimbPower, Special Olympics GB, UK Deaf Sport, WheelPower, International Mixed Sports Ability (IMAS).

Regions: East, East Midlands, North East, North West, South East, South West, West Midlands, Yorkshire and Humber; and London region.

Associates: Access Sport, Active Cheshire, Active Essex, Active Gloucestershire, Active Notts, Active Norfolk, Active Partnerships, Aspire, Association of Colleges Sport, British Kickboxing Council, Cedar Academy, Cheshire Centre for Independent Living, County Durham Sport, Durham Cricket Board, Disability Rights UK, Disability Sports Coach, Down's Syndrome Association, Durham Cricket Board, Energize Shropshire Telford and Wrekin, England Golf, FairPlay, Foundation of Light, GreaterSport, Help for Heroes, Herts Sports Partnership, Leonard Cheshire Disability, Middlesbrough Football Club Foundation, Newcastle United Foundation, Newcastle University Student' Union, North Yorkshire Sport, Panathlon, Paradance UK, Rebound Therapy, Scarborough Inclusive Sport Steering Group, Scope, SMILE through Sport, Sport and Recreation Alliance, Sport Birmingham, Step Change Studios, Tees Valley Sport, The Challenge Hub, The Change Foundation, The Football Association, The Inspire Group, Thomas Pocklington Trust, Together Active, Tyne and Wear Sport, Wheelchair Dance Sport Association UK, Wiltshire and Swindon Sport, Yorkshire Sport Foundation, Youth Sport Trust.

English Federation of Disability Sport operating as Activity Alliance

The Trustees' Report has been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees



Samantha Orde OBE, Chair
Date: 4 October 2023

Independent Auditor's Report to the members of English Federation of Disability Sport

Opinion

We have audited the financial statements of English Federation of Disability Sport ("the Parent Charitable Company") and its subsidiaries ("the Group") for the year ended 31 March 2023 which comprise the Consolidated and Parent Charitable Company Statement of Financial Activities, the Consolidated and Parent Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes 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 the Parent Charitable Company's affairs as at 31 March 2023 and of the incoming resources and application of resources, including its income and expenditure, for the year ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 related to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or Parent 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 Trustees' report, other than the financial statements and our audit 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:

a. the information given in the Trustees' Report (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
b. the Strategic Report and the Directors' Report have 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 Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities the Trustees (who are also the Directors of the Parent 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 Groups' 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

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

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

- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing minutes of meetings of those charged with governance; and
- Enquiry of management to identify any instances of non-compliance with 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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Parent Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Parent 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 Parent Charitable Company and the Parent Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Ashfield BA FCA (Senior Statutory Auditor)

For and on behalf of Harrison Beale & Owen Limited
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 4 October 2023

Statement of financial activities

Group statement of financial activities including income and expenditure account for the year ended 31 March 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income					
Donations and legacies	3	**15,976**	**-**	**15,976**	39,975
Other trading activities	4	**187,761**	**1,860**	**189,621**	77,592
Investment income	5	**5,439**	**-**	**5,439**	1,168
Income from charitable activities	6	**1,334,811**	**1,548,906**	**2,883,717**	3,020,703
Total incoming resources		**1,543,987**	**1,550,766**	**3,094,753**	3,139,438
Expenditure					
Charitable activities		**1,515,260**	**1,651,418**	**3,166,678**	3,066,498
Costs of raising funds		**12,461**	**-**	**12,461**	10,047
Total expenditure	8	**1,527,721**	**1,651,418**	**3,179,139**	3,075,545
Net movement in funds before transfers		**16,132**	**(100,652)**	**(84,520)**	62,893
Transfer between funds		**(973)**	**973**	**-**	-
Net movement in funds for the year		**15,159**	**(99,679)**	**(84,520)**	62,893
Reconciliation of funds					
Funds balance at 1 April 2022		**426,751**	**247,730**	**674,481**	611,588
Total funds carried forward at 31 March 2023	19	**441,910**	**148,051**	**589,961**	674,481

All the activities of the Group are classified as continuing. The notes on pages 30-44 form part of these financial statements.

Statement of financial activities (Parent Charitable Company) including income and expenditure account for the year ended 31 March 2023

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income				
Donations and legacies	**79,146**	**-**	**79,146**	39,975
Other trading activities	**123,410**	**1,860**	**125,270**	73,424
Investments income	**5,439**	-	**5,439**	1,168
Income from charitable activities	**1,334,811**	**1,536,159**	**2,870,970**	2,930,898
Total incoming resources	**1,542,806**	**1,538,019**	**3,080,825**	3,045,465
Expenditure				
Charitable activities	**1,521,261**	**1,637,698**	**3,158,959**	2,961,709
Costs of raising funds	**12,461**	**-**	**12,461**	20,863
Total expenditure	**1,533,722**	**1,637,698**	**3,171,420**	2,982,572
Net movement in funds for the year	**9,084**	**(99,679)**	**(90,595)**	(62,893)
Reconciliation of funds				
Fund balance at 1 April 2022	**426,751**	**247,730**	**674,481**	611,588
Total funds carried forward at 31 March 2023	**435,835**	**148,051**	**583,886**	674,481

All the activities of the Charitable Company are classified as continuing. The notes on pages 30-44 form part of these financial statements.

Group balance sheet as at 31 March 2023

	Note	£	**2023** **£**	£	2022 £
Fixed assets					
Tangible assets	14		**7,286**		3,171
Current assets					
Debtors	15	**80,416**		111,206	
Investments	16	**198,665**		197,067	
Cash at bank and in hand		**970,436**		657,325	
		1,249,517		965,598	
Creditors: amounts falling due within one year	17	**666,842**		294,288	
Net current assets			**582,675**		671,310
Total assets less current liabilities			**589,961**		674,481
Charity funds					
Restricted funds	19		**148,051**		247,730
Designated funds	19		**18,000**		30,000
Unrestricted funds	19		**423,910**		396,751
Total funds			**589,961**		674,481

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 30-44 form part of these financial statements.

Approved by the Board of Trustees on 4 October 2023 and signed on its behalf by:



Samantha Orde OBE, Chair

Balance sheet (Parent Charitable Company) as at 31 March 2023 – Company number: 03627630

	Note	£	**2023** **£**	£	2022 £
Fixed assets					
Tangible assets	14		**7,286**		3,171
Current assets					
Debtors	15	**144,330**		433,171	
Investments	16	**199,665**		198,067	
Cash at bank and in hand		**852,886**		295,832	
		1,196,881		927,070	
Creditors: amounts falling due within one year	17	**620,281**		255,760	
Net current assets			**576,600**		671,310
Total assets less current liabilities			**583,886**		674,481
Charity funds					
Restricted funds	19		**148,051**		247,730
Designated funds	19		**18,000**		30,000
Unrestricted funds	19		**417,835**		396,751
Total funds			**583,886**		674,481

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 30-44 form part of these financial statements.

Approved by the Board of Trustees on 4 October 2023 and signed on its behalf by:



Samantha Orde OBE, Chair

Group statement of cash flows as at 31 March 2023

	Note	2023 £	2022 £
Net movement in funds for the reporting periods (as per the statement of financial activities)		**(84,520)**	62,893
Adjustments for:			
Depreciation	14	**3,836**	3,166
Investment Income	5	**(5,439)**	(1,168)
Decrease/(increase) in debtors	15	**30,790**	(28,516)
Increase/(decrease) in creditors	17	**372.554**	(2,188)
Net cash flow from operating activities		**317,221**	34,187
Cash flow from investing activities			
Investment income	5	**5,439**	1,168
Purchase of fixed assets	14	**(7,951)**	-
Net cash flow from investing activities		**(2,512)**	1,168
Net increase in cash		**314,709**	35,355
Cash and cash equivalents at 1 April 2022		**854,392**	819,037
Cash and cash equivalents at 31 March 2023		**1,169,101**	854,392
Cash and cash equivalents consists of:			
Cash at bank and in hand		**970,436**	657,325
Current asset investments	16	**198,665**	197,067
		1,169,101	854,392

Notes forming part of the financial statements for the year ended 31 March 2023

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are for the financial year ended 31 March 2023. These have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). They are prepared in sterling which is the functional currency of the Charitable Company and rounded to the nearest £1.

b) Preparation of the accounts on a going concern basis

The system partner funding from Sport England secured to the end of March 2027 provides security of funding for core activities. Further reassurance has been sought to ensure the financial sustainability of the charity for both existing and future funding streams. The trustees are confident that both the cost management measures taken as well as the transparent conversations with funders has secured the immediate future of the charity. This assessment of the trustees is that the charity is a going concern.

The charity remains in regular contact with our main funding providers; Sport England, Spirit of 2012, London Marathon Charitable Trust, and others to secure their on-going financial support.

c) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity.

Restricted funds are subject to restrictions or specific conditions on their expenditure imposed by the donor.

d) Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is sufficient certainty of receipt, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Donations and legacy income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on delivery of specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by the volunteers has not been included within these accounts.

Income from the investments is included when receivable.

Income from charitable activities is accounted for when earned.

Incoming resources from grants, where related to performance and by specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

e) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The accounts are prepared on the accruals basis, liabilities are recognised as resources expended as soon as there is legal or constructive obligation committing the Charity to expenditure.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds consists of all those expenses that are incurred by trading for a fundraising purpose in either donated or brought–in–goods or in providing non-charitable services to generate income, as well as the costs associated with attracting voluntary income.

Expenditure on charitable activities comprise all the resources applied by the Charity in undertaking its work to meet its charitable objectives as well as the cost of raising the funds to finance these activities and governance costs. These costs include direct costs of the charitable activities together with those support costs incurred that enable these activities to be undertaken, as well as governance costs which relate to the general running of the Charity. They do not include the direct management functions inherent in generating funds, service delivery and programme of project work.

These activities provide the governance infrastructure which allows the Charity to operate and generate the information required for public accountability and include the strategic planning purposes that contribute to the future development of the Charity.

Governance costs include such items as external audit, legal advice for Trustees and costs associated with the constitutional and statutory requirements of the Charity.

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

f) Operating leases

The Charity classifies the lease of printers and rental premises as operating leases. The title to the equipment remains with the lessor and the equipment is replaced every two to three years whilst the economic life of such equipment is normally ten years. Of the two premises leases, one is renewed every two years, whilst the other is renewed every ten years. Rental charges are charged on a straight-line basis over the term of the lease.

g) Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All individual assets costing more than £1,000 are capitalised.

Depreciation is provided at rates calculated to write off the costs less residual value of each asset over its expected useful life as follows:

Fixtures, fitting and equipment – 25% per annum straight line basis.

h) Investments

Current asset investments are stated at market value.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three to twelve months.

k) Creditors

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for and trade discounts due.

l) Pensions

The pension costs charged in the accounts represent the contributions payable by the Charity during the year.

m) Group financial statements

The consolidated financial statements compromise the English Federation of Disability Sport and its subsidiary company, English Federation of Disability Sport Events Management Limited. The results of the subsidiary are consolidated on a line-by-line basis.

The SOFA for the English Federation of Disability Sport is presented with the accounts.

2. Legal status of the trust

The Charity is a company limited by guarantee, incorporated, and domiciled in the United Kingdom, and has no share capital. The address of the registered office can be found on page 2 of the financial statements. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3. Donations and legacy income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	**15,976**	**-**	**15,976**	39,975
Legacies	**-**	**-**	**-**	-
Total donations and legacy income	**15,976**	**-**	**15,976**	39,975

All donation and legacy income received in 2022 related to unrestricted funds.

4. Other trading activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Inclusive training courses	**3,000**	**1,860**	**4,860**	4,065
Disability sport events	**11,814**	**-**	**11,814**	3,451
Others	**172,947**	**-**	**172,947**	70,076
Total other trading activities	**187,761**	**1,860**	**189,621**	77,592

Of the £77,592 received in 2022, £75,770 related to unrestricted funds and £1,822 related to restricted funds.

5. Investment income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank and investment interest	**5,439**	**-**	**5,439**	1,168
Total investment income	**5,439**	**-**	**5,439**	1,168

All of the Charity's investment income arises from interest bearing deposit and current accounts.

All investment income received in 2022 related to unrestricted funds.

6. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Sport England grant	**1,317,561**	**-**	**1,317,561**	1,214,495
IPE (Sainsbury's)	**-**	**12,747**	**12,747**	85,990
IAP (Sport England)	**-**	**34,954**	**34,954**	117,115
Inclusion 2024 (Youth Sport Trust)	**-**	**5,000**	**5,000**	27,210
GOGA	**-**	**1,394,432**	**1,394,432**	1,375,605
STT (Sport England)	**-**	**101,773**	**101,773**	147,296
Mind	**-**	**-**	**-**	5,500
Others	**17,250**	**-**	**17,250**	47,492
Total income from charitable activities	**1,334,811**	**1,548,906**	**2,883,717**	3,020,703

Of the £3,020,703 received in 2022, £1,258,172 related to unrestricted funds and £1,762,531 related to restricted funds.

The £1.3m Sport England Grant-exchequer funding (2022 £1.2m) is unrestricted and is designated to those activities as agreed with Sport England.

7. Outsourced activity payments

The Charity undertakes its charitable activities through a combination of direct service provision and outsourcing to third parties. An analysis of recipients for 2022/23 is as follows:

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Youth Sport Trust	**-**	**-**	**-**	39,125
UK Coaching Solutions	**-**	**25,810**	**25,810**	-
GOGA partners	**-**	**1,204,600**	**1,204,600**	1,085,677
Others	**567**	**1,614**	**2,181**	-
Total outsourced activity payments	**567**	**1,232,024**	**1,232,591**	1,124,802

All outsourced activity expenditure in 2022 related to restricted funds.

8. Total expenditure

The statement of financial activities provides an analysis of the resources expended by the charity which are split into two main categories:

a) Expenditure on charitable activities and
b) Costs of raising funds

	a) Charitable activities 2023	**b) Raising funds 2023**	**Total funds 2023**	Total funds 2022
	£	**£**	**£**	£
Salary costs and on-costs	**1,265,249**	**2,545**	**1,267,794**	1,115,464
Other staff costs	**47,156**	**30**	**47,186**	39,858
Travel and subsistence	**59,918**	**2,091**	**62,009**	24,654
Site costs	**94,725**	**-**	**94,725**	73,557
Office expenses	**28,719**	**320**	**29,039**	37,436
Commission services	**163,356**	**-**	**163,356**	231,379
Audit fee	**13,250**	**-**	**13,250**	20,700
Consultancy	**48,016**	**1,300**	**49,316**	62,672
Direct development	**3,240**	**-**	**3,240**	17,027
Marketing and website	**63,367**	**-**	**63,367**	100,467
Research and insight	**49,194**	**-**	**49,194**	149,594
Events expenses	**37,883**	**36**	**37,919**	13,231
Outsourced activity (see note 7)	**1,232,591**	**-**	**1,232,591**	1,124,802
Equipment and leases	**7,217**	**-**	**7,217**	34,487
Training	**9,320**	**-**	**9,320**	8,030
Depreciation	**3,836**	**-**	**3,836**	3,166
Meetings	**35,824**	**5,885**	**41,709**	2,798
Other costs	**3,951**	**254**	**4,205**	17,223
Total resources expended	**3,166,812**	**12,461**	**3,179,273**	3,076,545

Of the £3,179k expenditure in 2023 (2022: £3,076k) £1,528k was charged to unrestricted funds (2022: £1,386k) and £1,651k was charges to restricted funds (2022: £1,690k)

Included within the expenditure on charitable activities are governance costs of £13,250 (2022: £20,730).

9. Net movement in funds

Net movement in funds is stated after charging:

	2023	2022
	£	£
Depreciation	**3,836**	3,166
Operating leases	**75,485**	69,833
Auditors' remuneration	**15,000**	20,700

10. Trustees

None of the trustees or any persons connected with them received any remuneration during the year.

Travel and subsistence expenses amounting to £2,614 were reimbursed to 7 trustees (2022: £1,831 to 8 trustees).

In 2022/23 Genny Cotroneo was commissioned by Activity Alliance to undertake consultancy work. A sum of £6,307 was paid (2021/22: £9,275). No other Trustee or other persons related to a Trustee had any personal interest in any contract or transaction entered into by the charity during the year.

