

Nottingham Wildcats Community Basketball and Sports Trust Ltd

(A company limited by guarantee)

Report and Financial Statements

For the year ended 31 August 2023

Charity Number 1084334

Registration Number 4120489

Nottingham Wildcats Community Basketball and Sports Trust Ltd

(A company limited by guarantee)

Report and Financial Statements

For the year ended 31 August 2023

Company Information

Trustees	Christopher David Prior John Arthur William Butters Nichola Jane Rose Aaron Wharton Graham Blankley Martin Ian Ford Jake Meskell
Company Number	4120489
Charity Number	1084334
Registered Office	Nottingham Wildcats Arena Greenwood Road Bakersfield Nottingham NG3 7EB
Bankers	Royal Bank of Scotland
Accountants	Iliffe Poulter Ltd 1A Bonington Road Mapperley Nottingham NG3 5JR

Nottingham Wildcats Community Basketball and Sports Trust Ltd

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Report and Financial Statements

For the year ended 31 August 2023

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Nottingham Wildcats Community Basketball and Sports Trust Ltd

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Report of the Trustees for the year ended 31 August 2023

The trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the financial statements For the year ended 31 August 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standards (FRS 102) (effective 1 January 2015)

The charity is a charitable company limited by guarantee and was incorporated on the sixth of December 2000. The liability of the company in respect of the guarantee, as set out in the memorandum, is limited to £1 per member. Its objects are the establishment and maintenance of a sports centre in order to advance education and training and to provide facilities in the interest of social welfare for recreation and other leisure time occupation with the object of improving the conditions of life for the inhabitants of the eastern area of the City of Nottingham. The directors of the charitable company are its trustees for the purpose of charity law. The trustees who have served during the year end were as follows:

Reference and administrative details of the charity, its trustees and advisors

Trustees	CD Prior	Chairperson
	NJ Rose	
	A Wharton	
	MI Ford	
	JAW Butters	
	G Blankley	
	Jack Meskell	

Trustees responsibilities

The Governing Document of the company is the Memorandum and Articles of Association. Under this document the business of the company shall be managed by the council of Management. The council of management shall consist of not less than eight people drawn from the following bodies

One representative, Club Captain Nottingham Wildcats
Six representatives of Nottingham Wildcats
One representative from Nottingham Hoods

The Nottingham City Council and Nottingham County Council appoint a representative each to attend Board meetings in a non voting capacity.

Nottingham Wildcats Community Basketball and Sports Trust Ltd

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Report of the Trustees for the year ended 31 August 2023

continued.....

Structure, governance and management

Company and charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing those financial statements, the trustees have:

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that are reasonable and prudent;
- stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepared the financial statements on the going concern basis.

The trustees have overall responsibility for ensuring that the charity has appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The charity has clear objectives, priorities and plans. It pays close attention to performance and customer satisfaction so as to maintain high operational standards. Through its timely and accurate monitoring and reporting, financial risk is kept to a minimum. Communication with its supporters and beneficiaries means the charity can reduce its environmental and external risk. At all times the charity will comply with relevant laws and Acts.

Objectives and Activities

To promote for the benefit of the inhabitants of the East area of the City of Nottingham and surrounding areas, in particular young persons, without distinction of sex, sexual orientation, race or of political religious or other opinions, by association together the said inhabitants and the local authorities, voluntary and other organisations in a common effort to advance education and training, and to provide occupation with the object facilities in the interest of social welfare for recreation and other leisure time of improving the conditions of life for the said inhabitants.

Nottingham Wildcats Community Basketball and Sports Trust Ltd

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Chairperson's Report for 1st September 2022 to 31st August 2023

I am delighted to report that the operation and management of the Nottingham Wildcats Arena has, for the second consecutive year, shown a surplus of income over expenditure. Whilst the surplus is less than in 2021/22, it is important to note how this surplus was achieved.

