# Brighton & Hove Albion Foundation

England & Wales · Charity number 1110978

## Details

| | |
|---|---|
| **Other names** | ALBION IN THE COMMUNITY, BRIGHTON & HOVE ALBION FOOTBALL IN THE COMMUNITY |
| **Status** | Registered |
| **Legal form** | Charitable company |
| **Company number** | 05122343 |
| **Registered** | 2005-08-22 |
| **Register** | View on the Charity Commission register |

## Contact

| | |
|---|---|
| **Address** | American Express Stadium<br>Village Way<br>Falmer<br>Brighton<br>BN1 9BL |
| **Phone** | 01273878255 |
| **Email** | info@bhafcfoundation.org.uk |
| **Website** | www.bhafcfoundation.org.uk |

## Activities

**Objects:** The Charity’s objects are for the benefit of the inhabitants of the City of Brighton and Hove, Sussex and elsewhere: 2.1 the advancement of education; 2.2 the preservation and protection of good health; 2.3 to provide or assist in the provision of facilities in the interests of social welfare for the recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life; and 2.4 to promote such other purposes as are charitable under the law of England and Wales from time to time in particular but without limitation through an association with football.

**Activities:** Brighton & Hove Albion Foundation uses the power of football to engage and inspire people to make good life choices and help reduce inequalities in our local communities. We deliver award-winning educational and outreach programmes that improve people's wellbeing, supports learning and offers inclusive opportunities for everyone to get active and play football.

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## Classification

- **How:** Provides Services
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

## Geography

- **Area of benefit:** CITY OF BRIGHTON AND HOVE, EAST SUSSEX AND WEST SUSSEX.
- Brighton And Hove
- East Sussex
- West Sussex

## Finances

| Period end | Income | Expenditure | Assets | Employees |
|---|---|---|---|---|
| 2025-06-30 | £3,677,897 | £3,662,680 | £770,205 | 149 |
| 2024-06-30 | £3,581,344 | £3,576,745 | £754,988 | 193 |
| 2023-06-30 | £3,896,325 | £3,873,895 | £750,389 | 184 |
| 2022-06-30 | £3,729,998 | £3,688,003 | £727,959 | 169 |
| 2021-06-30 | £3,142,810 | £3,114,945 | £685,964 | 172 |
| 2020-06-30 | £3,438,564 | £3,406,936 | £658,099 | 176 |

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## Trustees

| Name | Role | Appointed |
|---|---|---|
| CARINA BAUER | | 2022-06-20 |
| David Paul Fellows | | 2025-03-26 |
| LEE WILLIAM COOPER | | 2022-09-26 |
| Laila Mohamad El Baradei | | 2025-03-26 |
| Professor Robert Galloway MOStJ, MBBS, BSC, MRCP, FRCEM | | 2023-11-27 |
| RICHARD JOHNATHON VALDER-DAVIS | | 2025-03-26 |
| ROSEMARY ANNE READ | | 2021-07-26 |
| RUSSELL JAMES WOOD | | 2025-03-26 |
| Scott Bradley Marshall | | 2023-11-27 |
| Victoria Jane Byrne | | 2023-11-27 |
| ZOE JOHNSON | | 2023-06-26 |

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**Brighton & Hove Albion Foundation**

England & Wales - Charity number 1110978

# Accounts

FOUNDATION

CELEBRATING

35

YEARS

# TRUSTEES' REPORT
## AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

# CONTENTS


03 .... Paul Mullen
05 .... News roundup
07 .... The important numbers
09 .... Player watch
13 .... From player to coach: Jaime's journey
15 .... To infinity and beyond
17 .... Bringing the Premier League to the playground
19 .... From player to coach: Nathan Bowen
23 .... The Foundation according to Martin Perry and Derek Chapman
25 .... Deian's Albion adventure
27 .... Butters' corner
29 .... 35 years in pictures
32 .... Let's get quizzical
33 .... Right about now
35 .... Future stars: from the Foundation to the first team
37 .... How amputee football changed Terry's life
40 .... One Albion
42 .... A year in fundraising
43 .... Jack's deaf football dream
45 .... Trustees' Report
50 .... Independent Auditors' Report
53 .... Statement of Financial Activities
54 .... Balance Sheet
55 .... Statement of Cash Flows
56 .... Notes to the Financial Statements


**bhafcfoundation.org.uk**


Brighton & Hove Albion Foundation, American Express Stadium, Village Way, Brighton BN1 9BL. Tel: 01273 878265.
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Registered with FUNDRAISING REGULATOR

# Paul Mullen

## A message to Albion fans from the Brighton & Hove Albion Foundation interim chief executive...

**Hello and welcome to this very special edition of our annual magazine. The Foundation has celebrated its 35th anniversary this year; 35 years of changing lives through the power of football. In that time, both the Foundation and the Albion have grown an unbelievable amount.**

In the middle section of this magazine you'll be able to hear from a few people that have been involved with the charity for a long time. Speaking to them was an eye-opening experience. It can be easy to focus on the here and now and forget all the people that came before us, but celebrating this 35th anniversary has reminded us all of the sheer amount of good this charity has done over the years.

The children who first came to our soccer schools back in 1990 are in their forties or fifties now, many with children or grandchildren of their own who have come to our football sessions. We've helped entire families get active, an impact spanning across several generations.

Our biggest success stories come from the adults we meet years down the line, people who struggled to access sport as a child for one reason or another, but have grown up and built fantastic lives for themselves and their families. Yes, we support young people in the here and now, but we also try to set them up to lead better lives in the future.