11. Employment

	2023	2022
	Number	Number
Average number of employees:		
Headquarters	**4**	6
Direct development	**18**	16
Marketing and research	**4**	4
Events and marketing	**1**	1
Total average number of employees	**27**	27

	2023	2022
	£	£
Employment costs		
Wages and salaries	**1,067,879**	947,912
Social security costs	**116,147**	95,309
Other pension costs	**83,768**	72,243
Total employment costs	**1,267,794**	1,115,464

The number of employees receiving remuneration during the year of more than £60,000 were:

	2023	2022
	Number	Number
£60,000 - £70,000	**3**	3
£70,001 - £80,000	**1**	-
£80,001 - £90,000	**-**	-
£90,001 - £100,000	**-**	1

The aggregate remuneration of key personnel during the year was:

	2023	2022
	£	£
Key management personnel	**314,823**	232,627

12. Pension scheme

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independent administered fund. The charity also contributes to personal pension packages of employees who are not members of the Charity's scheme.

The employer's contributions to all schemes in the year was £83,768 (2022: £72,243) with an employer's contribution rate of 9% of pensionable pay.

13. Taxation

The company is a registered Charity and no provision is considered necessary for taxation to the extent that income and gains are applied to its charitable objects.

14. Tangible fixed assets – group and parent charitable company

	Fixtures, fittings and equipment £
Cost	
At 1 April 2022	**97,899**
Additions	**7,951**
Disposals	**(15,574)**
At 31 March 2023	**90,276**
Depreciation	
At 1 April 2022	**94,728**
Charge for the year	**3,836**
Disposals	**(15,574)**
At 31 March 2023	**82,990**
Net book value	
At 31 March 2023	**7,286**
At 31 March 2022	3,171

15. Debtors

	Group 2023 £	Group 2022 £	**Parent 2023 £**	Parent 2022 £
Trade debtors	**16,522**	39,855	**7,945**	39,086
Amounts due from subsidiary	**-**	-	**72,491**	325,683
Other debtors	**-**	2,949	**-**	-
Prepayments and accrued income	**63,894**	68,402	**63,894**	68,402
Total debtors	**80,416**	111,206	**144,330**	433,171

16. Investments – group and parent charitable company

The Charity does not invest in stocks or shares. Surplus funds are deposited at fixed rates for variable periods of time.

	Group 2023	Group 2022	**Parent 2023**	Parent 2022
	£	£	**£**	£
Shares in group undertakings	**-**	-	**1,000**	1,000
Fixed rate deposits	**198,665**	197,067	**198,665**	197,067
Total investments	**198,665**	197,067	**199,665**	198,067

All fixed rate deposits are held with British Retail Banks.

100% of the issued share capital of the English Federation of Disability Sport Events Management Limited (Company Number 05905541) is held by the Parent Charity.

	English Federation of Disability Sport Events Management Limited	
	2023	2022
	£	£
Gross income	**77,098**	93,973
Expenditure	**(7,853)**	(68,129)
Gift aid to the Charity	**(63,170)**	(25,844)
Profit for the year	**6,075**	-
	£	£
Net assets at the year end	**7,075**	1,000

17. Creditors

	Group 2023	Group 2022	**Parent 2023**	Parent 2022
	£	£	**£**	£
Taxation and social security	**54,497**	36,694	**43,370**	36,694
Trade creditors	**98,061**	186,334	**98,061**	175,406
Other creditors	**155**	-	**155**	-
Deferred income	**484,020**	36,171	**461,552**	22,438
Accruals	**30,109**	35,089	**17,143**	21,222
Total creditors	**666,842**	294,288	**620,281**	255,760

18. Deferred income movement

	Group 2023	Group 2022	**Parent 2023**	Parent 2022
	£	£	**£**	£
Balance at 1 April 2022	**36,171**	116,151	**22,438**	16,426
Incoming resources deferred in the year	**494,886**	22,438	**461,552**	22,438
Less amounts released	**(36,171)**	(102,418)	**(22,438)**	(16,426)
Balance at 31 March 2023	**494,886**	36,171	**461,552**	22,438

19. Analysis of movement in funds

The income of the Group includes restricted funds compromising the following balances held on trust for specific purposes:

Group	**Balance at 1 April 2022**	**Income**	**Expenditure**	**Transfers in/out**	**Balance at 31 March 2023**
	£	**£**	**£**	**£**	**£**
Restricted funds:					
IPE (Sainsbury's)	**15**	**12,747**	**(13,735)**	**973**	**-**
IAP (Sport England)	**18,593**	**36,814**	**(47,532)**	**-**	**7,875**
Events	**3,201**	**-**	**-**	**-**	**3,201**
GOGA	**160,848**	**1,394,432**	**(1,489,405)**	**-**	**65,875**
Secondary Teacher Training	**18,777**	**101,773**	**(97,506)**	**-**	**23,044**
Inclusion 2024	**27,210**	**5,000**	**(3,240)**	-	**28,970**
Others	**19,086**	**-**	-	-	**19,086**
Total restricted funds	**247,730**	**1,550,766**	**(1,651,418)**	**973**	**148,051**
Unrestricted funds:					
Designated funds	**30,000**	**-**	**(30,000)**	**-**	**-**
Events team	**-**	**-**	**-**	**18,000**	**18,000**
CRM Phase 1					
	396,751	**1,543,987**	**(1,497,855)**	**(18,973)**	**423,910**
General funds					
Total unrestricted funds	**426,751**	**1,543,987**	**(1,527,855)**	**(973)**	**441,910**
Total funds	**674,481**	**3,094,753**	**(3,179,273)**	**-**	**589,961**

19. Analysis of movement in funds (continued)

Group	Balance at 1 April 2021	Income	Expenditure	Transfers in/out	Balance at 31 March 2022
	£	£	£	£	£
Restricted funds:					
IPE (Sainsbury's)	-	86,315	(86,300)	-	15
IAP (Sport England)	35,908	122,275	(139,590)	-	18,593
Events	3,201	-	-	-	3,201
GOGA	139,743	1,375,605	(1,354,500)	-	160,848
Secondary Teacher Training	(24,013)	147,448	(104,658)	-	18,777
Inclusion 2024	-	27,210	-	-	27,210
Others	18,936	5,500	(5,350)	-	19,086
Total restricted funds	173,775	1,764,353	(1,690,398)	-	247,730
Unrestricted funds:					
Designated funds					
Events team	-	-	-	30,000	30,000
CRM Phase 1	-	-	-	-	-
General funds	437,813	1,375,085	(1,386,147)	(30,000)	396,751
Total unrestricted funds	437,813	1,375,085	(1,386,147)	-	426,751
Total funds	611,588	3,139,438	(3,076,545)	-	674,481

19. Analysis of movements in funds (continued)

Parent	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds:					
IAP (Sport England)	**18,593**	**36,814**	**(47,532)**	**-**	**7,875**
Events	**3,201**	**-**	**-**	**-**	**3,201**
GOGA	**160,848**	**1,394,432**	**(1,489,405)**	**-**	**65,875**
Secondary Teacher Training	**18,777**	**101,773**	**(97,506)**	**-**	**23,044**
Inclusion 2024	**27,210**	**5,000**	**(3,240)**	**-**	**28,970**
Others	**19,101**	**-**	**(15)**	**-**	**19,086**
Total restricted funds	**247,730**	**1,538,019**	**(1,637,698)**	**-**	**148,051**
Unrestricted funds:					
Designated funds					
Events team	**30,000**	**-**	**(30,000)**	**-**	**-**
CRM Phase 1	**-**	**-**	**-**	**18,000**	**18,000**
General funds	**396,751**	**1,542,806**	**(1,503,722)**	**(18,000)**	**417,835**
Total unrestricted funds	**426,751**	**1,542,806**	**(1,533,722)**	**-**	**435,835**
Total funds	**674,481**	**3,080,825**	**(3,171,420)**	**-**	**583,886**

19. Analysis of movements in funds (continued)

Parent	Balance at 1 April 2021	Income	Expenditure	Transfers in/out	Balance at 31 March 2022
	£	£	£	£	£
Restricted funds:					
IAP (Sport England)	35,908	122,275	(139,590)	-	18,593
Events	3,201	-	-	-	3,201
GOGA	139,743	1,375,605	(1,354,500)	-	160,848
Secondary Teacher Training	(24,013)	147,448	(104,658)	-	18,777
Inclusion 2024	-	27,210	-	-	27,210
Others	18,936	2,010	(1,845)	-	19,101
Total restricted funds	173,775	1,674,548	(1,600,593)	-	247,730
Unrestricted funds:					
Designated funds					
Events team	-	-	-	30,000	30,000
CRM Phase 1	-	-	-	-	-
General funds	437,813	1,370,917	(1,381,979)	(30,000)	396,751
Total unrestricted funds	437,813	1,370,917	(1,381,979)	-	426,751
Total funds	611,588	3,045,465	(2,982,572)	-	674,481

Name of fund	Description, nature and purposes of fund
IAP (Sport England)	Delivered by Activity Alliance in partnership with UK Coaching, this programme is funded through Sport England's National Lottery fund to improve the confidence and competence of disabled people in community sport opportunities.
IPE (Sainbury's)	Delivered by Activity Alliance in partnership with Youth Sport Trust and the Home Country Disability Sport Organisations, this programme is funded by Sainsbury's to improve the confidence and competence of young disabled people in PE.
Events	Funding from Lions and other bodies to ensure disabled people can access sport and physical activity of their choice working with County Sport Partnerships.

GOGA	Delivered by Activity Alliance in partnership with a UK consortium of partners, this programme is supported by founding funder Spirit of 2012 and additional investment from Sport England and the London Marathon Charitable Trust, to engage the very least active disabled and non-disabled people in activity together.
STT (Sport England)	Activity Alliance works in partnership with a consortium of partners, the Secondary Teacher Training programme is funded through Sport England's National Lottery fund to increase young people's enjoyment of PE, schools sport and physical activity.
Inclusion 2024	Youth Sports Trust, Department of Education funded initiative. Activity Alliance's role has been to develop an education micro-site to support professionals to access inclusion resources and materials.
Other restricted funds	Mind – mental heath information, shared learning and lived experiences.
	Erasmus funding – health improvement, social inclusion, equality and development training.
CRM Phase 1	Funds designated for expenditure in 2023/24 on phase 1 of the new CRM system.
Events team	Funds designated for building capacity in the events team in 2022/23 to project manage and consult on the Breaking Limits training series modules around inclusion and continue to promote training series through the charity's networks.

20. Analysis of group net assets between funds

	Restricted funds	Unrestricted funds	Total
	£	**£**	**£**
Funds balances as at 31 March 2023 are represented by:			
Tangible fixed assets	**-**	**7,286**	**7,286**
Current assets	**148,051**	**1,101,466**	**1,249,517**
Creditors: amounts falling due within one year	**-**	**(666,842)**	**(666,842)**
Total	**148,051**	**441,910**	**589,961**
Funds balances as at 31 March 2022 are represented by:			
Tangible fixed assets	-	3,171	3,171
Current assets	287,874	677,724	965,598
Creditors: amounts falling due within one year	(40,144)	(254,144)	(294,288)
Total	247,730	426,751	674,481

21. Commitments under operating leases

At 31 March 2023 the total future minimum lease payments under non-cancellable operating leases were:

	Land and buildings		Other	
	2023	2022	**2023**	2022
	£	£	**£**	£
Within 1 year	**16,284**	10,246	**3,075**	5,059
Between 1 and 5 years	**-**	5,907	**-**	7,936
After more than 5 years	-			-
	16,284	16,153	**3,075**	12,995

ENGLISH FEDERATION OF DISABILITY SPORT

England & Wales - Charity number 1075180

Accounts



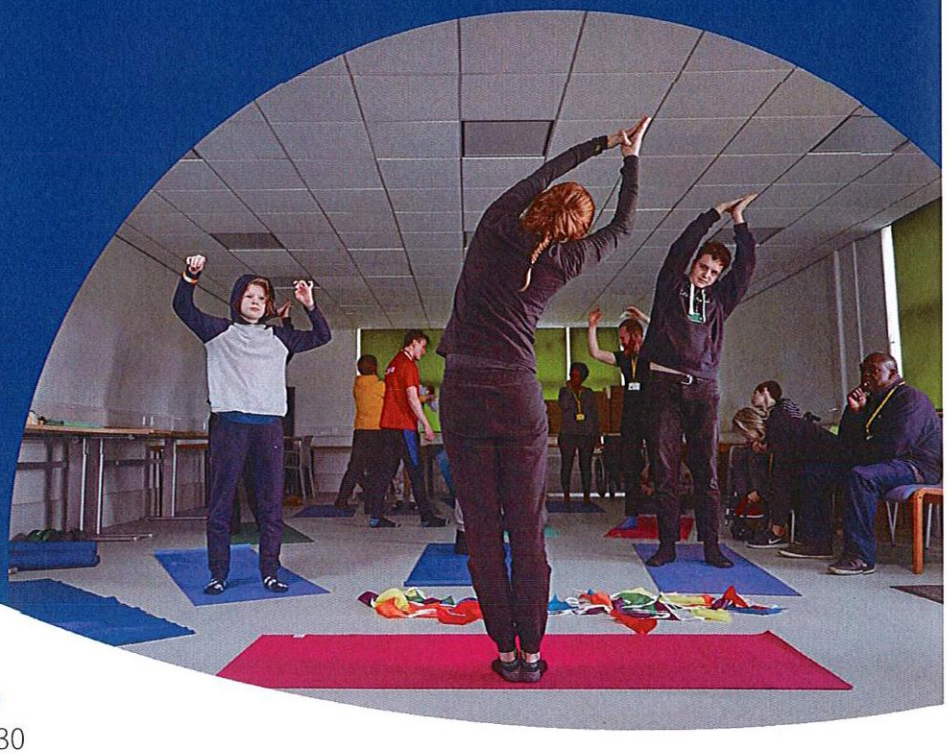
activity alliance

disability inclusion sport

Activity Alliance Annual Trustees' Report and Accounts

For the year ended

31 March 2022



English Federation of Disability Sport operating as Activity Alliance
Registered Company Number: 03627630
Company Limited by Guarantee
Charity Registration Number: 1075180

activityalliance.org.uk

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Trustees, advisors, and organisation details

Activity Alliance Chair – **Samantha Orde OBE**

Chief Executive and Company Secretary – **Barry Horne MBE**

Honorary President – **Baroness Tanni-Grey Thompson DBE**

Honorary Vice President – **John Amaechi OBE**

Trustees

Trustees who have served during the Financial Year 2021/22, or join before the date when the accounts are signed:

- Ms Samantha Orde OBE
- Dr Phil A Friend OBE
- Mr Rob J Belbin
- Ms Genny Cotroneo
- Mr James Daly
- Ms Janet Inman
- Ms Fran K Whitaker
- Mr Piers Martin
- Ms Hilary Farmiloe
- Ms Lucy Moore
- Ms Andrea Dando
- Ms Loretta Sollars (appointed 21 December 2021)

Activity Alliance registered office address

Sportpark, Loughborough University
3 Oakwood Drive
Loughborough
Leicestershire, LE11 3QF

Bankers

Barclays Bank plc
Staffordshire and South Cheshire
Unit 3 (Ground Floor)
Riverside 2
Campbell Road
Stoke-on-Trent, ST4 4RJ

Auditors

Cooper Parry Group Limited
Statutory Auditors
Sky View,
Argosy Road,
East Midlands Airport,
Castle Donington, Derby, DE74 2SA

Annual Trustees' Report

The Trustees present their report and accounts for the year ended 31 March 2022.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, and Accounting and Reporting of Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Message from the Chair

Sam Orde, Chair

This Annual Report 2021-22 explores the impact that we are extremely proud to have made over the last year. Especially delivering through the final months of COVID-19 pandemic restrictions. It showed us all how much we do together as a team and across the sectors we work within during such a challenging time. But also, how much is yet to be done if we are to remove unnecessary barriers to activity and deep-rooted inequalities for disabled people.

We continued to feel the pandemic's impact on our work and disabled people's lives. This was not only through our robust insight with disabled people, but through the need to diversify our activities to respond to new restrictions in our lives.

Among the highlights, we consulted and presented our latest strategy – Achieving Fairness. In this, our refreshed vision – fairness for disabled people in sport and activity.

We finished a packed year with the fantastic news that our principal funder, Sport England, would be investing in our work for a further five years. This is the longest period for their investment in our history, so gave us the vital reassurance we value as the leading voice for disabled people in sport and activity. It means we can build on the goals within our new strategy, towards our vision.

I am proud of our achievements this year, which you can read about in this report. The team continue to impress me and the board, with their knowledge and expertise. I want to thank our members, partners and volunteers who continue to dedicate their time and energy to achieving fairness.

I'd also like to give our thanks to Barry Horne MBE, our Chief Executive, who will be retiring at the end of 2022. We are stronger as a charity because of his passion, purpose and of course, leadership for more than 12 years.

