

**activity  
alliance**

**disability  
inclusion  
sport**

# Activity Alliance Annual Trustees' Report and Accounts

For the year ended  
**31 March 2024**

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**English Federation of Disability Sport  
operating as Activity Alliance.**

Registered Company Number: 03627630

Company Limited by Guarantee.

Charity Registration Number: 1075180



[activityalliance.org.uk](https://activityalliance.org.uk)

# Contents

Trustees, advisors, and organisation details .....	2
Annual Trustees' Report for the year ended 31 March 2024 .....	3
Impact headlines.....	4
Message from the Chair.....	5
Reflections from our Chief Executive Officer .....	6
This year's impact at a glance .....	7
Leading the way .....	7
Influencing change.....	8
Boosting workforce confidence and skills.....	10
Increasing opportunities .....	11
Raising awareness .....	12
In their words.....	13
Organisational wellbeing.....	15
Diversity and inclusion in the workplace .....	15
Financial wellbeing and fundraising.....	16
Structure, governance and management .....	17
Financial review 2023/24.....	20
Income .....	20
Expenditure.....	20
Reserves .....	20
Public Benefit Statement .....	20
Investment Policy.....	21
Related Parties .....	21
Independent Auditor's Report to the members of English Federation of Disability Sport .....	22
Statement of financial activities.....	25
Statement of financial activities (Parent Charitable Company) including income and expenditure account for the year ended 31 March 2024 .....	26
Group balance sheet as at 31 March 2024 .....	27
Balance sheet (Parent Charitable Company) as at 31 March 2024 – Company number: 03627630 .....	28
Group statement of cash flows as at 31 March 2024 .....	29
Notes forming part of the financial statements for the year ended 31 March 2024 .....	30

# 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 25<sup>th</sup> 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 25<sup>th</sup> 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 Marieleyenne, 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 \(activityalliance.org.uk\)](https://activityalliance.org.uk/goga-resources-to-boost-inclusive-workforces-across-country)

## 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.

”

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**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.

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**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 Alliance 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](http://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) £
<b>Income</b>					
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
<b>Total incoming resources</b>		<b>514,499</b>	<b>2,415,269</b>	<b>2,929,768</b>	<b>3,511,372</b>
<b>Expenditure</b>					
Charitable activities		217,360	2,656,694	2,874,054	3,166,812
Costs of raising funds		14,314	-	14,314	12,461
<b>Total expenditure</b>	8	<b>231,674</b>	<b>2,656,694</b>	<b>2,888,368</b>	<b>3,179,273</b>
<b>Net movement in funds before transfers</b>		<b>282,825</b>	<b>(241,425)</b>	<b>41,400</b>	<b>332,099</b>
<b>Transfer between funds</b>		<b>22,287</b>	<b>(22,287)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds for the year</b>		<b>305,112</b>	<b>(263,712)</b>	<b>41,400</b>	<b>332,099</b>
<b>Reconciliation of funds</b>					
Funds balance at 1 April 2023		441,910	564,670	1,006,580	674,481
<b>Total funds carried forward at 31 March 2024</b>	19	<b>747,022</b>	<b>300,958</b>	<b>1,047,980</b>	<b>1,006,580</b>

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) £
<b>Income</b>				
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
<b>Total incoming resources</b>	<b>506,123</b>	<b>2,415,269</b>	<b>2,921,392</b>	<b>3,497,444</b>
<b>Expenditure</b>				
Charitable activities	208,984	2,656,694	2,865,678	3,158,959
Costs of raising funds	14,314	-	14,314	12,461
<b>Total expenditure</b>	<b>223,298</b>	<b>2,656,694</b>	<b>2,879,992</b>	<b>3,171,420</b>
<b>Net movement in funds before transfers</b>	<b>282,825</b>	<b>(241,425)</b>	<b>41,400</b>	<b>326,024</b>
<b>Transfer between funds</b>	<b>22,287</b>	<b>(22,287)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds for the year</b>	<b>305,112</b>	<b>(263,712)</b>	<b>41,400</b>	<b>326,024</b>
<b>Reconciliation of funds</b>				
Fund balance at 1 April 2023	435,835	564,670	1,000,505	674,481
<b>Total funds carried forward at 31 March 2024</b>	<b>740,947</b>	<b>300,958</b>	<b>1,041,905</b>	<b>1,000,505</b>

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

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

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

		2024	2023 (as restated)
	Note	£	£
<b>Net movement in funds for the reporting periods (as per the statement of financial activities)</b>		<b>41,400</b>	<b>332,099</b>
<b>Adjustments for:</b>			
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)
<b>Net cash flow from operating activities</b>		<b>2,010</b>	<b>(14,878)</b>
<b>Cash flow from investing activities</b>			
Investment income	5	15,606	5,439
Purchase of fixed assets	14	(13,000)	(7,951)
<b>Net cash flow from investing activities</b>		<b>2,606</b>	<b>(2,512)</b>
<b>Net increase in cash</b>		<b>46,016</b>	<b>314,709</b>
<b>Cash and cash equivalents at 1 April 2023</b>		<b>1,169,101</b>	<b>854,392</b>
<b>Cash and cash equivalents at 31 March 2024</b>		<b>1,215,117</b>	<b>1,169,101</b>
<b>Cash and cash equivalents consists of:</b>			
Cash at bank and in hand		1,012,319	970,436
Current asset investments	16	202,798	198,665
		<b>1,215,117</b>	<b>1,169,101</b>