That's why we wanted to shine a spotlight on the past to celebrate our 35th anniversary, and I hope you enjoy reading all about it.

While we look back at our 35 years as a whole, we should also celebrate what was another great season for us last year.

Our work with Davison CE High School in Worthing last year secured access to a brand-

new 3G pitch in West Sussex, which has become an important hub for our work in that region and a major tool in promoting girls' football.

Across the county, around 2,000 children were a part of our talent pathway programme. There are dozens of success stories of girls and boys who have progressed from Foundation programmes to the Albion academy, and more young stars continue to develop every season.

The Foundation also remains one of the UK's largest providers of disability sport. Our para talent hub was named as one of the best in the country by an FA official, and several members of the programme regularly play for their national teams.

Of course, much of what we do is made possible thanks to the support we receive from the Premier League Foundation.

We were lucky enough to have the support of a huge team of ambassadors last season: Matt O'Riley, Joel Veltman, Jack Hinshelwood, and Georginio from the men's squad, Pauline Bremer, Vicky Losada, Nikita Parris, Fran Kirby, and Madison Haley from the women's side, plus Guy Butters, Bobby Zamora, and Fatboy Slim.

It's always an unforgettable moment for a young person to meet one of their footballing heroes, so we try to create as many opportunities as we can for that to happen.

***"For 35 years, you've helped us create something special."***

Thank you to our ambassadors, thank you to our vast team of coaches and tutors, and most importantly, thank you to all of our supporters. For 35 years, you've helped us create something special.

Here's to another 35...

# NEWS ROUNDUP

## Local MP pays a visit

Chris Ward, MP for Brighton Kemptown and Peacehaven, visited the Foundation's Community Hub to learn more about the charity's work in his constituency.

## Foundation named 'Best Community Scheme'

The Foundation was once again given the honour of Best Football Community Scheme at the prestigious Football Business Awards – the 7th time in the last 10 years.

## Para talent hub named 'one of the best'

The BHAFC Foundation's para talent hub was named as one of the best in the UK by an FA official earlier this year.

## National finals for Albion girls

A primary school team representing the Albion qualified for the national finals of a schools' football tournament. A team of girls from Balfour Primary School in Brighton successfully qualified through the local and regional stages, earning the chance to play in the national finals at Molineux.

### Hundreds of pupils join Challenge Cup

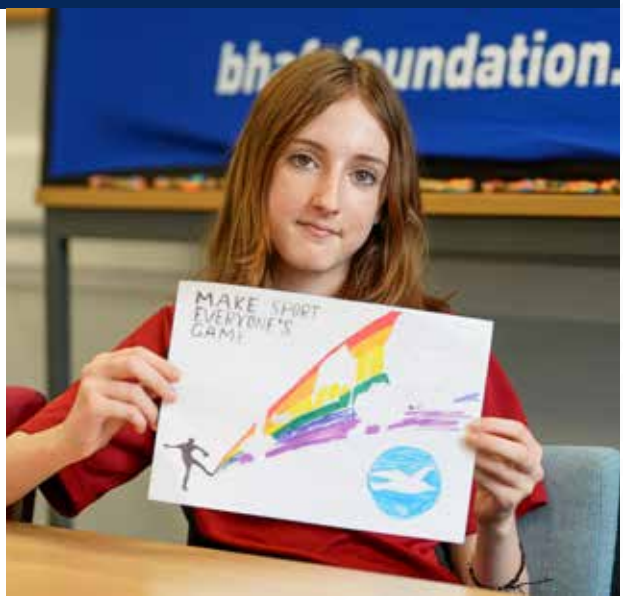
Schools from across Sussex were invited to send teams of eight pupils to compete in the BHAFC Foundation's Cross Curriculum Challenge Cup at the Amex Stadium.

### Bowman opens new 3G pitch at Davison

A secondary school in Worthing celebrated the opening of their new 3G football pitch with the help of former Albion captain Dani Bowman.

### Disability sports day for Bloom and Barber

Senior leaders from the club and the BHAFC Foundation tried their hand at disability sports as they learned more about the charity's work.




### Hove girl's Rainbow Laces dream

A girl from Hove saw her Rainbow Laces flag design become a reality after it was flown during the club's Premier League fixture against Southampton.

# OUR SEASON IN NUMBERS

**30,000**

**people engaged through the year.**

**2,000**

**young players in our talent pathway system.**

**600**

**players every week in our disability football programme.**

**81%**

**feel more confident about themselves.**

**3,500**

**children played at a BHAFC Soccer School.**

**98%**

**enjoy attending BHAFC Foundation sessions.**

**6,106** female participants.

**98%** of players enjoy our disability football sessions.

**18** regular disability sessions run per week.

**90%** have improved physical wellbeing.

**75%** have improved mental wellbeing.

**5,000** pupils taught by a Foundation tutor.

**1,600** players at free Premier League Kicks sessions.

**827** young people had the chance to play at the Amex Stadium.

**28** different projects run across the Foundation's various strands of work.

**159** local schools worked with.

# PLAYER WATCH

Above: Fran Kirby hands out a Top Bins leadership award to young player Edie.

Above: Brajan Gruda was a fan favourite when he met young players at one of our disability football groups.

Above: Joel Veltman had a blast joining in with our 90s quiz night in May.

Left: Matt O'Riley joined in a training session at one of our Down's syndrome football sessions.

Left/below: Vicky Losada and Matt O'Riley were named as the club's PFA Community Champions for their excellent community work.