Looking ahead with the CEO

Barry Horne, Chief Executive

Reading through the impact made this year, I am reminded what a successful time it was for us on many levels. It gave us the solid foundations we need to develop, sustain, and grow our impact in the future.

This is my final annual report message as the charity's Chief Executive Officer, as I retire at the end of 2022. However, I remain excited to talk about the charity's positive future.

Firstly, I want to thank our incredibly talented staff team, board and the many members and volunteers who make it all possible. As we explore new ideas that will take us to new audiences, with new ways of tackling inequalities for disabled people in sport and activity.

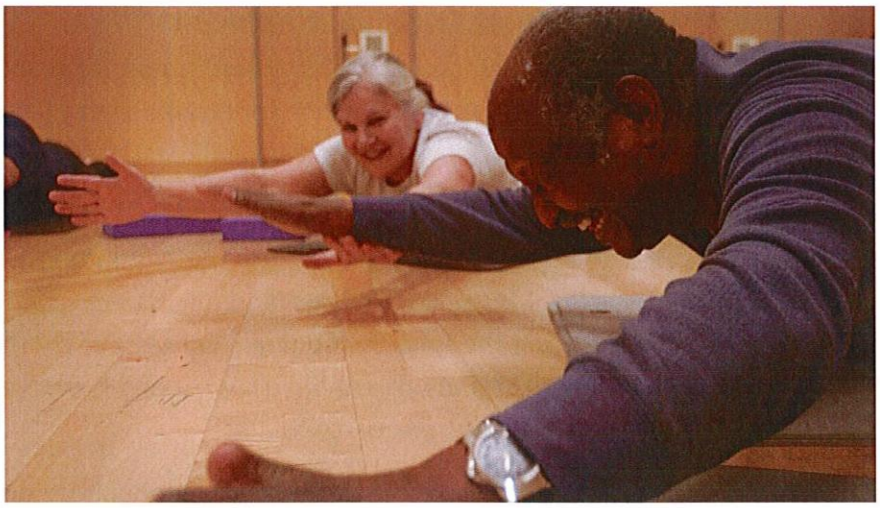
We are very lucky to have so many passionate, experienced, and highly skilled people working for us, and with us, whose efforts will enable us to keep moving in a positive direction.

Now with a refreshed vision and strategy to direct our focus, knowing our impact in greater detail is vital in our plans. Our Alliance, with a wealth of member expertise, is growing ever stronger and collaboratively, we have lots to offer. Knowing the whole story of how we collectively make a difference is increasingly important.

Our strategy will quite rightly, test us as well as others, to ensure disabled people's real-life needs are valued and acted upon.

There is much work still to do if we are to achieve a society that puts disabled people on par with non-disabled people. We call this the fairness gap. We are determined to improve disabled people's activity levels, just as we were seeing before the crisis that struck the world in 2020 and 2021. We must not allow this setback in progress, caused by the pandemic, to continue into the future. Disabled people remain the least active in society and were impacted most by the pandemic, which makes our work to close the fairness gap ever more important.

We will not rest until every disabled person can experience the physical and mental health and social benefits that being active provides.



Strategic impact and development

The last twelve months has provided big opportunities alongside considerable challenges for Activity Alliance.

During this period, the team has used their expertise to influence positive change and drive improvement throughout our networks, the sport and leisure sector, and beyond. Staff across all functions have delivered high-quality outputs and sector leading opportunities at a national and local level.

Central to this work has been two significant pieces of organisational development. At the start of the year, we launched a new three-year strategy titled 'Achieving Fairness'. Then, in March 2022, with our new strategic ambition and direction in place, we secured a long-term funding investment from Sport England.

2021-2024 Strategy – Achieving Fairness

In May 2021, following consultation with our members and partners, we unveiled the charity's new organisational strategy and refreshed vision - **fairness for disabled people in sport and activity**.

The COVID-19 pandemic hit disabled people the hardest in many ways. Already twice as likely to be inactive as non-disabled people, we witnessed inequalities widened further and inactivity levels rise. It became clear that our role and this strategy was vitally important.

Intentionally ambitious, our strategy **'Achieving Fairness'** sets out our determination to overcome pandemic setbacks and prioritise disabled people's inclusion in sport and activity. Over the next three years and beyond, our ambition is to close the **fairness gap** – this is the gap between disabled people's levels of inactivity and that of non-disabled people. Two clear strategic goals will drive this work forward – changing attitudes towards disabled people in sport and activity and embedding inclusive practice into organisations.

This report captures many impact highlights from year one of our 2021-2024 strategy delivery, as Activity Alliance continues to push for inclusion to be at the heart of all plans in sport and activity.

Activity Alliance secures five years' Sport England investment

In March 2022, Activity Alliance secured a long-term funding commitment from Sport England to deliver our vision and support our role as the leading voice for disabled people in sport and activity. Beginning in the financial year 2022-23, we will receive an investment of £8,444,805 (over five years) of Exchequer funding from Sport England.

Activity Alliance has been awarded long-term funding because of our commitment to co-deliver change at a national and local level, to help more disabled people enjoy the benefits of playing sport and being active. Not only is it the longest funding award in our charity's history but it is also an increased level of investment that will enable us to expand key areas of work including policy, evaluation, workforce, and strategic partnerships.

There has never been a more crucial time to tackle the deep-rooted inequalities disabled

people experience on a daily basis. Our foundational role in the sport and physical activity sector means we are well placed to help level up access across the country. This investment ensures we can help even more organisations to increase the range of accessible, inclusive, and welcoming opportunities for disabled people to be and stay active.

We look forward to collaborating with trusted partners and building new relationships with innovative organisations to achieve fairness for disabled people in sport and activity.

Organisational delivery 2021/22

Embedding inclusive practice into organisations

This year, as the sport and leisure sector began to recover from the COVID-19 pandemic, Activity Alliance supported many organisations to increase their commitments to inclusion. Our expertise, high-quality insight, and detailed resources have empowered them to embed inclusive practice and prioritise disabled people at all levels.

Driving improvement across sport and leisure

Our strategic partnerships team is the driving force behind much of our work with the sport and leisure sector. Throughout the year, we have delivered more than 20 inclusion workshops and webinars to a range of partners including National Governing Bodies of sport, Active Partnerships, leisure operators, universities, and local authorities. One notable organisation was the Premier League Charitable Trust, who completed our Lead self- assessment improvement programme. We also co-hosted a bespoke disability inclusion workshop for members of Community Leisure UK as part of their 2021-22 equality, diversity and inclusion action plan.

Our Inclusion Club Hub platform continues to support grassroots clubs and groups to improve their offers for disabled people. 62 sports clubs completed the Inclusive Club Hub self-assessment improvement toolkit this year. And, despite an incredibly difficult period for leisure organisations, 330 learners enrolled onto our Delivering Excellent Service for Disabled Customers e-Learning course. Nine in ten learners said the course increased their confidence in delivering excellent customer service and their understanding of disability perceptions.

We continue to experience high demand for our inclusive communications services. In early 2021, The FA sought after our services to help them deliver their first inclusive marketing campaign. With inclusion and accessibility embedded throughout, their 'Football Your Way' campaign supported disabled people to feel confident and empowered to take part in football-based activities. Sport England approached us for guidance on content accessibility for the CIMSPA digital marketing hub and inclusive brand development for the Tackling Inequalities Fund.

In addition to core delivery, our marketing and communications team explored new routes to market this year with commissioned services. Active Gloucestershire commissioned us to deliver an inclusive communications audit of their organisation and We Can Move brand.

We produced a detailed report for them with feedback, recommendations and actions to implement across the organisation. We also fulfilled a similar request to conduct an

inclusive communications review of Perrett Laver's Board Diversity Toolkit. These pilot consultancy projects highlight the potential to expand the reach and impact of inclusive communications across the breath of the sport and leisure sector in the coming years.

Our specialist resources on inclusive events delivery continue to have a positive impact at a grassroots and elite level. In May, we began working in partnership with Rugby Football League and International Rugby League to devise a bespoke classification system for the sport, based on Activity Alliance's Profiling Toolkit. Alongside this, we delivered online training to new classifiers across the world on the new classification system and how to deliver more inclusive opportunities. With our support, the Rugby Football League is creating a level playing field for disabled rugby players everywhere.

Targeting and influencing new sectors

Our insight continues to highlight health professionals as the top influencers when it comes to engaging disabled people in physical activity. And so, we prioritised building relationships with key strategic partners in the health sector. This year, we have:

- Established strong connections with all Office for Health Improvement and Disparities (OHID) Regional Leads through their 'Communities of Improvement' sessions. In the East and West Midlands, we co-delivered an online event with Versus Arthritis and OHID focused on educating local health professionals and NHS Trusts about the barriers disabled people often experience to becoming active.
- Gained traction with Regional Social Prescribing Leads in the Southeast, Southwest, and Northeast, using our resources and expertise to influence local delivery.
- Collaborated with the Yorkshire and Humber Public Health Network to publish a new online resource for health professionals to support their work to reduce health inequalities across the region.

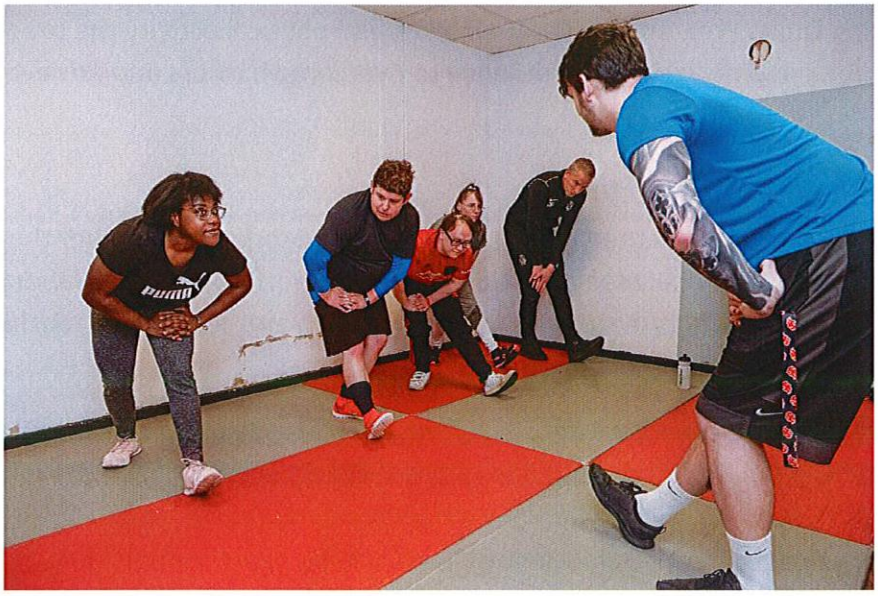
Working outside the traditional sport and leisure sector presents an exciting mix of opportunities and challenges for Activity Alliance. A new venture for us this year has been our position on the Green Infrastructure Advisory Group. This role has enabled us to ensure accessibility is included in their infrastructure standards and that disabled people are included more in green community spaces. Our involvement and impact here is ongoing and will likely extend to blue social prescribing next year - another new area for us. We will work with key partners to ensure nature-based green/blue prescribing projects and schemes are accessible to disabled people to support their health and wellbeing.

Prioritising disabled people through our research and insight

This year, we set our sights on developing a new co-production approach to ensure disabled people are at the heart of our research and insight. Weaving co-production through our values, learnings, and practical processes helps us to position disabled people and our partners as the trusted experts and key decision makers in all research projects. We have made good inroads in this area through two major projects this year.

We conducted our third Annual Disability and Activity Survey in 2021-22. This year's findings show slow progress in engaging disabled people after the COVID-19 pandemic. And, that greater effort is needed now to tackle the inequalities that affect disabled people, so no one feels forgotten in sport and activity. 1,842 disabled and non-disabled adults took part in the largest survey of its kind. This year, we added a new qualitative co-production element to strengthen the recommendations and champion disabled people's voices through video outputs.

In January 2022, we partnered with Britain Thinks to launch our 'Inclusive Reopening' research project exploring how disabled people can be included in physical activity as we recover from the pandemic. This project involved multiple co-production elements including a partner consultation, an online community with disabled people, provider survey, and a co-production workshop. We expect to release the key findings and recommendations later in 2022.



Delivering inclusive programmes

Activity Alliance has a rich history of delivering successful, fully inclusive training and participation programmes. Now in its fifth year, Get Out Get Active (GOGA) continues to engage some of the UK's least active communities in physical activity. While, our Inclusive Activity Programme and Inclusive PE Training Programme provide upskilling opportunities to teachers, community volunteers, and health professionals.

GOGA has continued to deliver fun inclusive activities for disabled and non-disabled people during the turbulent COVID-19 recovery period. In 2021-22, the programme has seen over 3,000 unique participants and more than 10,000 event attendances. Alongside this, we have focused on driving organisational improvement and sustainability, launching two new resources for partners and wider audiences. Our GOGA resources share the programme's learning and insight to help other organisations engage inactive people successfully. A new volunteer management toolkit provides organisations with a step-by-step guide to building an inclusive volunteer programme.

In September 2021, we re-launched face-to-face workshops for the Inclusive Activity Programme. However, due to both COVID-19 restrictions and workforce confidence, our online

classroom and eLearning module continued to be people's preferred learning option. Since June 2018, 4,672 coaches, community volunteers and health professionals have completed the programme. Also this year, we provided free access to the programme's eLearning module as part of Sport England and CIMSPA's ReTrain to ReTain initiative to help the nation's coaching workforce bounce back after COVID-19.

Other programme delivery and support delivered includes:

- The final year of Sainsbury's investment in our Inclusive PE Training Programme. 2021- 22 focused on remaining programme delivery and seeking future funding opportunities.
- We produced the first impact report for Sport England's Secondary Teacher Training Programme to consortium partners and supported Sport England with legacy planning and partner recruitment.
- In September, we teamed up with Sure to create an inclusive coaching module for their global Breaking Limits Programme. Through sport and physical activity the programme empowers young people with the confidence to overcome barriers and achieve more in their lives.

Empowering the education sector

This year, Activity Alliance has created several resources and tools to empower the education sector to embed inclusion into all aspects of PE and school sport. We have collaborated with national education partners to provide the training, support, and confidence teachers and school staff need to include all pupils.

- In September 2021, we supported Sport England to create inclusive content for Studio You – a free online video platform designed to engage less active girls aged 13-16 in PE lessons.
- In February 2022, Activity Alliance and our fellow Home Nation Disability Sport Organisations released a series of inclusive PE activity cards for schools. Jam-packed with fun games and activities, the cards provide teachers with the knowledge, skills, and confidence to plan and deliver inclusive and accessible PE sessions.
- Leading up to its launch in May 2022, we worked on a new online inclusive education hub as part of Youth Sport Trust's Inclusion 2024 programme. Funded by the Department of Education, the hub allows teachers to self-assess their school's approach to inclusion and provides a personalised report, with advice and useful resources to improve their inclusive PE delivery.

Activity Alliance events showcase inclusive opportunities for disabled people

With the pandemic backdrop, we continued to deliver a mix of in-person and virtual events across the organisation. We transferred our inclusive events expertise into the digital environment and delivered several accessible online events to our stakeholders, including staff away days, regional member forums, and our Annual General Meeting. We also provided expert delivery support at the Virgin Money London Wheelchair Marathon and both the Manchester Half and Full Marathons.

The Home Office commissioned Activity Alliance for the second time to manage and deliver the inclusive element of their annual staff sports day. Working in partnership with Brighton and Hove Albion, Boccia England, and Metro Blind Sport we delivered an inclusive experience for

over 3,000 disabled and non-disabled staff members.

In July 2021, we delivered the National Junior Athletics Championships in partnership with British Athletics and England Athletics. 80 of Britain's best young para-athletes took part in the event at Coventry Athletics Track. Each year this event provides a fantastic platform for young disabled athletes to showcase their sporting talent. We were delighted to hold this prestigious annual event once again following the restrictions to sporting events.

Changing attitudes towards disabled people in sport and activity

At Activity Alliance, we believe tackling inequalities for disabled people in sport and activity starts with changing people's attitudes and perceptions. This year, we have used our leading voice to promote disabled people's rights and highlight the attitudinal barriers that prevent many individuals from being active.

Who Says campaign highlights needs for societal change

In March 2022, we launched phase two of our popular awareness campaign 'Who says?', following a lengthy delay due to the pandemic. Phase two focused on changing attitudes towards disabled children and young people in sport and activity. We commissioned four short films to shine a light on some of the negative perceptions that can impact disabled child's opportunities to be active. Each film featured straight-talk and upbeat insight from a mixture of disabled and non-disabled children and adults on what the perceptions mean to them. As well as highlighting the urgent need for change, the campaign also provided resources and guidance on how to call time on these negative perceptions and improve opportunities for disabled children and young people.