For the previous trading period 2021/22, the overall income of the Trust received a considerable boost from government grants received due to Covid. However, for 2022/2023 these grants were unavailable to the Trust and the actual operational income from the Nottingham Wildcats Arena increased from £432,548 to £495,921, an increase of nearly 13%. This has been achieved whilst keeping the cost of hire lower than comparable facilities in Nottingham, making the Arena accessible to more of the population.

The partnership the Wildcats Trust has with the Greenwood Academies Trust and the Nottingham Academy school is a fundamental part of the success of the Wildcats Arena. This partnership is based on Service Level Agreements which outline the services the Trust provide to its partner organisations. Negotiations to renew these SLAs, which were due to expire on 31st August 2023, were ongoing throughout the financial year 2022/23. Whilst both these were renewed for a period of three years, as opposed to five years in the previous SLAs, the negotiations were not without challenges.

The SLA for the use by Nottingham Academy of the Arena facilities, to deliver their curriculum P.E. programme, was relatively straight forward. However, the SLA relating to provision of the basketball academy for student athletes in the school's sixth form raised significant differences between the two organisations. These were eventually resolved and the programme will move forward with a sense of unity from both organisations.

The new SLA required significant changes to the academy programme, including the reduction of full-time staff from three to two. This resulted in two of the existing staff, Kieran Wright and Kendrick Liburd, leaving the programme to seek opportunities elsewhere. On behalf of the Trust, I wish to thank both of them for their contribution to the programme and wish them every success in their future ventures.

During the SLA negotiations the Director of the Academy Programme, Siobhan Prior, was in discussions with basketball's National Governing Body, Basketball England, for the academy programme to become part of the Elite Development Pathway and a Diploma in Sporting Excellence provider. These discussions became a tender process with the Nottingham Academy Wildcats competing with other programmes from across the country. As indicated in last year's financial report part of our submission included a video capturing the work undertaken by our staff, in supporting 6th Form pupils at the school, in their academic and basketball endeavours.

Not only was the application successful but it was commended for its quality and innovative approach. The only downside was that the Diploma in Sporting Excellence (DiSE) was only awarded to the female side of our programme and not to the male provision. Work is already underway to ensure that when a resubmission is required both gender provisions will be successful.

Nottingham Wildcats Community Basketball and Sports Trust Ltd

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**Chairperson's Report
for 1st September 2022 to 31st August 2023**

continued.....

It cannot be overstated how vital to the NAW programme the partnership with DiSE is. Not only does it give our programme additional status and kudos, making it easier to attract quality student athletes to our programme. It is also financially crucial; in fact, without the income received the NAW programme may well have ceased to exist.

The Wildcats Arena has now been open for 21 years and as a leisure provider it remains one of the premier facilities in Greater Nottingham. In order to continue to provide an excellent facility for its users the Trust has started an audit of current provision and how this can be either upgraded or replaced to meet modern day standards. Once this is completed the Trust will seek the funding to implement the recommendations from the audit.

Finally, the Trustees wish to thank everyone associated with the basketball programme, but especially the volunteers who give up their time and energy to coach, wash kit, drive the mini-bus and everything in between. The Trust is gradually employing staff to take on roles within the basketball programme, but there will always be a significant role for the volunteers of the club. Without you none of it would be possible.

As with all successful organisations, it is the staff's contribution that lays the foundation for that success. So, on behalf of the Board of Trustees, I wish to thank all the staff at the Nottingham Wildcats Arena and particularly the full-time staff members who do way beyond their contracted hours. The Arena also has an army of volunteers, who do any job that needs to be done and their contribution cannot be underestimated, when measuring the Arena's success. Thank you one and all.

**Chris Prior
Chairperson to the Trust**

Date: 19th June 2024

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Independent Examiner's Report to the Trustees on the unaudited accounts

We report on the accounts for the year ended 31 August 2023 set out on pages 1 to 19.

This report is made solely to the company's Trustees, as a body, in accordance with section 145 of the Charities Act 2011 and regulations made under section 154 of that Act. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Independent Examiner's Report to the trustees on the unaudited accounts

Continued.....