Left: Albion players warmed up in special BHAFC Foundation tees before our Premier League game against Leicester.

Above: JP Van Hecke and Carlos Baleba handed out Premier League Kicks Top Bins awards to several youngsters from Worthing.

# PLAYER WATCH

Below/right: Plenty of Albion players pitched in to help us promote our limited-edition Foundation sweatshirts.

Above: Matt O'Riley helped pupils at Fairlight Primary in Brighton to learn sign language during Deaf Awareness Week.

Above: Yasin Ayari, Joel Veltman, Matt O'Riley and Brajan Gruda came to visit a disability-inclusive session in Lancing.

Above: Joel Veltman and Fran Kirby met young players at Davison CE School in Worthing - one of the Foundation's biggest after-school clubs for girls.

Below: Albion players warmed up in special BHAFC Foundation tees before our Premier League game against Leicester.

Above: In April, Carlos helped deliver a No Room For Racism workshop for some of our pathway boys.

## FROM PLAYER TO COACH:

# JAIME'S JOURNEY

**Jaime Quinn was coaching her group of girls in Whitehawk when she had a moment she'll remember forever.**

Jaime, a football coach and PE teacher for the Foundation, first got involved with the Foundation as a player when she was 14 years old. She's been involved with the Foundation for years now, and has dedicated countless hours to supporting young people.

It certainly gave her quite the shock when Albion legend Glenn Murray interrupted her session to present her with a Community Captain award, recognising the amazing journey she's been on over the past few years.

When she was a young player at 14, Jaime was struggling to find opportunities to play the game she loved.

That all changed when she discovered Premier League Kicks.

"I was always interested in football before I got involved with the Foundation," Jaime reflected, "but I didn't have the facilities to pursue it as much as I wanted to.

"I grew up in quite a rough area, there wasn't that much support and there weren't many positive role models."

Jaime enjoyed coming to her free sessions every week, and she thrived thanks to the opportunities offered to her.

"I was a girl playing in a male-dominated sport. I faced a lot of obstacles trying to play, because of my background and because of money. For a lot of clubs you have to pay fees to sign on. I was pretty down.

"I stumbled across the work of the Foundation. It was accidental. When I first got involved, I was the only girl there and a lot of the participants were a lot older than me.

***"Premier League Kicks has helped shape the person I've become. It was a life-changing moment for me."***

"But the coaches got me involved straight away, they made sure that I got a lot of touches on the ball. It massively improved my confidence and made me feel like I was able to join in those sessions, even if I felt a bit out of place at the start.

"Attending that first Premier League Kicks session was definitely a life-changing moment for me. Not only has it helped shape the person I've become but it's also shaped my whole career up until this point."

Jaime continued to impress her coaches and in time she was hired by the Foundation. She now inspires the next generation of players as a community coach at the Foundation's Premier League Kicks sessions in Brighton, while she also teaches PE lessons at Parkland Junior School in Eastbourne.

Over the years and through her transition from a player to a coach, Jaime has seen a significant development in the availability of girls' football locally. "Premier League Kicks offers opportunities for anyone under the age of 19 to play, for free. It is superb," Jaime says.

"Now we have more facilities, more funding and there's a lot more for the girls to do such as tournaments around Sussex.

"As a coach, the most important responsibility is to be there for the participants, for the girls, to be there for them, to be someone who they can go to and have a good relationship with. It is less about the football and it is a lot more about the relationships you're building with them.

"Coaching makes me feel good about myself.

"It makes me feel like I'm giving back to people in the best way that I know how to. Premier League Kicks is like a second family to me. The programme has taught me to stand up for myself and that if I want something, I have the ability to go and get it."

Jaime was given her Community Captain award in recognition of her dedication to supporting young people.

"Being named as a Premier League Community Captain hasn't sunk in yet," Jaime said, "I never expected it in a million years. It's a massive honour and it feels really nice to be recognised.

"When I reflect on all the things I've done with Premier League Kicks, it makes me feel very proud to be a part of it. It also makes me feel very grateful for the opportunities that I was given when I was younger and that I continue to have now."

# BUZZ'S CHARITY WALK

Rustington

The Amex

Kitmen Alex and Harry, alongside 'admin' Matt, embarked on a 35 mile walk across Sussex to celebrate 35 years of the Foundation.

They started in Rustington and finished at the Amex Stadium, dropping off kit and equipment to local schools along the way. They raised over £42,000 for the charity - what an effort by the team!

FOUNDATION

CELEBRATING
**35 YEARS**

# Bringing the Premier League to the Playground

**For 16 years, BHAFC Foundation coaches have supported children at Fairlight Primary School in Brighton.**

It's hard to put a number on how many pupils have benefitted in that time, but headteacher Damien Jordan thinks it's about 6,000.

Damien, who arrived at Fairlight in 2009, quickly saw the benefits in having Foundation coaches and tutors in his school.

Fast forward 16 years and you can see the Foundation's footprint throughout the school; PE lessons, literacy and numeracy, after-school football clubs, coding and robotics, Albion Cup inter-school tournaments, up-skilling teachers to deliver PE lessons, and much more.

## *"Those are the moments they'll remember forever."*

As Damien explains, Fairlight has some unique challenges that the Foundation can help with.

"We're an inner-city school, we don't have a school field or any green space," Damien said.

"Sixty percent of my pupils live in houses without outside space, fifty percent receive free school meals.

They're living in deprived areas and don't have access to football in the same way as other young people.

"So for us, having all the support we can get for physical activity is so important. Children need to get outside, play, and be healthy."