Who says? phase two had a significant social impact across the sport and leisure sector. We saw spikes in our monthly social media activity and engagement with many partners supporting and sharing campaign content. A few of our top social media engagements included support from UNICEF UK, England Football, TV presenter JJ Chalmers, and CBeebies presenter George Webster. In the 4-week campaign period, both our campaign page and videos were viewed over 500 times.



Raising our profile to fight for fairness

This year, we have worked hard on enhancing our brand visibility and credibility through media positioning and increasing our public affairs interaction. With support from media agency Run Communications we have:

- Delivered a programme of media and brand personal training for staff to increase confidence and message delivery when undertaking media spokesperson duties.
- Published several thought-leadership articles to boost Activity Alliance's positioning
- during key sector and societal events/moments.
- Secured national and regional media coverage for our strategy launch in May 2021 including Sky News Breakfast and The House (politicshome.com).

Our public affairs activity included a strong response to the government's National Disability Strategy, and a supportive response to a House of Lords committee report calling for a long-term cross-government national plan for sport, health and wellbeing. As we begin to grow our policy and public affairs work, targeting key influencers through consistent and coherent responses will become an increasing feature of our activity.

On International Day for Disabled People, 3 December 2021, we championed disabled people's authentic voices. We curated a series of blogs and social videos highlighting the fight disabled people face for fair access to sport and activity every day. Alongside this, Our Chief Executive penned a passionate blog calling for more commitment, more investment, and more action from all parts of society.

Organisational wellbeing

Staff wellbeing and organisational culture are central to our success at Activity Alliance. This year, we have focused on ensuring we stay connected and supported as colleagues, as an organisation, and as an alliance.

After the end of COVID-19 pandemic restrictions, we listened to our staff team about how and where they wanted to work moving forward. We developed and implemented remote working guidance with a wide range of staff support mechanisms, and the team responded with great positivity. Our new ways of working have provided colleagues with the opportunity to rebalance their professional and personal lives following the challenging pandemic period.

Activity Alliance membership

Activity Alliance is proud to be a membership organisation. Our members are organisations and groups who share our vision and work to ensure that disabled people can live active lives. With their support and expertise we are building a powerful collaborative movement for change.

This year, we have focused on supporting our existing members on their Activity Alliance membership journey, following commencement of a new membership programme in 2020/21. In addition to this, seven organisations signed up as members, committing to support our vision of fairness for disabled people in sport and activity. We now have nine full member organisations and 50 associate member organisations within the new programme. We have also engaged a cohort of regional representatives to strengthen our connections and networks.

These valued roles help us to widen our reach and support organisations to prioritise disabled people at a local level.

Moving forward, we will continue to review and develop our membership programme and member engagement opportunities to ensure it is fit for purpose in terms of our Governance and our role as sector leaders.

Thank you to all Activity Alliance members and regional representatives for their commitment and contributions this year.

Diversity and inclusion in the workplace

As the national charity and leading voice for disabled people in sport and activity, we believe Activity Alliance should be reflective of the people within our communities. We are committed to championing equality and diversity in all aspects of employment and in the services we provide.

This year, we continued to prioritise the diversification of our workforce. We successfully delivered several inclusive recruitment campaigns that resulted in higher levels of disabled people applying and being selected for employment with Activity Alliance.

Activity Alliance diversity profile

We use the social model of disability in our approach to all work. However, we know that some definitions used for protected characteristics can challenge this model, in particular the disability definition. The social model emphasises that it is society and barriers created by society that disable people, not a person's impairment or condition.

We recognise this difference in our diversity profile by presenting two figures for disability. **Figure one** presents the percentage of people with an impairment and/or long-term health condition. **Figure two** presents the percentage of people with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on everyday life. Figure two aligns closely to the definition of disability under the Equality Act 2010.

These are the findings from our recent equal opportunities survey with employees and Board members.

Activity Alliance diversity profile		**Percentage of total number**
Fig. 1	People with an impairment, long-term health condition or illness	2022: 51% 2021: 44%
Fig. 2	People with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities	2022: 23% 2021: 16%
Fig. 3	Female	2022: 67% 2021: 69%
Fig. 4	Lesbian, gay, bisexual	2022: 13% 2021: 14%
Fig. 5	From an ethnically diverse background	2022: 14% 2021: 9%

Structure, governance, and management

The Charity is a company limited by guarantee, governed by a Memorandum and Articles of Association. The Company's objects and Articles of Association as submitted to the Charity Commission and Companies House follow that:

- The Activity Alliance Board is the ultimate decision-making body to manage the organisation on a day-to-day basis.
- We are allowed up to 12 Board members who can serve a maximum period of three terms of three years each.
- An external evaluation of the Board is carried out every four years, the most recent being done in April 2019.
- 33% of the Trustees are Member nominated Trustees, and all recruitment is made by open advertisement followed by application and interview.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charitable Company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that year. 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 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

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

Appointment of Trustees

Under Article 14 of the Articles of Association, the Board will be fully reflective of the community the Charitable Company ultimately serves by being appropriately representative of disabled people and equality principles as set out in the Equality Act 2010. Each Board member may serve a maximum three terms of three years each. No appointment shall exceed a period of nine years unless in exceptional circumstances.

Advertisements for Trustee positions are posted on relevant social media platforms and recruitment websites as well as our own. A selection process is managed by the Nominations Group and final decisions are made by the Board or Members as appropriate.

Trustee appointments are made in line with Tier 3 Code for Sports Governance and our Equality, Equity and Diversity Statement.

Pay Policy

The Board of Directors are the Charity's Trustees. The senior management team comprises key management personnel of the Charity who are in charge of directing, running and operating the Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year. Details of Directors' expenses and related party transactions are disclosed in Note 10 to the accounts.

Any review of the Chief Executive's remuneration would be carried out by the Nominations Group in consultation with the Chair and any recommendations would require Board approval. There was no review in 2021/22.

Organisation

The governing body of the Charity is the Board of Trustees, which met five times during the financial year 2021/22. There are two standing Board Sub-Committees. The Finance, Audit, Risk and Governance Committee (FARG) which met four times during the year and the Nominations Group which met five times during the year.

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms approved by the Trustees, for operational matters including finance, employment and performance related activity.

Risk and Internal Control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Due to the continuing nature of the COVID-19 pandemic the Trustees have had an ongoing responsibility to consider the impact to the

Charity. These considerations have increasingly concerned what mitigating steps the organisation was putting in place to safeguard the business and its workforce.

Trustees are also responsible for safeguarding the assets of the Charity and taking reasonable steps for the prevention and detection of fraud and other irregularities providing reassurance that:

1. The Charity complies with relevant laws and regulations.
2. Its assets are safeguarded against unauthorised use or disposition.
3. Proper records are maintained, and financial information used within the Charity or for publication is reliable.

As part of the Charity's risk management process the Trustees acknowledge their responsibility for the Charity's system of internal control and for reviewing its effectiveness while recognising that such a system is designed to manage rather than eliminate the risk of failure to achieve the Charity's objectives and that there is reasonable (not absolute) reassurance against material loss. The Trustees, through a process of financial procedures, have set policies, which outline the responsibility of management to implement the Trustees' policies. The Finance, Audit, Risk and Governance Committee (FARG), through a regular risk register review, monitors all risks faced by the group and reports to Board having identified and evaluated risks for consideration including the following:

1. The consideration of the type of risks the Charity is facing.
2. The level of risk, which they regard as acceptable.
3. The likelihood of the risks materialising.
4. The Charity's ability to reduce the incidence and impact of risks that do materialise.
5. The costs of operating particular controls relative to the benefits that would accrue from their implementation.
6. Arrangements for monitoring and reporting on risk and control matters together with details of any corrective action that may be deemed necessary.

Financial review 2021/22

Income

Group income for 2021/22 amounted to £3,139k (2020/21 £1,984k), an increase of £1,155K (58%), on last year. Sport England remained one of Activity Alliance's largest funders, contributing £1,214K (2020/21 £1,214K) of Exchequer funding for the financial year. Spirit of 2012 provided £832k (2020/21 £172k), London Marathon Charitable Trust provided £233K (2020/21 £162K), Sport England National Lottery provided £310K (2020/21 £61K) of funding of the "Get Out Get Active" (GOGA) programme,

For the Activity Alliance Charity only, income for 2021/22 amounted to £3,045K (2020/21 £1,884K), an increase of £1,161K (62%) on last year, which is consistent with the increase in Group income.

There have been no significant fundraising activity involving the general public.

Expenditure

Charitable expenditure for the Group for 2021/22 amounted to £3,076K (2020/21 £2,750K), an increase of £326K (12%) on last year.

Charitable expenditure for the Activity Alliance Company only, during 2021/22 amounted to £2,982K (2020/21 £2,650K), an increase of £332K (13%) on last year.

Reserves

Total reserves as at 31 March 2022 were £674K (2020/21 £611K) an increase of £63K.

Restricted reserves as at 31 March 2022 amounted to £247K (2020/21: £174K), an increase of £73K. Details of restricted reserves are given under Note 19.

Unrestricted reserves as at 31 March 2022 totalled £427K (2020/21 £438K), a decrease of £11K. £30k has been designated for 2022/23 from the £427k unrestricted reserves towards building capacity in the events team to project manage and consult on the breaking limits training series modules around inclusion and continue to promote the training series throughout 22/23, through our networks.

Further details of the Activity Alliance reserve policy can be found below.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Public Benefit, Charities and Public Benefit.

Activity Alliance's charitable purpose, contained within its objects, is to promote a wider understanding of the needs of disabled people in the field of sport and physical recreation. The Trustees ensure that this purpose is carried out for the public benefit by delivering services that fit within the core funding received for this purpose. The Trustees also ensure that funds received for specific purposes are treated as restricted income and expenditure and also comply with the requirement that projects carried out aside from core targets are for the public

benefit.

Reserves Policy

The Reserves Policy remains as unrestricted funds not committed or invested in fixed assets at a level equivalent to three months of operating costs. This equates to approximately £370k (based on 3 months salaries and 3 months of overhead costs).

As at 31 March 2022, the unrestricted reserves not invested in fixed assets ("free reserves") were £394K (2021 £431K).

Investment Policy

It is the requirement of the Trustees that surplus funds generated from time to time should be invested at minimal risk to the organisation. As a consequence, no investment is made in any form that is liable to suffer adverse market variations. The Trustees have considered the impact of COVID-19 and are confident that the Charity's investments which are in short- term fixed interest accounts are unaffected for the short-term period of 12-18 months.

Funds considered surplus from time to time are invested on a short- or medium-term fixed interest basis to comply with this requirement. Interest received on deposits of this nature generated £1.2K during 2021/2022 (2020/2021 £1.7K).

Related Parties

English Federation of Disability Sport (EFDS) operating as Activity Alliance is a Charity registered with the Charity Commission. It has a trading subsidiary called English Federation of Disability Sport Events Management Limited (EFDS EM, Company Number 05905541), for the receipt of commercial sponsorship, and any surplus is gift aided to the parent company.

The English Federation of Disability Sport Events Management Limited is a private company limited by shares with a share capital of £1,000, all the shares owned by the English Federation of Disability Sport. The Company was incorporated on 14 August 2006 and is VAT registered.

At 31 March 2022, Activity Alliance's member organisations were:

National Disability Sports Organisations: British Blind Sport, CP Sport, Dwarf Sports Association UK, LimbPower, Mencap Sport, Special Olympics GB, UK Deaf Sport, WheelPower, International Mixed Sports Ability (IMAS)

Regions: East, East Midlands, North East, North West, South East, South West, West Midlands, Yorkshire and Humber; and London region.

Associates: Access Sport, Active Cheshire, Active Essex, Active Gloucestershire, Active Partnerships, Aspire, Association of Colleges Sport, Bradford Disability Sport and Leisure, British Kickboxing Council, Cedar Academy, Cheshire Centre for Independent Living, County Durham Sport, Durham Cricket Board, Disability Rights UK, Disability Sports Coach, Down's Syndrome Association, Durham Cricket Board, Energize Shropshire Telford and Wrekin, England Golf, Foundation of Light, GreaterSport, Leonard Cheshire Disability, Middlesbrough Football Club Foundation, Newcastle United Foundation, Newcastle University Student' Union, Panathlon, SMILE through Sport, Sport Across Staffordshire and S-O-T, Sport and Recreation Alliance, Sport Birmingham, Sport Nottinghamshire, SportsAble, Step Change Studios, Tees Valley Sport,

The Change Foundation, The Football Association, The Inspire Group, Thomas Pocklington Trust, Tyne and Wear Sport, Wheelchair Dance Sport Association UK, Wiltshire and Swindon Sport, Youth Sport Trust.

Auditors

English Federation of Disability Sport (EFDS) operating as Activity Alliance is seeking to tender of the audit and will be inviting Cooper Parry Group Limited, to tender for their services again.

The Trustees' Report has been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees.



Samantha Orde

Chair

Date: 27 September 2022

Independent Auditor's Report to the members of English Federation of Disability Sport

Opinion

We have audited the financial statements of English Federation of Disability Sport ("the Parent Charitable Company") and its subsidiaries ("the Group") for the year ended 31 March 2022 which comprise the Consolidated and Parent Charitable Company Statement of Financial Activities, the Consolidated and Parent Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes 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 the Parent Charitable Company's affairs as at 31 March 2022 and of the incoming resources and application of resources, including its income and expenditure, for the year ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with international Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 related to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or Parent 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 Trustees' report, other than the financial statements and our audit 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 Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have 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 Strategic Report and the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Trustees' Responsibilities the Trustees (who are also the Directors of the Parent 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 Groups' 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

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

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

Our assessment focused on key laws and regulations the Group and Parent Charitable Company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, Charities (Protection and Social Investment) Act 2016, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Group and Parent Charitable Company and how the Group and Parent Charitable Company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Group's and Parent Charitable Company's control environment and how the Group and Parent Charitable Company has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the Group's and Parent Charitable Company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing 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.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the Parent Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Parent 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 Parent Charitable Company and the Parent Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Cooper Parry Group Limited

Glen Bott FCA

Senior Statutory Auditor

For and on behalf of:

COOPER PARRY GROUP LIMITED
Chartered Accountants
Statutory Auditors
Sky View,
Argosy Road,
East Midlands Airport,
Castle Donington
Derby
DE74 2SA

Date: 27 September 2022

Statements of financial activities

Group statement of financial activities including income and expenditure account for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income					
Donations and legacies	3	**39,975**	-	**39,975**	35,152
Other trading activities	4	**75,770**	**1,822**	**77,592**	22,939
Investments income	5	**1,168**	-	**1,168**	1,731
Income from charitable activities	6	**1,258,172**	**1,762,531**	**3,020,703**	1,924,250
Total incoming resources		**1,375,085**	**1,764,353**	**3,139,438**	1,984,072
Expenditure					
Expenditure on charitable activities		**1,376,100**	**1,690,398**	**3,066,498**	2,729,111
Costs of raising funds		**10,047**	-	**10,047**	21,268
Total expenditure	7	**1,386,147**	**1,690,398**	**3,076,545**	2,750,379
Net movement in funds		**(11,062)**	**73,955**	**62,893**	(766,307)
Reconciliation of funds					
Funds Balance at 1 April 2021		**437,813**	**173,775**	**611,588**	1,377,895
Total funds carried forward at 31 March 2022	19	**426,751**	**247,730**	**674,481**	611,588

All of the activities of the Charitable Company are classified as continuing. The notes on pages 29-42 form part of these financial statements.

Statement of financial activities (Parent Charitable Company only) including income and expenditure account for the year ended 31 March 2022

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income				
Donations and legacies	**39,975**	-	**39,975**	35,152
Other trading activities	**71,602**	**1,822**	**73,424**	4,800
Investments income	**1,168**	-	**1,168**	1,731
Income from charitable activities	**1,258,172**	**1,672,726**	**2,930,898**	1,842,475
Total incoming resources	**1,370,917**	**1,674,548**	**3,045,465**	1,884,158
Expenditure				
Expenditure on charitable activities	**1,361,116**	**1,600,593**	**2,961,709**	2,629,197
Costs of raising funds	**20,863**	-	**20,863**	21,268
Total expenditure	**1,381,979**	**1,600,593**	**2,982,572**	2,650,465
Net movement in funds	**(11,062)**	**73,955**	**62,893**	(766,307)
Reconciliation of funds				
Fund Balance at 1 April 2021	**437,813**	**173,775**	**611,588**	1,377,895
Total funds carried forward at 31 March 2022	**426,751**	**247,730**	**674,481**	611,588

All of the activities of the Charitable Company are classified as continuing. The notes on pages 29-42 form part of these financial statements.