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Iliffe Poulter Ltd
Chartered Accountants

Date: 19th June 2024

1A Bonington Road
Mapperley
Nottingham
NG3 5JR

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Statement of Financial Activities Incorporating an Income and Expenditure
Account for the year ending 31 August 2023

	Unrestricted Funds	Restricted Funds	2023 Charity £	2022 Charity £
Incoming Resources (Notes 2 & 3)				
Activities in furtherance of the charity's objectives				
- Coaching & salary grants	0	0	0	0
- Fees	477,855	0	477,855	416,397
Activities for generating funds				
- Income from sales of confectionery and drinks	18,066	0	18,066	16,151
- Government grants	0	0	0	77,283
- Bank Interest	576	0	576	33
Total Incoming Resources	<u>496,497</u>	<u>0</u>	<u>496,497</u>	<u>509,864</u>
Resources Expended (Note 4 & 5)				
Costs of activities in furtherance of the charity's objectives	-258,067	-99,694	-357,761	-358,318
Costs of activities for generating funds	-18,557		-18,557	-18,068
Support costs	-134,792		-134,792	-134,711
Resources expended on managing & administering the charity(Note8)	-73,462		-73,462	-72,574
Total Resources Expended	<u>-484,878</u>	<u>-99,694</u>	<u>-584,572</u>	<u>-583,671</u>
Net Incoming Resources Before Transfers	<u>11,619</u>	<u>-99,694</u>	<u>-88,075</u>	<u>-73,807</u>
Gross Transfers between funds	0	0	0	0
Net Income/ (Expenditure) for the year	<u><u>11,619</u></u>	<u><u>-99,694</u></u>	<u><u>-88,075</u></u>	<u><u>-73,807</u></u>
Total funds B/Fwd	-41,490	1,309,589	1,268,099	1,341,906
Total Funds C/Fwd	<u><u>-29,871</u></u>	<u><u>1,209,895</u></u>	<u><u>1,180,024</u></u>	<u><u>1,268,099</u></u>

All recognised gains and losses are included within the above

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Balance Sheet for the year ended 31 August 2023

	2023 Charity £	2022 Charity £
Fixed Assets (Notes 9 & 10)		
Land	100,000	100,000
Buildings	4,381,379	4,480,824
Plant & Equipment	6,685	6,833
Computers	200	300
	<u>4,488,264</u>	<u>4,587,957</u>
Current Assets		
Stocks	900	900
Trade Debtors	527	18,996
Cash at Bank & in Hand	71,128	50,856
	<u>72,555</u>	<u>70,752</u>
Creditors: amounts falling due within one year		
Trade Creditors	-4,830	-4,800
Other Creditors	-7,418	-7,468
Wages & Salaries	-649	-691
Payments In Advance	-350	-350
	<u>-13,247</u>	<u>-13,309</u>
Net current assets/liabilities	59,308	57,443
Assets less current liabilities	<u>4,547,572</u>	<u>4,645,400</u>
Long term liabilities/provisions/deferred income		
Long Term Bank Loan	28,979	38,732
Net Assets	<u><u>4,518,593</u></u>	<u><u>4,606,668</u></u>
Funds of the Charity		
Unrestricted Income Funds	-29,871	-41,490
Restricted Income Funds	1,209,895	1,309,589
Restricted Income Funds Revaluation Reserve	3,338,569	3,338,569
Total Funds	<u><u>4,518,593</u></u>	<u><u>4,606,668</u></u>

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Balance Sheet (continued) for the year ended 31 August 2023

In approving these financial statements as trustee of the company I hereby confirm:

(a) for the year ending 31 August 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

(b) that we acknowledge my responsibilities for:

- (1) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- (2) The directors acknowledge their responsibilities for complying with the requirement of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The revised accounts replace the original accounts, they are now the statutory accounts and they have been prepared as at the date of the original accounts, and not as at the date of the revision and accordingly do not deal with events between those dates. There are no significant amendments to these revised accounts.