Their association with the charity began in 2009, when Fairlight pupils got involved with the 'Show Racism the Red Card' campaign.

Pupils that attended the very first Foundation lessons at Fairlight as eight-year-olds are in their mid-twenties by now.

"The charity is just such a huge part of our school now."

> **"Those are the moments they'll remember forever."**

## The impact of coaches

A teacher sees their class every day, and their pupils see them as an authority figure. Sometimes, having a coach come into the classroom and try things from a different angle can make all the difference.

"Having Foundation tutors in the classroom is so beneficial," Damien says.

"It gives us that extra chance at having someone who might make a breakthrough, who might encourage a pupil to realise there's a point in learning."

Coaches often end up being popular figures at their schools; seeing someone wearing an Albion badge in their school can be a very cool experience for younger pupils.

"It makes Premier League football real, and something that exists in their community. It gets them excited to learn.

"I've seen Foundation coaches walking around the school before their sessions start, and the kids all know their names and want to talk to them.

"They'll know about the kids' football development, but also about their reading and their maths, how their mums are getting on, what their hobbies are. You can tell that they really care."

## Making memories

As fun as PE can be, nothing sticks in the memory like meeting a professional footballer.

It began back in 2009, when Albion goalkeeper Michel Kuipers became Fairlight's nominated player.

"He came in every week – every single week – to sit and read with our kids," Damien said, "Michel was fantastic, and he was just the first player we had.

"Having players get involved is an unforgettable moment for these kids. We recently had Matt O'Riley come to help deliver a workshop about sign language, and you should've seen how excited that class were.

"Joel Veltman met some of our pupils a couple of years ago and they still talk about it. It became a legendary story that they always talk about on the playground, the day that their mate Joel Veltman came down to play football with them at the park.

"Maybe sadly as a headteacher, what these kids remember when they leave us isn't a maths or an English lesson, it's the day that Matt O'Riley came to visit.

"Those are the moments they'll remember forever."

Premier League Primary Stars

35

## *From player to coach:*

# NATHAN BOWEN

Nathan Bowen, now Director of Football at Worthing FC, reflects on a coaching career that started on a Brighton estate more than 20 years ago.

Nathan looks out onto the pitch at Woodside Road, where a couple of dozen Under-14s are training ahead of their fixtures that weekend. It's a talented group, and Nathan has high hopes for them.

As Director of Football, he's responsible for looking after every player who wears the Worthing FC badge - the men's and women's first teams, the youth academy, the community squads, and the disability-inclusive teams.

Becoming a respected figure in non-league football and leader at a football club with nearly 2,000 fans at every home game isn't quite where Nathan thought he'd end up.

"I didn't really do a lot when I was young," Nathan says, "I'd play in the park, just try and stay out of trouble where I could.

"When you're on an estate and you're not doing something productive it's quite easy to mix in

***"I'm not sure what I'd be doing now if I didn't do those coaching badges."***

with the wrong crowd. For anyone who's grown up in an area like that, it's normal."

At 13, Nathan had his first chance to play at proper organised football sessions thanks to a free football programme in his local park.

"I used to live in an estate in Hollingdean and Albion in the Community (as it was then) used to run loads of sessions in the area."

The programme, delivered every week by BHAFC Foundation coaches, gave young people in one of Brighton's most deprived neighbourhoods a chance to play football every week.

"They were free, so my mum was quite happy about that!"

"Every year the coaches would choose a few of us to study for their first coaching qualification, which you could only do once you were 15. The year I turned 15, my coaches chose me," Nathan said.

"We didn't have a lot of money, I couldn't afford to go and play football at a local team, so it was great for me.

I always loved football, and this programme allowed me to play every week and at tournaments, which is something I wouldn't have been able to do.

Playing at these free sessions helped Nathan stay on the straight and narrow, and he played there every week for the next couple of years before an unexpected opportunity knocked.

The Foundation paid for Nathan and a few of his teammates to earn their first coaching qualifications, and gave them part-time coaching work at BHAFC Holiday Soccer Schools.

"That was the start of my coaching career," Nathan said, "It was massive for me. I'm not sure what I'd be doing now if I didn't do those coaching badges.

"I actually did my first coaching qualification alongside Russell Martin. He's gone on to have a pretty decent career!"

35

Nathan threw himself into his work at the Foundation, taking on anything and everything he could.

"Summer camps, Saturday morning clubs, development centres, I did the lot. I taught PE in schools, and I was part of a team helping to reduce childhood obesity in Brighton.

"There were so many really good moments over the 14 years I was there – probably loads I've forgotten too – and I got to have a lot of experiences I never thought I'd have."

***"For me it's all about opportunity. People just need a chance."***

One programme Nathan is particularly proud of was Make a Change, which worked with around 5,000 children in 90 schools to help them lead healthier lives.

"It was a really powerful programme, and obesity levels in children across Brighton & Hove did actually fall while we were running it. It's nice to think we had a little part to play in that."

Nathan worked at the BHAFC Foundation for 14 years before getting a coaching job in the Brighton academy.

"I'm fairly well known around Sussex these days, I've been lucky enough to be quite successful in the local football community," Nathan said.

"All of that is down to the coaches at the Foundation seeing something in me and giving me the opportunity to grow."

Despite his early coaching success, Nathan still faced some significant challenges.

"No one in the Foundation knew but I was living in hostels for a while," Nathan said.

"A lot of people think that homeless people are all on the streets, but actually there are loads of kids in hostels who have moved out, whose parents passed away, and are homeless through no fault of their own."