Group balance sheet as at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	14		**3,171**		6,337
Current assets					
Debtors	15	**111,206**		82,689	
Investments	16	**197,067**		196,183	
Cash at bank and in hand		**657,325**		622,854	
		965,598		901,726	
Creditors: amounts falling due within one year	17	**294,284**		**296,475**	
Net current assets			**671,310**		605,251
Total assets less current liabilities			**674,481**		611,588
The funds of the Charity					
Restricted funds			**247,730**		173,775
Designated funds			**30,000**		-
Unrestricted funds			**396,751**		437,813
Total Charity funds	19		**674,481**		611,588

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 29-42 form part of these financial statements.

Approved by the Board of Trustees on 27 September 2022 and signed on its behalf by:



Samantha Orde

Chair

Date: 27 September 2022

Balance sheet (Parent Charitable Company) as at 31 March 2022 - Company number: 03627630

	Note	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	**14**		**3,171**		6,337
Current assets					
Debtors	**15**	433,171		314,342	
Investments	**16**	198,067		197,183	
Cash at bank and in hand		295,832		253,291	
		927,070		764,816	
Creditors: amounts falling due within one year	**17**	**255,757**		159,565	
Net current assets			**671,312**		**605,251**
Total assets less current liabilities			**674,483**		**611,588**
The funds of the Charity					
Restricted funds			**247,730**		**173,775**
Designated funds			**30,000**		
Unrestricted funds			**396,753**		**437,813**
Total funds	**19**		**674,483**		**611,588**

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 29-42 form part of these financial statements.

Approved by the Board of Trustees on 27 September 2022

and signed on its behalf by:



Samantha Orde

Chair

Group statement of cash flows as at 31 March 2022

	Note	2022 £	2021 £
Income for the reporting periods (as per the statement of financial activities)		**62,893**	**(766,307)**
Adjustments for:			
Depreciation	**14**	**3,166**	**2,984**
Investment income	**5**	**(1,168)**	**(1,731)**
Increase in debtors	**15**	**(28,516)**	**66,803**
Increase in creditors	**17**	**(2,186)**	**39,822**
Net cash flow from operating activities		**34,187**	(658,429)
Cash flows from investing activities:			
Investment income	**5**	**1,168**	1,731
Purchase of fixed assets		**-**	-
Net cash flow from investing activities		**1,168**	1,731
Net increase/(decrease) in cash		**35,355**	**(656,698)**
Cash and cash equivalents at 1 April 2021		**819,037**	**1,475,735**
Cash and cash equivalents at 31 March 2022		**854,392**	**819,037**
Cash and cash equivalents consists of:			
Cash at bank and in hand	**16**	**657,325**	**622,854**
Current asset investments	**20**	**197,067**	**196,183**
		854,392	**819,037**

Notes forming part of the financial statements for the year ended 31 March 2022

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are for the financial year ended 31 March 2022 (2021: year ended 31 March 2021). These have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). They are prepared in sterling which is the functional currency of the Charitable Company and rounded to the nearest £1.

b) Preparation of the accounts on a going concern basis

The Trustees have considered the continuing effect of the COVID-19 pandemic on the charity for the next 12 to 18 months. The System Partner funding from Sport England secured to the end of March 2027 provides security of funding for core activities. Further reassurance has been sought to ensure the financial sustainability of the charity for both existing and future funding streams. The trustees are confident that both the cost management measures taken as well as the transparent conversations with our funders has secured the immediate future of the charity. This assessment is made for the next 12 to 18 months and it is on that on this basis the assessment of the trustees is that the charity is a going concern.

The charity remains in regular contact with our main funding providers; Sport England, Spirit of 2012, London Marathon Charitable Trust, and others to secure their on-going financial support.

c) Fund accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.
Restricted funds are subject to restrictions or specific conditions on their expenditure imposed by the donor.

d) Income

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income, there is sufficient certainty of receipt, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Donations and legacies income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included within these accounts.

Income from investments is included when receivable.

Income from charitable activities is accounted for when earned.

Incoming resources from grants, where related to performance and by specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

e) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The accounts are prepared on the accruals basis, liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Charity to expenditure.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds consists of all those expenses that are incurred by trading for a fundraising purpose in either donated or brought-in-goods or in providing non-charitable services to generate income, as well as the costs associated with attracting voluntary income.

Expenditure on charitable activities comprise all the resources applied by the Charity in undertaking its work to meet its charitable objectives as well as the cost of raising the funds to finance these activities and governance costs. These costs include direct costs of the charitable activities together with those support costs incurred that enable these activities to be undertaken, as well as governance costs which relate to the general running of the Charity. They do not include the direct management functions inherent in generating funds, service delivery and programme of project work.

These activities provide the governance infrastructure which allows the Charity to operate and to generate the information required for public accountability and include the strategic planning purposes that contribute to future development of the Charity.

Governance costs include such items as external audit, legal advice for Trustees and costs associated with the constitutional and statutory requirements of the Charity.

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

f) Operating leases

The Charity classifies the lease of printers and rental of premises as operating leases. The title to the equipment remains with the lessor and the equipment is replaced every two to three years whilst the economic life of such equipment is normally ten years. Of the two premises leases, one is renewed every two years, whilst the other is renewed every ten years. Rental charges are charged on a straight-line basis over the term of the lease.

g) Fixed assets

Tangible Fixed Assets are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write off the costs less residual value of each asset over its expected useful life as follows:

Fixtures, fittings and equipment – 25% per annum straight line basis.

h) Investments

Current Asset Investments are stated at market value.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three to twelve months.

k) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Pensions

The pension costs charged in the accounts represent the contributions payable by the Charity during the year.

m) Group financial statements

The consolidated financial statements comprise the English Federation of Disability Sport and its subsidiary company, English Federation of Disability Sport Events Management Limited. The results of the subsidiary are consolidated on a line-by-line basis.

The SOFA for the English Federation of Disability Sport is presented with the accounts.

2. Legal status of the Trust

The Charity is a company limited by guarantee, incorporated and domiciled in the United Kingdom, and has no share capital. The address of the registered office can be found on page 3 of the financial statements. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3. Donations and legacies income

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Sundry donations	**39,975**	-	**39,975**	**11,889**
Legacies	**-**	-	**-**	**23,263**
Total	**39,975**	-	**39,975**	**35,152**

All the income received in 2021 related to unrestricted funds.

4. Other trading activities

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Inclusive training Courses	**4,065**	-	**4,065**	**-**
Disability Sport Events	**3,451**	-	**3,451**	**-**
Others	**68,254**	**1,822**	**70,076**	**22,939**
Total	**75,770**	**1,822**	**77,592**	**22,939**

All the income received in 2021 related to unrestricted funds.

5. Investment income

All of the Charity's investment income arises from interest bearing deposit and current accounts.

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Bank and investment Interest	**1,168**	**-**	**1,168**	1,731
Total	**1,168**	**-**	**1,168**	1,731

All the income received in 2021 related to unrestricted funds.

6. Income from charitable activities

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Sport England Grant	**1,214,495**	**-**	**1,214,495**	1,214,495
IPE (Sainsbury's)	**-**	**85,990**	**85,990**	81,775
IAP (Sport England)	**-**	**144,325**	**144,325**	101,716
GOGA	**-**	**1,375,605**	**1,375,605**	395,172
STT (Sport England)	**-**	**147,296**	**147,296**	124,318
Mind	**-**	**5,500**	**5,500**	5,000
Others	**43,677**	**3,815**	**47,492**	1,774
Total	**1,258,172**	**1,762,531**	**3,020,703**	1,924,250

Of the £1,924,250 received in 2021, £1,214,495 related to unrestricted funds and £709,755 related to restricted funds.

The £1.2m Sport England Grant-exchequer funding (2021 £1.2m) is unrestricted and is designated to those activities as agreed with Sport England.

7. Total expenditure

The Statement of financial activities provides an analysis of the resources expended by the charity which are split into two main categories:
(a) Expenditure on charitable activities and
(b) Costs of raising funds

	(a) Expenditure on charitable activities	**(b) Expenditure on raising funds**	**Total 2022**	Total 2021
	£	**£**	**£**	**£**
Salary costs & on-costs	**1,115,464**	**-**	**1,115,464**	996,816
Other staff costs	**39,858**	**-**	**39,858**	127,529
Travel & subsistence	**21,235**	**3,419**	**24,654**	1,739
Site costs	**68,621**	**4,936**	**73,557**	75,037
Office expenses	**37,436**	**-**	**37,436**	24,467
Commissioned services	**230,091**	**1,288**	**231,379**	205,444
Audit fee	**20,700**	**-**	**20,700**	11,500
Consultancy	**62,675**	**-**	**62,672**	107,456
Direct development	**17,027**	**-**	**17,027**	56,000
Marketing and website	**100,467**	**-**	**100,467**	45,035
Research and insight	**149,594**	**-**	**149,594**	30,250
Events expenses	**12,827**	**404**	**13,231**	11,396
Outsourced activity (see note 8)	**1,124,802**	**-**	**1,124,802**	995,466
Equipment and leases	**34,487**	**-**	**34,487**	46,886
Training	**8,030**	**-**	**8,030**	3,292
Depreciation	**3,166**	**-**	**3,166**	2,984
Other costs	**20,018**	**-**	**20,018**	9,082
Total resources expended	**3,066,498**	**10,047**	**3,076,545**	2,750,379

Of the £3,076K of expenditure in 2022 (2021: £2,750K) £1,386K was charged to unrestricted funds (2021: £1,221K) and £1,690K (2021: £1,529K) was charged to restricted funds.

Included within expenditure in charitable activities are governance costs of £20,730 (2021: £2,939).

8. Outsourced activity payments

The Charity undertakes its charitable activities through a combination of direct service provision and outsourcing to third parties. An analysis of recipients for 2021/22 is as follows:

	Unrestricted 2022 £	**Restricted 2022 £**	**Total 2022 £**	Total 2021 £
Youth Sport Trust	-	**39,125**	**39,125**	70,875
Sports coach UK	-	-	-	8,670
GOGA partners	-	**1,085,677**	**1,085,677**	915,467
Others	-	-	-	454
Total	-	**1,124,802**	**1,124,802**	995,466

Of the £995,466 of outsourced expenditure in 2021, £454 was charged to unrestricted funds and £995,012 was charged to restricted funds.

9. Net movement in funds

Net movement in funds are stated after charging:

	2022 £	2021 £
Depreciation	**3,166**	2,984
Operating leases' equipment	**69,833**	77,925
Auditors' remuneration:		
External audit	**20,700**	11,500

10. Trustees

None of the Trustees or any persons connected with them received any remuneration during the year.

Expenses amounting to £1,831 were re-imbursed to 8 Trustees (2021: NIL).

In 2021/22 Genny Cotroneo was commissioned by Activity Alliance to undertake work focused on assessing how sport Youth Boards operate. A sum of £9,275 was paid (2020/21 £14,350). No other Trustee or other persons related to a Trustee had any personal interest in any contract or transaction entered into by the Charity during the year.

11. Employees

The average monthly number of employees during the year was:

Number of employees

	2022	2021
	Number	Number
Headquarters	6	6
Direct development	16	16
Marketing and research	4	4
Events and fundraising	1	1
Total	**27**	27

Employment costs

	2022	2021
	£	£
Wages and salaries	**947,912**	839,373
Social security costs	**95,309**	90,076
Other pension costs	**72,243**	67,367
Total	**1,115,464**	996,816

The number of employees receiving remuneration during the year of more than £60,000 were:

	2022	2021
£60,000 - £70,000	3	2
£70,001 - £80,000	-	-
£80,001 - £90,000	-	-
£90,001 - £100,000	1	1

The aggregate remuneration of key personnel during the year was:

	2022	2021
	£	£
Key management personnel	232,627	191,849

12. Pension scheme

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The Charity also contributes to personal pension packages of employees who are not members of the Charity's scheme.

The employer's contributions to all schemes in the year were £72,243 (2021: £67,367) with an employer's contribution rate of 9% of pensionable pay.

13. Taxation

The Company is a registered Charity and no provision is considered necessary for taxation to the extent that income and gains are applied to its charitable objects.

14. Tangible fixed assets – Group and Parent Charitable Company

	Fixtures, fittings and equipment
	£
Cost	
At 1 April 2021	**97,899**
Additions	**-**
Disposals	**-**
At 31 March 2022	**97,899**
Depreciation	
At 1 April 2021	**91,562**
Charge for the year	**3,166**
Disposals	**-**
At 31 March 2022	**94,278**
Net book value	
At 31 March 2022	**3,171**
At 31 March 2021	6,337

15. Debtors

	Group		Parent Charitable Company	
	2022	2021	**2022**	2021
	£	£	**£**	£
Trade debtors	**39,855**	23,822	**39,086**	6,483
Amounts due from subsidiary	**-**	-	**325,683**	248,992
Other debtors	**2,949**	2,300	**-**	2,300
Prepayments and accrued income	**68,402**	56,567	**68,402**	56,567
Total	**111,206**	82,689	**433,171**	314,342

16. Investments – Group and Parent Charitable Company

The Charity does not invest in stocks or shares. Surplus funds are deposited at fixed rates for variable periods of time.

	Group		Parent Charitable Company	
	2022	2021	**2022**	2021
	£	£	**£**	£
Shares in group undertaking	**-**	-	**1,000**	1,000
Fixed rate deposits	**197,067**	196,183	**197,067**	196,183
Total	**197,067**	196,183	**198,067**	197,183

All Fixed Rate Deposits are held with British Retail Banks.

There has been no movement in the value of investments as a result of COVID-19.

17. Creditors: amount falling due within one year

	Group		Parent Charitable Company	
	2022	2021	**2022**	2021
	£	£	**£**	£
Taxation and social security costs	**36,694**	54,286	**36,694**	39,059
Trade creditors	**186,334**	49,383	**175,406**	40,964
Other creditors	**-**	-	**-**	-
Deferred income	**36,171**	116,151	**22,438**	16,426
Accruals	**35,085**	76,655	**21,219**	63,116
Total	**294,284**	296,475	**255,757**	159,565

18. Deferred income movement

	£
Balance at 1 April 2021	116,151
Incoming resources deferred in the current year	22,438
Less amounts released	(102,416)
Balance at 31 March 2022	**36,173**

19. Analysis of movements in funds

The income of the Group includes restricted funds comprising the following balances held on trust for specific purposes.

Group	Balance at 1 April 2021	Movement in funds		Transfer	Balance at 31 March 2022
		Income	Expenditure		
	£	£	£	£	£
Restricted funds					
IPE (Sainsbury's)	-	86,315	86,300		15
IAP (Sport England)	35,908	122,275	139,590		18,593
Events	3,201	-	-		3,201
GOGA	139,743	1,375,605	1,354,500		160,848
Secondary Teacher Training (Sport England)	(24,013)	147,448	104,658		18,777
Inclusion 2024	-	27,210	-		27,210
Others	18,936	5,500	5,350		19,086
Total	173,775	1,764,353	1,690,398		247,730
Unrestricted funds	437,813	1,375,085	1,386,147	(30,000)	396,751
Designated funds				30,000	30,000
Total funds	611,588	3,139,438	3,076,545	-	674,481

Group	Balance at 1 April 2020	Movement in funds		Transfer	Balance at 31 March 2021
		Income	Expenditure		
	£	£	£		£
Restricted funds					
IPE (Sainsbury's)	37,164	81,775	118,939		-
IAP (Sport England)	25,073	101,716	90,881		35,908
Events	3,201	-	-		3,201
GOGA	913,975	395,172	1,169,404		139,743
Secondary Teacher Training (Sport England)	(6,383)	124,318	141,948		(24,013)
Others	19,636	6,774	7,474		18,936
Total	992,666	709,755	1,528,646		173,775
Unrestricted funds	385,229	1,274,317	1,221,733		437,813
Total funds	1,377,895	1,984,072	2,750,379		611,588

Parent Charitable Company	Balance at 1 April 2021	Movement in funds		Transfer	Balance at 31 March 2022
		Income	Expenditure		
	£	£	£	£	£
Restricted funds					
IPE (Sainsbury's)	-	-	-		-
IAP (Sport England)	**35,908**	**122,275**	**139,590**		**18,593**
Events	**3,201**	-	-		**3,201**
GOGA	**139,743**	**1,375,605**	**1,354,500**		**160,848**
Secondary Teacher Training (Sport England)	**(24,013)**	**147,448**	**104,658**		**18,776**
Inclusion 2024	-	**27,210**	-		**27,210**
Others	18,936	**2,010**	**1,845**		**19,101**
Total	**173,775**	**1,674,548**	**1,600,593**		**247,730**
Unrestricted funds	**437,813**	**1,370,917**	**1,381,979**	**(30,000)**	**396,751**
Designated funds				**30,000**	**30,000**
Total funds	**611,588**	**3,045,465**	**2,982,572**	-	**674,481**

Parent Charitable Company	Balance at 1 April 2020	Movement in funds		Transfer	Balance at 31 March 2021
		Income	Expenditure		
Restricted funds					
IPE (Sainsbury's)	37,164	-	37,164		-
IAP (Sport England)	25,073	101,716	90,881		35,908
Events	3,201	-	-		3,201
GOGA	913,975	395,172	1,169,404		139,743
Secondary Teacher Training (Sport England)	(6,383)	124,318	141,948		(24,013)
Others	19,636	6,774	7,474		18,936
Total	992,666	627,980	1,446,871		173,775
Unrestricted funds	385,229	1,256,178	1,203,594		437,813
Total funds	1,377,895	1,884,158	2,650,456		611,588

Name of restricted fund	Description, nature and purposes of the fund
IAP (Sport England)	Delivered by Activity Alliance in partnership with UK Coaching, this programme is funded through Sport England's National Lottery fund to improve the confidence and competence of disabled people in community sport opportunities.