The financial statements were approved by the Board on 19th June 2024 and signed on its behalf by:

CD Prior
Chairperson

Registration Number 4120489

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Notes on the Financial Statements
For the year ended 31 August 2023

Notes to the Accounts

1) **Accounting policies**

(a) **Basis of preparation**

The financial statements have been prepared under the historical cost convention, with the exception of investments, land and buildings which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (the FRS 102) (effective 1 January 2015)

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charity has availed itself of Paragraph 4 (1) of Schedule 1 of the small companies and groups regulations 2008 and adapted the Companies Act formats to reflect the special nature of the charity's activities. No separate SOFA has been presented for the charity alone as permitted by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

(b) **Company status**

The charity is a company limited by guarantee. The members of the company are the trustees named on page 1. 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.

(c) **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Notes on the Financial Statements
For the year ended 31 August 2023

Continued.....

(d) Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

(e) Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Premises overheads have been allocated on a floor area basis and other overheads have been allocated on the basis of the head count.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

(f) Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold land	unlimited
Leasehold buildings	over 50 years
Plant and equipment	over 5 years
Computers	over 3 years

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Notes on the Financial Statements
For the year ended 31 August 2023

Continued.....

(g) Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

(h) Stock

Stock consists of purchased goods for resale. Stocks are valued at the lower of cost and net realisable value. Items donated for resale or distribution are not included in the financial statements until they are sold or distributed.

(i) Pension costs

The company operates a defined contribution scheme for the benefit of its employees. The costs of contributions are written off against profits in the year they are payable.

2) Sources of Incoming Resources

The main sources of incoming resources are summarised below, where not recorded on the face of the Income and Expenditure Account:

Unrestricted funds:

Source	2023 (£'s)	2022 (£'s)
Coaching and salary grants	0	0
Total coaching and salary grants	0	0
Basketball court hire	416,854	354,966
Gym membership fees	25,083	21,579
Dance studio hire	12,852	9,810
Classroom hire	12,600	9,467
Other income	10,466	20,575
Income confectionery and drinks	18,066	16,151
Government grants	0	77,283
Bank interest	576	33
Total Fees Income	496,497	509,864

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Notes on the Financial Statements
For the year ended 31 August 2023

Continued.....

3) Recognition of Liabilities

Liabilities are recognised in accordance with the accruals concept. This is defined as the point where there is a legal or constructive obligation committing the charity to expenditure. Where the final amount is known (or can be estimated with a reasonable degree of certainty) then a liability is accrued. If this is not possible a provision is created.

Specifically employee costs are recognised as a liability based upon hours worked.

Purchases from third parties are recognised once an order has been placed (as long as there is reasonable certainty that the order will be fulfilled).

The charity has not to date given out any grants.

4) Resources expended

The categories of costs included with the resources expended headings are defined below:

Costs of generating funds

- Purchase of drinks and confectionery for sale within the centre's kitchen and vending machines
- An apportionment of staff cost for time spent operating the kitchen and filling the vending machines

Activities in furtherance of the charity's objectives

- Apportionment of staff costs for direct provision of coaching or supervision of physical activity (e.g. coaching basketball or overseeing the gym)
- Costs involved with keeping the facilities in a fit state for public use (including cleaning materials and cleaners' wages)

Support costs

- Security costs (including insurance)
- Utilities costs
- Office associated costs
- An apportionment of staff costs for activities involved with the day-to-day financial administration of the centre, reception duties and supervision of volunteers

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Notes on the Financial Statements
For the year ended 31 August 2023

Continued.....

Management and administration costs

- Costs of accountancy.
- Apportionment of staff costs involved in managing and administering the charity (as opposed to running the centre)
- Registration with Company's House

Staff costs are apportioned across the various headings on the basis of staff time.

5) Trustee remuneration

The trustees neither received nor waived any emoluments during the year (2022: £Nil).

No trustees have received any expenses during this accounting period.

6) Staff Costs

The total staff costs are given below:

Type	2023	2022
Gross wages & salaries	200,631	196,636
Employer's national insurance	10,873	11,509
Pension contributions	3,882	3,890
Total Staff Cost	215,386	212,035

During the year there was an average of 8 full and part time employees.