Homeless at 21 and living in hostels, Nathan was given an offer too good to refuse.

In 2007, organisers from the Homeless World Cup were visiting hostels in Brighton looking for people who might be interested in playing.

The Homeless World Cup is an international tournament that works with homelessness organisations across the globe, giving hundreds of homeless people the chance to represent their countries.

After organisers visited his hostel and met Nathan, he was offered the chance to try out for the England team.

Nathan impressed at the trials and he was chosen to captain England at the Homeless World Cup in Copenhagen. They didn't win the tournament, but the whole experience had a big impact on him.

"The Homeless World Cup is a fantastic initiative," Nathan said, "they try to get people motivated by running trials and tournaments - it gives people something to focus on and look forward to. It definitely helped me."

Now Director of Football at Worthing FC, Nathan has overseen a period of unprecedented success for the club.

The men's first team won promotion to the National League South for the first time ever in 2022, and have qualified for the playoffs every season since. The women's side have been promoted twice in recent years to climb to the fourth tier of women's football, and the club's academy teams have won a host of trophies over the past five years.

For Nathan, engaging the locals is just as important as the club's success on the pitch.

"Male or female, old or young, we want our teams to represent the whole town. You can see that in our walking football teams, our disability-inclusive team, we want to represent as many different parts of the community as possible," he says.

Nathan started out life with limited opportunities, and he's a big advocate for giving people the same chances that benefitted him along the way. "For me, it's all about opportunity," he said, "the free programmes that the BHAFC Foundation runs, the kind I played at when I was 13, are important.

"They give people the opportunity to enjoy themselves and show what they can do. People just need a chance."

Nathan has to go and help finish the Under-14s training session on the pitch below.

He walks down to set up a drill, and a couple of the boys start joking around with him. Nathan has left his mark on these young players, just as he has on so many young people over the past 20 years.

Many of those players will go on to have careers as players or coaches, and perhaps they'll remember Nathan the same way he remembers his old coaches.

"We've got three or four players who we're sponsoring to do their coaching badges, like I was supported back in the day. The cycle goes on.

"I had the opportunity to make a career out of this, and if we can help someone else do the same, then we've done our job."

# 35 THE FOUNDATION ACCORDING TO MARTIN PERRY

Martin Perry gives the inside track on the Foundation's early days.

When it comes to the Albion, Martin Perry has seen it all. Former chief executive of the club and chair of the board of trustees at the Foundation, Martin oversaw a crucial period in Albion history.

He arrived at the club in 1997, and he was in for a surprise when he came into work for the first time.

"When I first arrived at the club, because of course the Goldstone had been sold and we had no ground of our own, we were based in some awful offices on Queen's Road that we'd inherited from the previous owners," Martin said.

"In the corner of these dreadful offices were two people – Steve Ford and Dave Jupp. They told me they were running what was then known as 'Football in the Community.'"

The charity was still in its infancy then, but Martin and Steve Ford had big plans to develop it.

"When I arrived Steve was focusing on after-school football sessions, and together we decided to expand our activities into the classroom.

"Another area we wanted to explore was disability football, because we knew the huge benefit it could have on the local community.

"So that was the start for me, working with Steve and the team to expand from just offering after-school football and beginning to work in education and disability football."

The charity's disability football programme, now one of the biggest in the UK, was a big hit with local people who hadn't really seen anything like it in Sussex before.

"The charity just grew and grew. It started with just two people in 1999 and look at it now – hundreds of staff members working all over Sussex.

"The reputation of the club grew too, as a result. Local people began to realise just how powerful this project was, and what the social benefits were to the area."

Rather than viewing the Foundation as a nice thing to do, Martin sees the charity's community work as an essential part of being a football club.

"Clubs absolutely have a responsibility to help their communities," he said, "I think it's really important that clubs use the power they have.

"Football clubs and players are icons, they're held up as examples in the community and therefore there's a responsibility."

After years of enjoying growth and success, Martin reflects on those early years as a really key period for the club and the charity – one that they had to get right after years of turmoil.

# DEREK CHAPMAN AND

"In that period while we were away in Gillingham, we lost a lot of our contact with Brighton," Martin said.

"Although there were some very loyal fans and sponsors who stuck with us, it was a really difficult time. We were at a low ebb, so it was important that Football in the Community did what it could.

"When we announced we were coming back, I told supporters in a meeting that one of the strategies we needed to develop was to re-engage with the local community. So the Foundation was a really important vehicle for doing that – with schools and young people especially.

"We certainly had a vision, but never quite expected the charity to reach the scale it has today. It plays such a major, major role in local society."

...

**Derek Chapman, former CEO of the club and a director for 25 years, was also a trustee at the BHAFC Foundation.**

A life-long fan of the Albion and one of the people responsible for the club's 'Seagulls' nickname, Derek has a special fondness for the charity.

"I was one of the directors on the board at the time that was Brighton born and bred," Derek said, "I've always been a supporter, and the community here is close to my heart."

Derek served as a trustee for six years and is very proud of what the charity achieved in that time.

"Being a trustee at the Foundation was something I loved doing," he said.

"We did some amazing things over the years, working with people with cancer, helping people with their weight problems, and ultimately using the power of football to help young people.

"When Steve Ford started it all he had next to nothing, just a bag of balls. Martin Perry and Dick Knight both drove the charity forward and it grew very quickly."

As a local, Derek is keenly aware of the issues facing some communities very close to home.