IPE Inclusive PE (Sainsbury's)	Delivered by Activity Alliance in partnership with Youth Sport Trust and the Home Country Disability Sport Organisations, this programme is funded by Sainsbury's to improve the confidence and competence of young disabled people in PE.
Events	Funding from Lions and other bodies to ensure disabled people can access the sport and physical activity of their choice working with County Sport Partnerships.
GOGA	Delivered by Activity Alliance in partnership with a UK Consortium of partners, this programme is supported by founding funder Spirit of 2012 and additional investment from Sport England and the London Marathon Charitable Trust, to engage the very least active disabled and non-disabled people in activity together.
Secondary Teacher Training (Sport England)	Activity Alliance works in partnership with a Consortium of partners, this programme is funded through Sport England's National Lottery fund to increase young people's enjoyment of PE, schools sport and physical activity. The fund is currently in a deficit position, due to timing of funds received.
Inclusion 2024	Youth Sports Trust, Department of Education funded initiative. Activity Alliance's role has been to develop an education micro-site to support professionals to access inclusion resources and materials.
Other	Mind – Mental health information, shared learning and lived experiences; Erasmus funding – Health improvement, social inclusion, and equality; and development funding.

20. Analysis of Group net assets between funds

	Restricted funds	Unrestricted funds	Total
	£	£	£
Fund balances at 31 March 2022 are represented by:			
Tangible fixed assets	-	3,171	**3,171**
Current assets	287,874	677,723	**965,597**
Creditors: amounts falling due within one year	(40,144)	(254,143)	**(294,286)**
Total	247,730	426,751	**674,481**
Fund balances at 31 March 2021 are represented by:			
Tangible fixed assets	-	6,337	**6,337**
Current assets	412,276	489,450	**901,726**
Creditors: amounts falling due within one year	(238,501)	(57,974)	**(294,475)**
Total	173,775	437,813	**611,588**

21. Commitments under operating leases

	Land and buildings		Other	
	2022	2021	**2022**	2021
	£	£	**£**	£
Expiry date:				
Less than one year	**10,246**	10,246	**5.059**	5,722
Between two and five years	**5,907**	5,907	**7,936**	12,995
Greater than five years	**-**	-	**-**	-
Total	**16,153**	16,153	**12,995**	18,717

The commitments in respect of land and buildings reflects a quarterly payment, as that is the notice period in respect of the leases.

ENGLISH FEDERATION OF DISABILITY SPORT

England & Wales - Charity number 1075180

Accounts

English Federation of Disability Sport trading as Activity Alliance
Trustees' Report and Accounts
For the Year Ended 31 March 2021

Registered Company Number: 03627630
Company Limited by Guarantee

Charity Registration Number: 1075180

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Trustees and Advisors

Registered Office
SportPark, Loughborough University,
3 Oakwood Drive,
Loughborough,
Leicestershire
LE11 3QF

Auditors
Cooper Parry Group Limited
Statutory Auditors
Park View
One Central Boulevard
Solihull
B90 8BG

Chair
Samantha Orde

Bankers
Barclays Bank plc
Staffordshire & South Cheshire
Unit 3 (Ground Floor),
Riverside 2,
Campbell Road,
Stoke on Trent ST4 4RJ

Honorary President
Baroness Tanni Grey-Thompson DBE

Honorary Vice President
John Amaechi OBE

Company Secretary and Chief Executive
Barry Horne

Trustees who served during the Financial Year 2020/21, or joined before the date when the accounts are signed:
Ms Samantha Orde OBE
Mr Rob J Belbin
Ms Genny Cotroneo
Mr James Daly
Dr Phil A Friend OBE
Ms Janet Inman
Ms Tracey McCillen (stepped down on 6 October 2020)
Ms Maria Palmer (stepped down on 6 October 2020)
Ms Fran K Williamson
Mr Piers Martin
Ms Hilary Farmiloe
Ms Lucy Moore (appointed on 6 October 2020)
Ms Andrea Dando (appointed 23rd June 2021)

Trustees' Report

The Trustees present their report and accounts for the year ended 31 March 2021.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting of Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Introduction

As for so many other organisations, 2020/21 has been a year like no other. We have had to adjust our ways of working internally and externally. Finding new ways to continue to work alongside partners, deliver our portfolio of projects and programmes, while seeking to strength our impact and profile disabled people had a voice in these challenging times.

The Charity's purpose has continued to be focused on reducing the inequalities that exist between disabled and non-disabled people in sport and activity.

Following a strategic review, within which we engaged with our key stakeholders we were able to define a more focused vision and agreed objectives. 2020/21 was the first year with our new agreed vision concentrating on closing the fairness gap for disabled people in sport and activity.

As part of the embedding of our new vision, we were able to define greater clarity in our Theory of Change model and align this to strengthening the ways in which we measure our impact. We appointed Trust Impact to lead on this area of work. The culmination of this process was the development of a framework setting the basis for our new strategy to be launched in the early part of 2021/2022 financial year.

Following the earlier review of Activity Alliance's membership structure and underpinned by our strategic review we developed new membership categories. We were also able to confirm our approach to relationship management to be embedded in the new financial year.
The Sport England Active Lives report published in April 2021 confirmed that inactivity for disabled people (42.5%), including those with long-term

health conditions was twice as high as that for non-disabled people (22.9%). of disabled people. Around the same time of this data being published, we were plunged into our first 'lockdown' and we recognised early on that the COVID-19 pandemic was not only going to dramatically affect the sport and activity sector but would also have a disproportionate impact on disabled people.

During 2020/21 we continued to effectively deliver and manage a collective programme award value of £6m and further details are on page 6. In 2020/21 we continued to use the Sport England exchequer investment to focus on:

- sharing expertise and promoting good practice in inclusive communications,
- carrying out research to understand the factors that impact on disabled people's opportunities and their motivations to be active,
- the work of our Engagement team, who are active across and beyond the sport and activity sector, connecting organisations and sharing our resources.

Given the scale of impact caused by the COVID-19 pandemic we welcomed the rapid response and clarity from Sport England in confirming the roll-over funding for the 2021/22 period. Further to this we look forward to working with them in 2021 to develop a new funding submission for our activity beyond April 2022.

During the summer months of 2020 we needed to take advantage of the Government's furlough scheme for our two events staff. This was required to protect our budget as no external events could take place nor income for events be received.

Our impact report for 2020/21 outlining the work of the organisation throughout the year in more detail will be available from October 2021 following our Annual General Meeting. Following this it can be found at:

http://www.activityalliance.org.uk/about-us/impact-reports-and-accounts

Our core areas of expertise and experience have enabled us to build a strong resource base to support organisations in the following areas:

- Marketing and Communications
- Research and Insight
- Events
- Innovation and Business Development
- Corporate Services

- Strategic Partnerships
- Programme Management

Organisational Impact

Our delivery areas are underpinned by strong governance and accountability, robust systems and processes and a passionate and talented workforce, both paid and unpaid.

Although broad in scope, our work is aligned to our vision of enabling fairness for disabled people in sport and activity.

Marketing & Communications

Since April 2020 Activity Alliance has prioritised our response to the Coronavirus pandemic. We built this through our communications channels so stakeholders are kept informed and engaged.

During this time, there was a high dependency on digital communications for national and local organisations. Many called upon our expertise to reduce the digital divide through our inclusive communications expertise. We supported Sport England and ukactive with their campaigns Join the Movement and Fit Together. We also recorded a series of bitesize presentations on inclusive communications to make our resources more accessible and easier to digest.

In November 2020, we streamed a large virtual event with more than 500 people watching live. The event was a powerful mix of disabled people and key leaders calling for a more inclusive response to the COVID-19 pandemic across the sport and leisure sector. It featured headline speakers from the sporting world and beyond, including Tim Hollingsworth - CEO Sport England, Huw Edwards - CEO ukactive, Baroness Tanni Grey-Thompson - Activity Alliance Honorary President and Channel 4's Alex Brooker. It was an important exemplar in accessible events too, providing live subtitles and BSL translation.

Research and Insight

We undertook the second edition of the Annual Disability and Activity Survey culminating with a formal launch in February 2021. This survey tracks the perceptions and experiences of disabled people in sport and physical activity, and, crucially for this year, shows the impact of COVID-19. Using online meetings, we have presented and discussed the findings with hundreds of stakeholders. The project will take place again in 2021-22.

To help the sector's understanding of the impact of COVID-19 on disabled people we released five editions of the 'Impact of COVID-19 on disabled people' resource from August 2020 – March 2021. Using secondary research, we provided up-to-date information to our partners on the wellbeing, activity levels and behaviours of disabled people. This was presented at several online events.

Our research and engagement teams, worked together to produce and disseminate two research-based resources: the 'Supporting disabled people from low-income households to be active' factsheet in July and the 'Inclusive activity: Taking a person-centred approach' in September.

We completed independent commissioned evaluations of two programmes (Inclusive PE and the Premier League Disability Fund) in 2020. We have conducted evaluation of all of our online events to show their impact, and completed all planned internal evaluation (the 2020 stakeholder survey, board survey, equal opportunities survey, and staff survey).

Events

2020/2021 continued as a challenging year for events and fundraising with many events postponed or cancelled. Our regular major events of Junior Athletics and Para Swimming were cancelled for the year. Likewise, our fundraising activity was also heavily curtailed with the London Half, London Marathon, Manchester Half and the Manchester Marathon all being postponed to 2021.

Despite these challenges with the delivery of external events our expertise was utilised across the organisation in the delivery of internal events and externally in a consultancy capacity. Major internal events included the November webinar an Inclusive response to covid 19, the Annual Survey presentation, GOGA Coffee Morning and the Membership transition Webinar and externally we have supported British Triathlon with inclusive delivery workshops and International Rugby Football League with profiling workshops and online classification training.

Strategic Partnerships

Activity Alliance continues to support organisations to improve their products, programmes and services to disabled people and to gain insight into new influencer organisations. The latter allowed us to upskill staff to understand the physical activity sector landscape and language, thus further enhancing our reach and impact. The sectors we worked with varied from devolved governments (such as West Midlands Combined Authority, Liverpool City Region, Greater Manchester Combined Authority), voluntary

and charitable sectors, (such as MIND, Richmond Group) as well as the health and wellbeing sector (such as Public Health England, Integrated Care Systems).

In 2020/21 Activity Alliance co-ordinated 12 engagement forums across England. As well as these forums, we developed and piloted Lead in a virtual setting.

In England we delivered Lead to 4 organisations:

- Kent Active Partnership
- Seashell Trust
- Derby County FITC
- Sport Structures

Programme Management

In 2020/21 Activity Alliance launched the delivery of GOGA phase 2, concluding in December 2023. This investment has seen the engagement of 21 localities across the UK and a further £5m investment from Spirit of 2012 (£3m), Sport England (£1m) and the London Marathon Charitable Trust (£1m). The flexibility of funding to be able to reprofile expenditure to respond to the challenges of delivering community based activity during Covid-19 restrictions was crucial to our ability to maintain this ground-breaking programme.

In 2020/21 Activity Alliance continued to support the role out of the Secondary Teacher Training (STT) programme in partnership with Sport England. By the end of March 2021, £263k of £492K lottery funding has been received from Sport England for this programme.

Activity Alliance continued to lead on the Inclusive Activity Programme. In 2020/21 (the final full year of current investment), as a response to Covid, Activity Alliance developed a new delivery model. Online classrooms were launched in September 2020 and the eLearning in January 2021, which enabled the delivery of virtual learning to in excess of 1400 learners). By the end of March 2021, £298K of the total lottery funding of £450K was received from Sport England.

Activity Alliance continues to deliver the Sainsbury's Inclusive PE programme, with programme extension granted to December 2021.

Structure, Governance and Management

The Charity is a company limited by guarantee, governed by a Memorandum and Articles of Association.

The Company's objects and Articles of Association as submitted to the Charity Commission and Companies House follow that:

- The Activity Alliance Board is the ultimate decision-making body to manage the organisation on a day-to-day basis.
- We are allowed up to 12 Board members who can serve a maximum period of three terms of three years each.
- An external evaluation of the Board is carried out every four years, the most recent being done in April 2019.
- 33% of the Trustees are Member nominated Trustees, and all recruitment is made by open advertisement followed by application and interview.

Changing Times

We welcomed Lucy Moore to the Board of Trustees and continued to seek the appointment of a Trustee with financial expertise following a period of recruitment. We also continued to search for an individual to act as an independent Trustee for our trading company. The transitional nature of the year the saw an interim Director support the activities previously undertaken by Deputy Chief Executive. Kirsty Clarke joined in November 2020 as Director of Innovation and Business Development to oversee the operational areas of the business, Marketing and Communications, Research and Insight, Events and Corporate Services.

Plans for the future

At Activity Alliance we continue to be hugely passionate about making a difference to the lives of disabled people. Through the launch of our strategy planned for early 2021/22 we shall demonstrate our determination in accelerating the improvements required for disabled people to live active lives. The level of inactivity among disabled people in England is still roughly twice that of non-disabled people and the full impact of the COVID-19 pandemic still yet to be fully felt our job, while even more challenging has never been so important.

Our tightened focus to achieve a single long-term vision of achieving Fairness for disabled people in sport and activity will inform everything we do. We will close the gap between disabled people's level of inactivity and

that of non-disabled people. We will make that change in a generation through our organisational goals of:

1. Embedding inclusive practice into organisations
2. Changing attitudes towards disabled people in sport and activity

Our activity will continue to be insight-led, supporting our members drive organisational improvement and amplify the voices of disabled people.

While the size of the Charity has stabilised we have focused efforts on creating opportunities for disabled people, an area of work we are keen to continue particularly aligned to graduate and apprenticeship programmes.

As we continue to feel the impact of the COVID-19 global pandemic our focus will be to ensure that disabled people remain at the heart of the sectors considerations in rebuilding.

After a year of COVID-19, additional risks and challenges have been presented to the charity. We continue to apply new learning about the ways we work now and in the future.

Statement of Trustees' Responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charitable Company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that year. 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 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

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

Appointment of Trustees

Under Article 14 of the Articles of Association, the Board will be fully reflective of the community the Charitable Company ultimately serves by being appropriately representative of disabled people and equality principles as set out in the Equality Act 2010. Each Board member may serve a maximum three terms of three years each. No appointment shall exceed a period of nine years unless in exceptional circumstances.

Advertisements for Trustee positions are posted on relevant social media platforms and recruitment websites as well as our own. A selection process is managed by the Nominations Group and final decisions are made by the Board or Members as appropriate.

Trustee appointments are made in line with Tier 3 Code for Sports Governance and our Equality, Equity and Diversity Statement.

Trustee induction and training

Once new Trustees have been appointed, they go through an internal induction process where they are invited to meet key employees and other Trustees. During their induction, new Trustees are briefed on their legal obligations under charity and company law. Trustees attended finance training this year to increase their understanding of and processes involved in organisational financial planning and management.

Pay Policy

The Board of Directors are the Charity's Trustees. The senior management team comprises key management personnel of the Charity who are in charge of directing, running and operating the Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year. Details of Directors' expenses and related party transactions are disclosed in Note 10 to the accounts.