# 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 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.

#### **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**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Donations	<b>25,941</b>	-	<b>25,941</b>	15,976
Legacies	<b>207,000</b>	-	<b>207,000</b>	-
Total donations and legacy income	<b>232,941</b>	-	<b>232,941</b>	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	<b>2,874,054</b>	<b>14,314</b>	<b>2,888,368</b>	<b>3,179,273</b>

Of the £2,888k expenditure in 2024 (2023: £3,179k) £231k was charged to unrestricted funds (2023: £186k) and £2,657k was charged 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 Number	2023 Number
<b>Average number of employees:</b>		
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 £
<b>Employment costs</b>		
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 Number	2023 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 £
<b>Cost</b>	
At 1 April 2023	90,276
Additions	13,000
Disposals	(62,388)
At 31 March 2024	40,888
<b>Depreciation</b>	
At 1 April 2023	82,990
Charge for the year	3,162
Disposals	(62,388)
At 31 March 2024	23,764
<b>Net book value</b>	
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.

	<b>Group 2024</b>	Group 2023	<b>Parent 2024</b>	Parent 2023
	£	£	£	£
Shares in group undertakings	-	-	<b>1,000</b>	1,000
Fixed rate deposits	<b>202,798</b>	198,665	<b>202,798</b>	198,665
Total investments	<b>202,798</b>	198,665	<b>203,798</b>	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.

	<b>English Federation of Disability Sport Events Management Limited</b>	
	<b>2024</b>	2023
	£	£
Gross income	<b>150,366</b>	77,098
Expenditure	<b>(8,375)</b>	(7,853)
Gift aid to the Charity	<b>(141,991)</b>	(63,170)
Profit for the year	<b>-</b>	6,075
	<b>£</b>	<b>£</b>
Net assets at the year end	<b>7,075</b>	1,000

## 17. Creditors

	<b>Group 2024</b>	Group 2023	<b>Parent 2024</b>	Parent 2023
	£	(as restated) £	£	(as restated) £
Taxation and social security	<b>52,702</b>	54,497	<b>45,103</b>	43,370
Trade creditors	<b>165,027</b>	98,061	<b>164,669</b>	98,061
Other creditors	<b>155</b>	155	<b>155</b>	155
Deferred income	<b>70,616</b>	78,267	<b>55,200</b>	44,933
Accruals	<b>26,511</b>	19,243	<b>24,411</b>	17,143
Total creditors	<b>315,011</b>	250,223	<b>289,538</b>	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 comprising 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
	£	£	£	£	£
<b>Restricted funds:</b>					
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)	-
<b>Total restricted funds</b>	<b>564,670</b>	<b>2,415,269</b>	<b>(2,656,694)</b>	<b>(22,287)</b>	<b>300,958</b>
<b>Unrestricted funds:</b>					
<b>Designated funds:</b>					
Legacy fund	-	207,000	-	-	207,000
CRM Phase 1	18,000	-	(18,360)	360	-
<b>General funds</b>	<b>423,910</b>	<b>307,499</b>	<b>(213,314)</b>	<b>21,927</b>	<b>540,022</b>
<b>Total unrestricted funds</b>	<b>441,910</b>	<b>514,499</b>	<b>(231,674)</b>	<b>22,287</b>	<b>747,022</b>
<b>Total funds</b>	<b>1,006,580</b>	<b>2,929,768</b>	<b>(2,888,368)</b>	<b>-</b>	<b>1,047,980</b>

## 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
	£	£	£	£	£
<b>Restricted funds:</b>					
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)	-
<b>Total restricted funds</b>	<b>564,670</b>	<b>2,415,269</b>	<b>(2,656,694)</b>	<b>(22,287)</b>	<b>300,958</b>
<b>Unrestricted funds:</b>					
<b>Designated funds:</b>					
Legacy fund	-	207,000	-	-	207,000
CRM Phase 1	18,000	-	(18,360)	360	-
<b>General funds</b>	<b>417,835</b>	<b>299,123</b>	<b>(204,938)</b>	<b>21,927</b>	<b>533,947</b>
<b>Total unrestricted funds</b>	<b>435,835</b>	<b>506,123</b>	<b>(223,298)</b>	<b>22,287</b>	<b>740,947</b>
<b>Total funds</b>	<b>1,000,505</b>	<b>2,921,392</b>	<b>(2,879,992)</b>	<b>-</b>	<b>1,041,905</b>

## 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



<b>Name of fund</b>	<b>Description, nature and purposes of fund</b>
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

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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.