"The trouble is people don't realise the amount of poverty in Brighton, but if you look at Moulsecoomb and Whitehawk, they're some of the most deprived places in the country.

"People don't realise we have places like this in Brighton. There's a lot that needs doing here, and in an ideal world the local authorities could do it, but charities like the Foundation step in to pick up the slack where they can't.

"I left school at 15, didn't have many qualifications, and programmes like Premier League Kicks help kids like me at that age. It shows young people that if they do work hard, the sky's the limit."

# 35 DEIAN'S ALBION ADVENTURE

**For the last ten years, disability football has been one of the biggest parts of Deian's life.**

Deian, 17, was born with spina bifida – when a baby's spine and spinal cord does not develop properly in the womb, causing a gap in the spine.

When he was younger Deian played football at mainstream football clubs, but they didn't quite know how to accommodate him.

"They didn't want him to play in any matches because they didn't want him to get hurt," explained mum Catherine.

They decided to look for somewhere with more expertise with disability football and ended up finding the Foundation.

That was around ten years ago, and a seven-year-old Deian quickly knew this was the place for him.

"When he first started coming to Foundation sessions he grew to like it more and more, so we decided to play here full time," his mum said.

"He wouldn't go anywhere else now."

Deian plays around four times a week, taking every opportunity he can to get out onto the pitch.

"He plays in the pan-disability team and in the Sunday league side, but the cerebral palsy (CP) team is by far his favourite," Catherine said.

Disability football at the Foundation is supported by the Premier League PFA Community Fund, which helps the charity to provide so many different opportunities for people like Deian to play.

Deian has been a part of the cerebral palsy team for a couple of years, and playing with adults has really helped him develop.

"He's one of the youngest in the CP squad, he's only just turned 17 so he's only been around the squad for a couple of years," Catherine said.

Playing so often has helped Deian develop as a player, but his mum believes there are so many benefits for him beyond that.

"He absolutely loves it, and it helps with everything," she said.

"Knowing about football and being involved with it helps him socially at school. He goes to a mainstream college, and football gives him something to talk about.

"It helps him physically too. Football is his favourite exercise, and his physio is very happy he plays four times a week.
Playing football means Deian doesn't have to focus on his physio exercises so much, which he's very happy about!"

In his time with the Foundation, Deian has become a huge Albion fan and goes to most home and away games.

His first opportunity to go to a game came in 2016. Deian was facing an operation on his foot, and one of his coaches, Tyler, wanted to give him something to look forward to.
Tyler offered to take Deian to an Albion game at the Amex; Deian went and was hooked right away.

Over the years, Deian has experienced some incredible moments on the pitch.

"There are so many opportunities for him here. He's got to play at St George's Park, Craven Cottage, Chelsea's Cobham training ground, and even more beyond," Catherine said.

"Deian has met a few of the first team players here over the years, they sometimes come and meet players here which is really nice. He had a great experience meeting Solly March a few years ago."

***"The coaches here are so good to him, and they've given him so many opportunities."***

One of the big factors in Deian staying with the Foundation for more than a decade has been his relationship with the coaches.

"The coaches here look after them so well," Catherine said.

Abbie, who manages the CP team, is one of Deian's main coaches.

"She's absolutely brilliant," Catherine said,

"Even if he isn't first choice in the squad, she still makes sure everyone enjoys themselves and gets some good minutes on the pitch.

"The coaches here are so good to him, and they've given him so many opportunities. We wouldn't change it for anything."

# BUTTERS' CORNER

**Guy Butters. Albion hero and Foundation legend. Guy's been involved with the club for 23 years, and he's supported the Foundation for over a decade. Bike rides, quiz nights, pie-tasting, football coaching - he's done the lot!**

AMERICAN EXPRESS

# 35 YEARS IN PICTURES

ESTABLISHED 1990 ESTABLISH

35

# MEMORIES IN PRINT

SEAGULLS COMMUNITY SCHEME

WITH STEPHEN FORD

Five-a-side winners Worthing Dynamos (in red) and Hove Park Colts line up with Seagulls Community Scheme officials before Saturday's final.

## SCHEME IS "UNIQUE"

Albion's Football in the Community Scheme is unique – and that's official.

Sports Council representative Mark England told those present at the launch of the scheme on Saturday that 57 Football League Clubs were involved in projects throughout the country.

But the difference between Albion's scheme and the others was the support it had received from the local authorities.

Hove and Worthing borough councils have joined with the Sports Council, the Football Association and the Albion to provide the "Seagulls Community Scheme."

The scheme aims to develop football and links between the Albion and the community. Plans are already in hand to hold events such as exercise classes for all ages, archery lessons, sports injury clinics, a fun run and soccer schools in and out of school term times.

Saturday's launch saw under-11 teams compete in five-a-side tournaments at Worthing and Hove in the morning and the finalists – Hove Park Colts and Worthing Dynamos – meet on the Goldstone pitch before the Barclays League game against Oldham.

In the Hove tournament, played on the artificial pitch at Hove Park, Fishergate Flyers scored 23 goals in four games only to lose 3–2 in the decider after leading 2-0 against Hove Park Colts.

At Worthing Leisure Centre Worthing Dynamos were the outstanding team and maintained their form into the final where they ran out 6–0 winners.

Seagulls in the Community

Stephen Ford

## ST ANDREWS VISIT THE GOLDSTONE

Thirty pupils from St. Andrews school arrived at the Goldstone last week, clipboards in hand. Although in the past a visit to Brighton and Hove Albion FC may have been fun it probably had very little educational content.