Any review of the Chief Executive's remuneration would be carried out by the Nominations Group in consultation with the Chair and any recommendations would require Board approval. There was no review in 2020/21.

Organisation

The governing body of the Charity is the Board of Trustees, which met five times during the financial year 2020/21. There are two standing Board Sub-Committees. The Finance, Audit, Risk and Governance Committee (FARG) which met three times during the year and the Nominations Group which met six times during the year.

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms approved by the Trustees, for operational matters including finance, employment and performance related activity.

Risk and Internal Control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Due to the continuing nature of the COVID-19 pandemic the Trustees have had an ongoing responsibility to consider the impact to the Charity. These considerations have increasingly concerned what mitigating steps the

organisation was putting in place to safeguard the business and its workforce.

Trustees are also responsible for safeguarding the assets of the Charity and taking reasonable steps for the prevention and detection of fraud and other irregularities providing reassurance that:

1. The Charity complies with relevant laws and regulations.
2. Its assets are safeguarded against unauthorised use or disposition.
3. Proper records are maintained, and financial information used within the Charity or for publication is reliable.

As part of the Charity's risk management process the Trustees acknowledge their responsibility for the Charity's system of internal control and for reviewing its effectiveness while recognising that such a system is designed to manage rather than eliminate the risk of failure to achieve the Charity's objectives and that there is reasonable (not absolute) reassurance against material loss. The Trustees, through a process of financial procedures, have set policies, which outline the responsibility of management to implement the Trustees' policies. The Finance, Audit, Risk and Governance Committee (FARG), through a regular risk register review, monitors all risks faced by the group and reports to Board having identified and evaluated risks for consideration including the following:

1. The consideration of the type of risks the Charity is facing.
2. The level of risk, which they regard as acceptable.
3. The likelihood of the risks materialising.
4. The Charity's ability to reduce the incidence and impact of risks that do materialise.
5. The costs of operating particular controls relative to the benefits that would accrue from their implementation.
6. Arrangements for monitoring and reporting on risk and control matters together with details of any corrective action that may be deemed necessary.

Financial Review 2020/21

Income

Group income for 2020/21 amounted to £1,984k (2019/20 £3,715K), a decrease of £1,731K (46%), on last year. Sport England remained one of Activity Alliance's largest funders, contributing £1,214K (2019/20 £1,214K) of Exchequer funding for the financial year. Spirit of 2012 provided £172K, London Marathon Charitable Trust provided £162K, Sport England National Lottery provided £61K (2019/20 £1,637K) of funding of the "Get Out Get Active" (GOGA) programme.

For the Activity Alliance Charity only, income for 2020/21 amounted to £1,884K (2019/20 £3,521K), down £1,637K (46%) on last year, which is consistent with the decreased Group income.

There have been no significant fundraising activity involving the general public.

Expenditure

Charitable expenditure for the Group for 2020/21 amounted to £2,750K (2019/20£2,898K), down £148K (5%) on last year.

Charitable expenditure for the Activity Alliance Company only, during 2020/21 amounted to £2,650K (2019/20 £2,705K), a decrease of £54K (2%) on last year (2019/20 £2,705K).

Reserves

Total reserves as at 31 March 2021 were £612K (2019/20 £1,378K) a decrease of £766K.

Restricted reserves as at 31 March 2021 amounted to £174K 2019/20 (2019/20: £993K). Details of restricted reserves are given under Note 19.

Unrestricted reserves as at 31 March 2021 totalled £438K (2019/20 £385K), an increase of £53K.

Further details of the Activity Alliance reserve policy can be found below.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Public Benefit, Charities and Public Benefit.

Activity Alliance's charitable purpose, contained within its objects, is to promote a wider understanding of the needs of disabled people in the field of sport and physical recreation. The Trustees ensure that this purpose is carried out for the public benefit by delivering services that fit within the core funding received for this purpose. The Trustees also ensure that funds received for specific purposes are treated as restricted income and expenditure and also comply with the requirement that projects carried out aside from core targets are for the public benefit.

Reserves Policy

The Reserves Policy remains as unrestricted funds not committed or invested in fixed assets at a level equivalent to three months of operating costs. This equates to approximately £368K.

As at 31 March 2021, the unrestricted reserves not invested in fixed assets ("free reserves") were £431K (2020 £376K)

Investment Policy

It is the requirement of the Trustees that surplus funds generated from time to time should be invested at minimal risk to the organisation. As a consequence, no investment is made in any form that is liable to suffer adverse market variations. The Trustees have considered the impact of COVID-19 and are confident that the Charity's investments which are in short-term fixed interest accounts are unaffected for the short-term period of 12-18 months.

Funds considered surplus from time to time are invested on a short- or medium-term fixed interest basis to comply with this requirement. Interest received on deposits of this nature generated £1.7K during 2020/2021 (2019/2020 £3.2K).

Related Parties

English Federation of Disability Sport (EFDS) trading as Activity Alliance is a Charity registered with the Charity Commission. It has a trading subsidiary called English Federation of Disability Sport Events Management Limited (EFDS EM, Company Number 05905541), for the receipt of commercial sponsorship, and any surplus is gift aided to the parent company.
The English Federation of Disability Sport Events Management Limited is a private company limited by shares with a share capital of £1,000, all the

shares owned by the English Federation of Disability Sport. The Company was incorporated on 14 August 2006 and is VAT registered.

At 31 March 2021, Activity Alliance's Member organisations were:

- National Disability Sports Organisations: British Blind Sport, CP Sport, Dwarf Sports Association UK, LimbPower, Mencap Sport, Special Olympics GB, UK Deaf Sport, WheelPower, International Mixed Sports Ability (IMAS)

- Regions: East, East Midlands, North East, North West, South East, South West, West Midlands, Yorkshire and Humber; and

- Associates: Access Sport, Active Cheshire, Active Essex, Active Gloucestershire, Active Partnerships, Aspire, Association of Colleges Sport, Bradford Disability Sport and Leisure, British Kickboxing Council, Cedar Academy, Cheshire Centre for Independent Living, County Durham Sport, Durham Cricket Board, Disability Rights UK, Disability Sports Coach, Down's Syndrome Association, Durham Cricket Board, Energize Shropshire Telford and Wrekin, England Golf, Foundation of Light, GreaterSport, Leonard Cheshire Disability, Middlesbrough Football Club Foundation, Newcastle United Foundation, Newcastle University Student' Union, Panathlon, SMILE through Sport, Sport Across Staffordshire and S-O-T, Sport and Recreation Alliance, Sport Birmingham, Sport Nottinghamshire, SportsAble, Step Change Studios, Tees Valley Sport, The Change Foundation, The Football Association, The Inspire Group, Thomas Pocklington Trust, Tyne and Wear Sport, Wheelchair Dance Sport Association UK, Wiltshire and Swindon Sport, Youth Sport Trust

  We have agreed a new membership process that allocates a relationship lead from Activity Alliance to ensure regular communication with members is ensured. Full, Associate and local members are supported in understanding our values and goals and can evidence their commitment to these goals by demonstrating their commitments and actions in supporting this movement. All existing members are transitioning and being supported within this process over the coming year with new members adopting our new procedures.

Auditors

The auditors, Cooper Parry Group Limited, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

The Trustees' Report has been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees.



Samantha Orde

Chair

Date: 8 September 2021

Independent Auditor's Report to the members of English Federation of Disability Sport

Opinion

We have audited the financial statements of English Federation of Disability Sport ("the Parent Charitable Company") and its subsidiaries ("the Group") for the year ended 31 March 2021 which comprise the group statement of financial activities, the consolidated and company only balance sheet, the consolidated cash flow statement 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 of the Parent Charitable Company's affairs as at 31 March 2021 and of the Group's incoming resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and the Parent Charitable Company in accordance with the ethical requirements 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.

Independent Auditor's Report to the members of English Federation of Disability Sport (continued)

Conclusions related to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group and Parent Charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the Report of the Trustees, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 Report of the Trustees' for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Independent Auditor's Report to the members of English Federation of Disability Sport (continued)

- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and the Parent Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Report of the Trustees.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion;

- adequate and proper accounting records have not been kept by the Group or Parent Charitable Company, or returns adequate for our audit have not been received from branches not visited by us; or
- the Group or Parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Trustees' responsibilities, 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 directors 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 directors are responsible for assessing the Group's and the 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 Directors either intend to liquidate the Group or the Parent Charitable Company or to cease operations, or have no realistic alternative but to do so.

Independent Auditor's Report to the members of English Federation of Disability Sport (continued)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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 are detailed below:

Our assessment focussed on key laws and regulations the Group and Parent Charitable Company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Group and Parent Charitable Company and how the Group and Parent Charitable Company are complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Group and Parent Charitable Company's control environment and how the Group and Parent Charitable Company have applied relevant control procedures, through discussions with Directors and other management and by performing walkthrough testing over key areas;

Independent Auditor's Report to the members of English Federation of Disability Sport (continued)

- obtaining an understanding of the Group and Parent Charitable Company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing 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.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

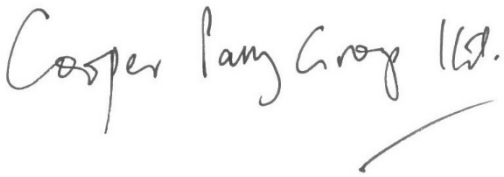
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed 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 at the Financial Reporting Council's ("FRC's") website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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, for our audit work, for this report, or for the opinions we have formed.



Glen Bott (Senior Statutory Auditor)
For and on behalf of:
Cooper Parry Group Limited
Chartered Accountants & Statutory Auditors

Park View
One Central Boulevard
Blythe Valley Business Park
Solihull
West Midlands
B90 8BG

Date: 08 September 2021

Group Statement of Financial Activities
Including Income and Expenditure Account
For The Year Ended 31 March 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income					
Donations and legacies	**3**	**35,152**	**-**	**35,152**	28,236
Other trading activities	**4**	**22,939**	**-**	**22,939**	93,235
Investments income	**5**	**1,731**	**-**	**1,731**	3,237
Income from charitable activities	**6**	**1,214,495**	**709,755**	**1,924,250**	3,589,895
Total incoming resources		**1,274,317**	**709,755**	**1,984,072**	3,714,603
Expenditure					
Expenditure on charitable activities		**1,200,465**	**1,528,646**	**2,729,111**	2,846,354
Costs of raising funds		**21,268**	**-**	**21,268**	52,004
Total expenditure	**7**	**1,221,733**	**1,528,646**	**2,750,379**	2,898,358
Net movement in funds		**52,584**	**(818,891)**	**(766,307)**	816,245
Reconciliation of Funds					
Funds Balance at 1 April 2020		**385,229**	**992,666**	**1,377,895**	561,650
Total funds carried forward at 31 March 2021	**19**	**437,813**	**173,775**	**611,588**	1,377,895

All of the activities of the Charitable Company are classified as continuing.
The notes on pages 29-44 form part of these financial statements.

Statement of Financial Activities (Parent Charitable Company Only) Including Income and Expenditure Account For The Year Ended 31 March 2021

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income				
Donations and legacies	**35,152**	**-**	**35,152**	28,236
Other trading activities	**4,800**	**-**	**4,800**	81,335
Investments income	**1,731**	**-**	**1,731**	3,237
Income from charitable activities	**1,214,495**	**627,980**	**1,842,475**	3,408,395
Total incoming resources	**1,256,178**	**627,980**	**1,884,158**	3,521,203
Expenditure				
Expenditure on charitable activities	**1,182,326**	**1,446,871**	**2,629,197**	2,652,954
Costs of raising funds	**21,268**	**-**	**21,268**	52,004
Total expenditure	**1,203,594**	**1,446,871**	**2,650,465**	2,704,958
Net movement in funds	**52,584**	**(818,891)**	**(766,307)**	816,245
Reconciliation of Funds				
Fund Balance at 1 April 2020	**385,229**	**992,666**	**1,377,895**	561,650
Total funds carried forward at 31 March 2021	**437,813**	**173,775**	**611,588**	1,377,895

All of the activities of the Charitable Company are classified as continuing.
The notes on pages 29-47 form part of these financial statements.

Group Balance Sheet - Company Number: 03627630
As at 31 March 2021

	Notes	£	2021 £	£	2020 £
Fixed Assets					
Tangible Assets	**12**		**6,337**		9,321
Current Assets					
Debtors	**13**	**82,689**		149,491	
Investments	**14**	**196,183**		195,097	
Cash at bank and in hand		**622,854**		1,280,638	
		901,726		1,625,226	
Creditors: amounts falling due within one year	**15**	**296,475**		256,652	
Net current assets			**605,251**		1,368,574
Total assets less current liabilities			**611,588**		1,377,895
The funds of the Charity					
Restricted funds			**173,775**		992,666
Unrestricted funds			**437,813**		385,229
Total Charity funds	**16**		**611,588**		1,377,895

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 29-44 form part of these financial statements.

Approved by the Board of Trustees on 8 September 2021
and signed on its behalf by:



Samantha Orde, Chair

Balance Sheet (Parent Charitable Company Only) – Company Number: 03627630

As at 31 March 2021

	Notes	£	**2021** £	£	2020 £
Fixed Assets					
Tangible Assets	**14**		**6,337**		9,321
Current Assets					
Debtors	**15**	**314,342**		305,815	
Investments	**16**	**197,183**		196,097	
Cash at bank and in hand		**253,291**		1,057,658	
		764,816		1,559,570	
Creditors: amounts falling due within one year	**17**	**159,565**		190,996	
Net current assets			**605,251**		1,368,574
Total assets less current liabilities			**611,588**		1,377,895
The funds of the Charity					
Restricted funds			**173,775**		992,666
Unrestricted funds			**437,813**		385,229
Total funds	**19**		**611,588**		1,377,895

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The notes on pages 29-44 form part of these financial statements

Approved by the Board of Trustees 8 September 2021
and signed on its behalf by:



Samantha Orde, Chair

Group Statement of Cash Flows
As at 31 March 2021

	Note	2021 £	2020 £
Income for the reporting periods (as per the statement of financial activities)		**(766,307)**	816,245
Adjustments for:			
Depreciation		**2,984**	3,791
Investment income		**(1,731)**	(3,237)
Increase in debtors		**66,803**	21,452
Increase in creditors		**39,822**	55,741
Net cash flow from operating activities		**(658,429)**	893,992
Cash flows from investing activities:			
Investment income		**1,731**	3,237
Purchase of fixed assets		**0**	(5,432)
Net cash flow from investing activities		**1,731**	(2,194)
Net increase/(decrease) in cash		**(656,698)**	891,797
Cash and cash equivalents at 1 April 2020		**1,475,735**	583,938
Cash and cash equivalents at 31 March 2021		**819,037**	1,475,735
Cash and cash equivalents consists of:			
Cash at bank and in hand		**622,854**	1,280,638
Current asset investments	**16**	**196,183**	195,097
		819,037	1,475,735

Notes forming part of the Financial Statements for the year ended 31 March 2021

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) **Basis of Preparation**

These financial statements are for the financial year ended 31 March 2021 (2020: year ended 31 March 2020). These have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). They are prepared in sterling which is the functional currency of the Charitable Company and rounded to the nearest £1.

(b) **Preparation of the accounts on a going concern basis**

The Trustees have considered the continuing effect of the COVID-19 pandemic on the charity for the next 12 to 18 months. Further reassurance has been sought to ensure the financial sustainability of the charity for both existing and future funding streams. The trustees are confident that both the cost management measures taken as well as the transparent conversations with our funders has secured the immediate future of the charity. This assessment is made for the next 12 to 18 months and it is on that on this basis the assessment of the trustees is that the charity is a going concern.

The charity remains in regular contact with our main funding providers; Sport England, Spirit of 2012, London Marathon Charitable Trust, and others to secure their on-going financial support.

(c) **Fund Accounting**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Restricted funds are subject to restrictions or specific conditions on their expenditure imposed by the donor.

(d) **Income**

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income, there is sufficient certainty of receipt, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Donations and legacies income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included within these accounts.

Income from investments is included when receivable.

Income from charitable activities is accounted for when earned.

Incoming resources from grants, where related to performance and by specific deliverables, are accounted for as the Charity earns the right to consideration by its performance. Government Grants in respect of furlough payments are netted off against staff costs.

(e) **Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The accounts are prepared on the accruals basis, liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Charity to expenditure.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds consists of all those expenses that are incurred by trading for a fundraising purpose in either donated or brought-in-goods or in providing non-charitable services to generate income, as well as the costs associated with attracting voluntary income.