The following gives the breakdown of numbers of higher paid staff:

Salary Band per Year	FTE's
£20,000 - £30,000	2
£30,000 - £40,000	2
£40,000 - £50,000	1

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Notes on the Financial Statements
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Continued.....

The average number of employees, calculated on a full time equivalent basis, analysed by function was;

	2023 Number	2022 Number
Charitable activities	6	6
Cost of generating funds	1	1
Management and administration of the charity	3	3

No employees were paid over £50,000 during this accounting period.

7) Pension costs

During the accounting period, £3,882 (2022: £3,890) company contributions were made to NEST.

8) Support Costs

The costs attributed to the support cost heading is made up of the following:

Source	Unrestricted Amount (£)	
	2023	2022
Employee costs	69,161	65,913
Office expenses	12,709	15,970
Insurance	11,248	11,412
Utilities	41,674	41,416
Total support costs	134,792	134,711

Miscellaneous purchases are items bought for the enhancement of the centre (out of unrestricted funds), after it had opened. Items categorised here include tops for volunteers, plants, basketball entrance fees and trophies.

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Notes on the Financial Statements
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9) **Management and Administration Costs**

The costs attributed to the management and administration cost heading is made up of the following:

Source	Unrestricted Amount (£'s)	
	2023	2022
Employee costs	70,989	70,161
Accountancy	2,460	2,400
Companies House - registration	13	13
Total Management & Admin	73,462	72,574

10) **Tangible Fixed Assets**

	Land	Buildings	Plant & Equip	Fixtures & Fittings	Total
	£	£	£	£	£
Cost					
At 1 Sep 2022	100,000	4,972,269	74,676	5,630	5,152,575
Additions					0
Disposals					0
At 31 Aug 2023	100,000	4,972,269	74,676	5,630	5,152,575
Depreciation					
At 1 Sep 2022		491,445	67,843	5,330	564,618
Charge		99,445	148	100	99,693
W/back on reval					0
Disposals					0
At 31 Aug 2023	0	590,890	67,991	5,430	664,311
Net Book Value					
At 31 Aug 2023	100,000	4,381,379	6,685	200	4,488,264
At 31 Aug 2022	100,000	4,480,824	6,833	300	4,587,957

The land and buildings are held under a 99 year peppercorn lease.

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Notes on the Financial Statements
For the year ended 31 August 2023

Continued.....

11) Debtors

	2023	2022
	£	£
Trade Debtors	527	18,996
	<u>527</u>	<u>18,996</u>

12) Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade Creditors	4,830	4,800
Other Creditors	7,418	7,468
Pension Creditor	649	691
Payments In Advance	350	350
	<u>13,247</u>	<u>13,309</u>

13) Statement of funds

	At 1 Sep			At 31 Aug
	2022	Income	Expenditure	2023
	£	£	£	£
Total unrestricted funds	-41,490	496,497	-484,878	-29,871
Total restricted funds	1,309,589	0	-99,694	1,209,895
	<u>1,268,099</u>	<u>496,497</u>	<u>-584,572</u>	<u>1,180,024</u>

Nottingham Wildcats Community Basketball and Sports Trust Ltd
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Notes on the Financial Statements
For the year ended 31 August 2023

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14) Treatment of VAT

The charity is not registered for VAT purposes; therefore all VAT is unrecoverable. As such it is charged to the same expenditure heading as the item it relates to.

15) Related Party Transactions

From 4th September 2019 S Prior had been in paid employment within the charity, in the capacity of academy director. Her role is director of the academy & development programme lead. She is the daughter of the Chair of the Trust, Chris Prior.

This post was advertised in the local press and all applicants underwent an impartial recruitment and selection process, which Chris Prior was not involved in.

For this accounting period the charity made a gross salary payment of £30,000 (2022: £30,000), National Insurance Contributions of £2,928 (2022: £2,928).