After speaking to Miss Cole, the headteacher and Connie Hughes, the class teacher, a visit was planned which hopefully would be both interesting and informative.

The group arrived at 10.30 a.m., started the visit with a walk around the pitch, met groundsman Frankie Howard and then moved inside into our 'Classroom' in the Executive Club. They asked questions about the club, ranging from the commercial side to the playing and training schedules of the players.

The youngsters visited the boardroom, changing areas, weights room and the club shop.

The visit was part of the childrens' topic on leisure in their community and it seemed to fit in well with their studies. Said Connie Hughes: "The children really enjoyed the visit. All had worked hard in preparing questions. They realise now that there is so much involved in running a football club and from my point of view there is lots of follow up work to be done."

## PLAY ACTIVITY CENTRE

Don't forget the new Play Activity Centre is open again this Saturday for the match against Middlesbrough. It operates from Somerhill Junior School, Somerhill Road, Hove — just 10 minutes walk from the Goldstone. It runs from 2.15 to 5.15 p.m. and caters for boys and girls between the ages of 5-11. Staffed by experienced play leaders the children will have the opportunity to take part in a variety of creative play opportunities — sports, games, arts and crafts and various other activities.

The cost is just £1 for three hours of fun in a safe environment. If you would like further information contact me at the Goldstone on Brighton 746134 (24 hrs).

20

Seagulls in the Community

Stephen Ford

The full 'squad' at Worthing Leisure Centre

## SEAGULLS SOCCER SCHOOLS

One of the aims of the Seagulls Community Scheme is to encourage boys and girls between the ages of six and 16 to play football. The idea is to provide as many opportunities as possible. The schools run during half terms, school holidays, early evenings and at weekends. If you know someone who would be interested in taking part then please contact me at the Club on Brighton 746134.

## FIVE DAY COURSES

Throughout August in Hove and Worthing nearly 200 youngsters attended a Seagull Soccer School. Each player was involved in the Football Association's Soccer Star Awards, received a Soccer School tee-shirt, a certificate of attendance and two free tickets to a first team League match at the Goldstone. The next five-day course will start on Monday, October 22.

## FIVE-A-SIDE FOOTBALL FOR FUN

Our Saturday morning five-a-side clubs start in Worthing on September 6. These are being held at the Worthing Leisure Centre and the Davison Leisure Centre in Worthing between 9.30 a.m. and 10.30 a.m. If you live near to Portslade Sports Centre they are currently running five-a-side clubs between 11.30 a.m. and 12.30 p.m. and every Monday between 4.30 p.m. and 5.30 p.m. These clubs allow young footballers to play for fun in a fully supervised game.

## EARLY EVENING COURSES

These are being organised after school in Worthing, Hove and Portslade. Each course lasts for eight weeks — starting in September. For more details please contact me at the Club.

## ONE-DAY GOALKEEPING COURSE

The first of these courses attracted more than 30 aspiring goalkeepers at Worthing Leisure Centre. Look out for the date of the next one to be held in Hove.

## GIRLS ONLY WEEKEND COACHING COURSE

In an effort to encourage more girls to play football two coaching weekends were held in Hove and Worthing. Taken by a fully qualified female coach, they covered all the basic skills of the game. Again — look out for the date of the next one.

SEAGULLS COMMUNITY SCHEME

WITH STEPHEN FORD

## NEW CHALLENGE

As the new Football in the Community Officer for the Club I'm really looking forward to the challenge ahead. With support from Hove and Worthing Borough Councils, the Football Association, the Sports Council and the Albion I'm sure we can achieve the aim – to develop football and close links between the club and the community. Lots of football and community activities are planned, so look out for these in the coming match programmes.

Schools will be set up. Open to boys and girls of all ages they will run early evenings, during half-terms and throughout every school holiday from Easter onwards. They will provide the opportunity to receive excellent coaching in safe, well organised and enjoyable football schools. Further details of the Seagulls Soccer Schools will be published soon.

## FOOTBALL ASSOCIATION COURSES

An important part of Football development is coach development. If you are involved in coaching or managing young players and feel you could benefit from going on a Football Association course such as the Football Leaders Course, the Teaching Certificate Course (for teachers only) or the Preliminary Coaching Certificate Course then contact me at the club for further information.

## LINKS WITH SCHOOLS

Hopefully over the coming months stronger links can be developed with schools. Some local schools have benefitted from coaching and visits from Albion players and coaching staff and I hope this work will be extended. I will be contacting schools to offer educational visits to the club and visits to the schools by players and staff.

**Another exciting possibility is a fast team training session taking place at your school during a weekday morning!**

## SEAGULLS SOCCER SCHOOLS

Throughout the boroughs of Hove and Worthing, Seagull Soccer

a fortnight on Monday evenings between 7 p.m. and 9 p.m. at the Goldstone Ground. This will be open to all and Malcolm will give help and advice on problems relating to Sports injuries. The first clinic will be held on Monday, March 12. If you feel this would be of benefit to you, come along.

## FUN RUN

In partnership with Hove's Action Sport Team I'm organising a Fun Run in Hove Park (directly opposite the Goldstone Ground) on May 13 – the day after the Cup Final. Hove Geneva Hookers will benefit from the £1 entrance fee and all the sponsor money collected. We're hoping for a huge turnout so we can raise lots of money. All the players and staff at the Albion will be involved – so make a note in your diary and urge your family and friends to take part!