Expenditure on charitable activities comprise all the resources applied by the Charity in undertaking its work to meet its charitable objectives as well as the cost of raising the funds to finance these activities and governance costs. These costs include direct costs of the charitable activities together with those support costs incurred that enable these activities to be undertaken, as well as governance costs which relate to the general running of the Charity. They do not include the direct management functions inherent in generating funds, service delivery and programme of project work.

These activities provide the governance infrastructure which allows the Charity to operate and to generate the information required for public accountability and include the strategic planning purposes that contribute to future development of the Charity.

Governance costs include such items as external audit, legal advice for Trustees and costs associated with the constitutional and statutory requirements of the Charity.

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

(f) **Operating Leases**

The Charity classifies the lease of printers and rental of premises as operating leases. The title to the equipment remains with the lessor and the equipment is replaced every two to three years whilst the economic life of such equipment is normally ten years. Of the two premises leases, one is renewed every two years, whilst the other is renewed every ten years. Rental charges are charged on a straight-line basis over the term of the lease.

(g) **Fixed Assets**

Tangible Fixed Assets are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write off the costs less residual value of each asset over its expected useful life as follows:

Fixtures, fittings and equipment – 25% per annum straight line basis.

(h) **Investments**

Current Asset Investments are stated at market value.

(i) **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

(j) **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three to six months.

(k) **Creditors**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(l) **Pensions**

The pension costs charged in the accounts represent the contributions payable by the Charity during the year.

(m) **Group Financial Statements**

The consolidated financial statements comprise the English Federation of Disability Sport and its subsidiary company, English Federation of Disability Sport Events Management Limited. The results of the subsidiary are consolidated on a line by line basis.

The SOFA for the English Federation of Disability Sport is presented with the accounts.

2 Legal status of the Trust

The Charity is a company limited by guarantee, incorporated and domiciled in the United Kingdom, and has no share capital. The address of the registered office can be found on page 2 of the financial statements. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3 Donations and legacies income

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Sundry Donations	**11,889**	-	**11,889**	28,236
Legacies	**23,263**	-	**23,263**	-
Total	**35,152**	-	**35,152**	28,236

All the income received in 2020 related to unrestricted funds.

4 Other trading activities

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Inclusive Training Courses	**-**	-	**-**	12,335
Disability Sport Events	**-**	-	**-**	49,821
Others	**22,939**	-	**23,069**	31,079
Total	**22,939**	-	**22,939**	93,235

In 2020, £89,084 related to unrestricted funds and £4,151related to restricted funds.

5 Investment Income

All of the Charity's investment income arises from interest bearing deposit and current accounts.

	Unrestricted 2021 £	**Restricted 2021 £**	**Total 2021 £**	Total 2020 £
Bank and Investment Interest	**1,731**	**0**	**1,731**	3,237
Total	**1,731**	**0**	**1,731**	3,237

The £3,237 received in 2020 was unrestricted income.

6 Income from charitable activities

	Unrestricted 2021	**Restricted 2021**	**Total 2021**	Total 2020
	£	**£**	**£**	£
Sport England Grant	**1,214,495**	**0**	**1,214,495**	1,214,495
IPE (Sainsbury's)	**0**	**81,775**	**81,775**	181,500
IAP (Sport England)	**0**	**101,716**	**101,716**	64,474
GOGA	**0**	**395,172**	**395,172**	1,976,021
STT (Sport England)	**0**	**124,318**	**124,318**	139,373
Mind	**0**	**5,000**	**5,000**	5,000
Others	**0**	**1,774**	**1,774**	9,032
Total	**1,214,495**	**709,755**	**1,924,250**	3,589,895

Of the £3,589,895 received in 2020, £1,223,395 related to unrestricted funds and £2,366,500 related to restricted funds.

The £1.2m Sport England Grant-exchequer funding (2020 £1.2m) is unrestricted and is designated to those activities as agreed with Sport England.

7 Total Expenditure

The Statement of Financial Activities provides an analysis of the resources expended by the charity which are split into two main categories:

(a) Expenditure on Charitable Activities and
(b) Costs of raising funds

	(a) Expenditure on charitable activities	**(b) Expenditure on raising funds**	**2021 Total**	2020 Total
	£	**£**	**£**	**£**
Salary Costs & On-Costs	**996,816**	**-**	**996,816**	1,002,102
Other Staff Costs	**127,529**	**-**	**127,529**	64,268
Travel & Subsistence	**1,739**	**-**	**1,739**	114,858
Site Costs	**68,848**	**6,189**	**75,037**	80,137
Office Expenses	**24,467**	**-**	**24,467**	35,711
Commissioned Services	**201,106**	**4,338**	**205,444**	240,558
Audit Fee	**11,500**	**-**	**11,500**	7,815
Consultancy	**107,456**	**-**	**107,456**	84,060
Direct Development	**56,000**	**-**	**56,000**	57,353
Marketing & Website	**44,986**	**49**	**45,035**	74,100
Research & Insight	**30,250**	**-**	**30,250**	57,426
Events Expenses	**8,173**	**3,223**	**11,396**	45,162
Outsourced activity (see note 8)	**995,466**	**-**	**995,466**	966,374
Equipment & Leases	**45,848**	**1,038**	**46,886**	24,285
Training	**585**	**2,707**	**3,292**	10,632
Depreciation	**2,984**	**-**	**2,984**	3,791
Other Costs	**5,358**	**3,724**	**9,082**	29,724
Total Resources Expended	**2,729,111**	**21,268**	**2,750,379**	2,898,356

Of the £2,750k of expenditure in 2021 (2020: £2,898k) £1,221k was charged to unrestricted funds (2020: 1,359k) and £1,529k (2020: £1,539k) was charged to restricted funds.

Included within expenditure on charitable activities are governance costs of £2,939 (2020: £21,424).

8 Outsourced Activity Payments

The Charity undertakes its charitable activities through a combination of direct service provision and outsourcing to third parties. An analysis of recipients for 2020/21 is as follows:

	Unrestricted 2021 £	**Restricted 2021 £**	**Total 2021 £**	Total 2020 £
Youth Sport Trust	**-**	**70,875**	**70,875**	125,876
Sports coach UK	**-**	**8,670**	**8,670**	11,920
Regional Athletics	**-**	**-**	**-**	2,870
GOGA partners		**915,467**	**915,467**	828,157
Others	**454**	**-**	**454**	(2,449)
Total	**454**	**995,012**	**995,466**	966,374

Of the £966,374 of outsourced expenditure in 2020, £2,870 was charged to unrestricted funds and £963,504 was charged to restricted funds.

9 Net Movement in Funds

Net Movement in Funds are stated after charging:

	2021 £	2020 £
Depreciation	**2,984**	**3,791**
Operating leases' equipment	**77,925**	**69,472**
Auditors' Remuneration:		
External audit	**11,500**	**7,815**

The comparative figures for Operating Leases have restated following a review of the calculations included therein.

10 Trustees

None of the Trustees or any persons connected with them received any remuneration during the year.
Expenses amounting to NIL (2020: £11,916 re-imbursed to 11 Trustees). Prior year's expenses relate to travel and accommodation in respect of face-to-face

meetings. As these have not taken place due to Covid, the charge for this year is NIL.

In 2020/21 Genny Cotroneo was commissioned by Activity Alliance to undertake work focused on assessing how sport Youth Boards operate. A sum of £14,350 was paid (2019/20 NIL). No other Trustee or other persons related to a Trustee had any personal interest in any contract or transaction entered into by the Charity during the year.

11 Employees

Number of Employees

The average monthly number of employees during the year was:

	2021	2020
	Number	Number
Headquarters	6	6
Direct Development	16	14
Marketing & Research	4	5
Events & Fundraising	1	2
Total	**27**	27

Employment Costs

	2021	2020
	£	£
Wages and salaries	**839,373**	854,958
Social security costs	**90,076**	86,014
Other pension costs	**67,367**	61,130
Total	**996,816**	1,002,102

The number of employees receiving remuneration during the year of more than £60,000 were:

	2021	2020
£60,000 - £70,000	2	1
£70,001 - £80,000	0	0
£80,001 - £90,000	0	1
£90,001 - £100,000	1	0

The aggregate remuneration of key personnel during the year was:

	2021	2020
	£	£
Key management personnel	**191,849**	**119,427**

12 Pension Scheme

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The Charity also contributes to personal pension packages of employees who are not members of the Charity's scheme.

The employer's contributions to all schemes in the year were £67,367 (2020: £61,130) with an employer's contribution rate of 9% of pensionable pay.

13 Taxation

The Company is a registered Charity and no provision is considered necessary for taxation to the extent that income and gains are applied to its charitable objects.

14 Tangible Fixed Assets – Group and Parent Charitable Company

	Fixtures, Fittings and Equipment
	£
Cost	
At 1 April 2020	**97,899**
Additions	**-**
Disposals	**-**
At 31 March 2021	**97,899**
Depreciation	
At 1 April 2020	**88,578**
Charge for the year	**2,984**
Disposals	**-**
At 31 March 2021	**91,562**
Net Book Value	
At 31 March 2021	**6,337**
At 31 March 2020	9,321

15 Debtors

	Group		Parent Charitable Company	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade Debtors	**23,822**	60,910	**6,483**	41,994
Amounts due from Subsidiary	**-**	-	**248,992**	175,239
Other debtors	**2,300**	-	**2,300**	-
Prepayments and accrued income	**56,567**	88,581	**56,567**	88,582
Total	**82,689**	149,491	**314,342**	305,815

16 Investments – Group and Parent Charitable Company

The Charity does not invest in stocks or shares. Surplus funds are deposited at fixed rates for variable periods of time.

	Group		Parent Charitable Company	
	2021	2020	**2021**	2020
	£	£	**£**	£
Shares in Group Undertaking	**-**	-	**1,000**	1,000
Fixed rate deposits	**196,183**	195,097	**196,183**	195,097
Total	**196,183**	195,097	**197,183**	196,097

Details of the Trading Company's Profit and Loss and Balance Sheet can be found in Note 16.

All Fixed Rate Deposits are held with British Retail Banks.
There has been no movement in the value of investments as a result of COVID-19.

17 Creditors: amounts falling due within one year

	Group		Parent Charitable Company	
	2021	2020	**2021**	2020
	£	£	**£**	£
Taxation and social security costs	**54,286**	36,415	**39,059**	32,783
Trade creditors	**49,383**	113,472	**40,964**	94,039
Other creditors	**-**	-	**-**	-
Deferred income	**116,151**	17,559	**16,426**	17,559
Accruals	**76,655**	89,206	**63,116**	46,615
Total	**296,475**	256,652	**159,565**	190,996

18 Deferred income movement

	£
Balance at 1 April 2020	17,559
Incoming resources deferred in the current year	99,725
Less amounts released	(1,133)
Balance at 31 March 2021	**116,151**

19 Analysis of Movements in funds

The income of the Group includes restricted funds comprising the following balances held on trust for specific purposes.

Group	**Balance at 1 April 2020**	**Movement in funds**		**Balance at 31 March 2021**
		Income	**Expenditure**	
	£	£	£	£
Restricted Funds				
IPE (Sainsbury's)	**37,164**	**81,775**	**118,939**	**-**
IAP (Sport England)	**25,073**	**101,716**	**90,881**	**35,908**
Events	**3,201**	**-**	**-**	**3,201**
GOGA	**913,975**	**395,172**	**1,169,404**	**139,743**
Secondary Teacher Training (Sport England)	**(6,383)**	**124,318**	**141,948**	**(24,013)**
Others	**19,636**	**6,774**	**7,474**	**18,936**
Total	**992,666**	**709,755**	**1,528,646**	**173,775**
Unrestricted Funds	**385,229**	**1,274,317**	**1,221,733**	**437,813**
Total Funds	**1,377,895**	**1,984,072**	**2,750,379**	**611,588**

Group	**Balance at 1 April 2019**	**Movement in funds**		**Balance at 31 March 2020**
		Income	**Expenditure**	
	£	£	£	£
Restricted Funds				
IPE (Sainsbury's)	75,959	181,500	220,295	37,164
IAP (Sport England)	69,633	64,607	109,167	25,073
Events	-	4,151	950	3,201
GOGA	(8,478)	1,976,020	1,053,567	913,975
GOGA #2(Spirit of 2012)	9,882	-	9,882	-
Secondary Teacher Training (Sport England)	(198)	139,373	145,558	(6,383)
Others	14,477	5,000	(159)	19,636
Total	161,275	2,370,651	1,539,260	992,666
Unrestricted Funds	400,375	1,343,952	1,359,098	385,229
Total Funds	561,650	3,714,603	2,898,358	1,377,895

Parent Charitable Company	**Balance at 1 April 2020**	**Movement in funds**		**Balance at 31 March 2021**
		Income	**Expenditure**	
	£	£	£	£
Restricted Funds				
IPE (Sainsbury's)	**37,164**	**-**	**37,164**	**-**
IAP (Sport England)	**25,073**	**101,716**	**90,881**	**35,908**
Events	**3,201**	**-**	**-**	**3,201**
GOGA	**913,975**	**395,172**	**1,169,404**	**139,743**
Secondary Teacher Training (Sport England)	**(6,383)**	**124,318**	**141,948**	**(24,013)**
Others	**19,636**	**6,774**	**7,474**	**18,936**
Total	**992,666**	**627,980**	**1,446,871**	**173,775**
Unrestricted Funds	**385,229**	**1,256,178**	**1,203,594**	**437,813**
Total Funds	**1,377,895**	**1,884,158**	**2,650,456**	**611,588**

Parent Charitable Company	**Balance at 1 April 2019**	**Movement in funds**		**Balance at 31 March 2020**
		Income	**Expenditure**	
	£	£	£	£
Restricted Funds				
IPE (Sainsbury's)	75,959		38,795	37,164
IAP (Sport England)	69,633	64,607	109,167	25,073
Events	-	4,151	950	3,201
GOGA	(8,478)	1,976,020	1,053,567	913,975
GOGA #2(Spirit of 2012)	9,882	-	9,882	-
Secondary Teacher Training (Sport England)	(198)	139,373	145,558	(6,384)
Others	14,477	5,000	(159)	19,636
Total	161,275	2,189,151	1,357,759	992,666
Unrestricted Funds	400,375	1,332,052	1,347,197	385,229
Total Funds	561,650	3,521,203	2,704,956	1,377,895

Name of restricted fund	Description, nature and purposes of the fund
IAP (Sport England)	Delivered by Activity Alliance in partnership with UK Coaching, this programme is funded through Sport England's National Lottery fund to improve the confidence and competence of disabled people in community sport opportunities.
IPE Inclusive PE (Sainsbury's)	Delivered by Activity Alliance in partnership with Youth Sport Trust and the Home Country Disability Sport Organisations, this programme is funded by Sainsbury's to improve the confidence and competence of young disabled people in PE.
Events	Funding from Lions and other bodies to ensure disabled people can access the sport and physical activity of their choice working with County Sport Partnerships.
GOGA	Delivered by Activity Alliance in partnership with a UK Consortium of partners, this programme is supported by founding funder Spirit of 2012 and additional investment from Sport England and the London Marathon Charitable Trust, to engage the very least active disabled and non-disabled people in activity together.
GOGA #2(Spirit of 2012)	This is a capacity grant from Spirit of 2012 to explore and map out a legacy programme to GOGA.
Secondary Teacher Training (Sport England)	Activity Alliance works in partnership with a Consortium of partners, this programme is funded through Sport England's National Lottery fund to increase young people's enjoyment of PE, schools sport and physical activity. The fund is currently in a deficit position, due to timing of funds received.

20 Analysis of Group Net Assets Between Funds

	Restricted funds £	Unrestricted funds £	Total £
Fund balances at 31 March 2021 are represented by:			
Tangible Fixed Assets	-	6,337	**6,337**
Current Assets	412,276	489,450	**901,726**
Creditors: amounts falling due within one year	(238,501)	(57,974)	**(296,475)**
Total	173,775	437,813	**611,588**
Fund balances at 31 March 2020 are represented by:			
Tangible Fixed Assets	-	9,321	**9,321**
Current Assets	1,127,122	498,104	**1,625,226**
Creditors: amounts falling due within one year	(134,456)	(122,196)	**(256,652)**
Total	992,666	385,229	**1,377,895**

21 Commitments Under Operating Leases

	Land and Buildings		Other	
	2021 £	2020 £	**2021 £**	2020 £
Expiry date:				
Less than one year	**10,246**	10,737	**5,722**	5,478
Between two and five years	**5907**	-	**12,995**	13170
Greater than five years	**-**	-	**-**	-
Total	**16,153**	10,737	**18,717**	**18,648**

The commitments in respect of land and buildings reflects a quarterly payment, as that is the notice period in respect of the leases.