## SPORTS INJURY ASSESSMENT CLINIC

As part of the Seagulls Community Scheme Malcolm Stuart, the club's Physiotherapist, will be taking a Sports Injury Assessment Clinic once

## EXERCISE CLASSES

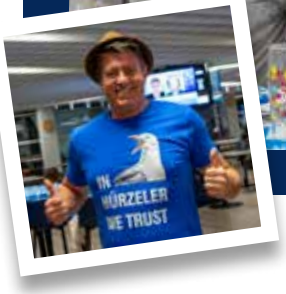
Gentle exercise classes to suit all ages will be held at the club on Wednesdays between 11 a.m. to 12 noon. The classes will be taken by a qualified teacher and the cost will be £2. For further details about the starting date of the classes, please contact me at the Club.

# MEMORIES IN PRINT

# LET'S GET QUIZZICAL

Every season we host a couple of quiz nights. They raise thousands of pounds, we see some fantastic (and some questionable) outfits, and everyone has a whale of a time.

This season we held two; a Bavarian-themed evening to celebrate the arrival of Fabian Hürzeler, and a groovy 90s-themed night with special guest Fatboy Slim.



NOW THAT'S WHAT I CALL A 90s QUIZ

# Right about now

**DJ Fatboy Slim, friend of the Albion and ambassador for the Foundation, has had a very busy year supporting the charity.**

NORMAN GOT STUCK IN AT A DISABILITY FOOTBALL CAMP IN LANCING LAST SUMMER

NORMAN - WITH HELP FROM ROYAL BLOOD DRUMMER BEN THATCHER - HELPED DRUM UP SUPPORT AT OUR COMMUNITY MATCHDAY IN APRIL.

CONTRIBUTING HIS OWN SIGNED BAUBLE FOR OUR AUCTION LAST CHRISTMAS.

QUIZZERS LIVED THE DREAM LAST MAY WHEN THEY GOT TO ENJOY A MUSIC ROUND HOSTED BY A WORLD-FAMOUS DJ!

WE TEAMED UP WITH NORMAN TO BRING FANS OUR EXCLUSIVE FOUNDATION X FATBOY SLIM SWEATSHIRTS - AND HE EVEN HELPED MODEL THEM!



NORMAN JOINED BUZZ AND THE TEAM ON THE FIRST LEG OF THEIR FUNDRAISING WALK ACROSS SUSSEX.

# FUTURE STARS:

## MATT HAYDEN

"When I was about eight or nine, I got offered a place in the elite pathway at the Foundation. I'd had trials with the club before but I wasn't offered a contract, so I had to work hard at the Foundation for a couple of years.

"It was hard not being offered that contract the first time, but I just kept at it and it motivated me more to keep going.

"Me and Aidan have played together since we were about 12, it's just been really good to have somebody that I know come up with me.

"Because we're such good mates off the pitch, it helps us on the pitch.

"Coming to Foundation sessions definitely helped me develop as a player and as a person."

## WILL RUTTER

"When I was at primary school some of my mates joined our local club Hassocks, so I joined with them. I always attended the after-school club on a Friday run by the Foundation. It was all about just having fun and having a kick about with my mates, really.

"The Monday night goalkeeping sessions here meant I could get stuck in and learn the basics. It gave me a great platform to get to where I am now, and it gave me the building blocks to develop as a young person and as a footballer.

"It really helped me, in part because I got scouted thanks to coming to the Foundation's sessions.

"I'd definitely recommend going to the Foundation's sessions to improve yourself, learn the basics of your position, and just to enjoy it. At the end you'll have fun and enjoy it, you'll make so many mates and have such good memories.

# FROM THE FOUNDATION'S PATHWAY TO THE BRINK OF THE PREMIER LEAGUE

## AIDAN WEST

"My mum got me into loads of sports, but football was the one for me. I picked it up quite quickly and it became my favourite sport.

"I started on the Foundation's football pathway as an Under-11, they'd been watching me for a little while and invited me to one of their sessions. I played there for about two years before joining the club's academy at 13.

"I have great memories of being with the Foundation, going to tournaments with my mates and playing a lot of matches, I played with Matt a lot which was really fun.

"Matt joined the academy a little bit before me, which definitely made me want to work harder to be there with him.

"We play on the same wing together now, so I guess that connection has stayed with us ever since."

## COACH PEDDERS

Mark Pedrick - known as Pedders to his players - was involved in the development of most of the young players who came through the Foundation's pathway system.

"I've worked in academy football for the club and the Foundation for about seven years. Seeing some of the journeys the boys have had from starting at Under-8s and working up to becoming scholars has been absolutely fantastic.

"I'm proud of them all in different ways. You really see their journeys, their struggles and their successes.

"We want to make good footballers, but we also want to make our sessions fun and engaging and ultimately make good people who share our values."

# How amputee football has changed Terry's life

Since joining our disability football programme about a year ago, Terry has gone from strength to strength.

Terry, from Eastbourne, was born without feet 40 years ago.

He grew up in East Sussex and quickly fell in love with football, even though he only had the chance to play mainstream football against fully-abled people.

"I've always loved football," Terry tells us, and he took every opportunity he had to play as a youngster.

As an adult, Terry moved to Sierra Leone for work. During his time there, he was also heavily involved in local football.

Terry was based in Sierra Leone for 10 years – an experience which he describes as an "eye-opener" – where he saw first-hand the effects of the ebola pandemic and two presidential elections.

On his return to the UK, Terry decided it was time to look for disability football opportunities and he came across the Foundation's sessions in Eastbourne.

"When I came back to the UK I just wanted to get involved with football straight away," Terry said.

"I found the Foundation, they invited me along, and I played for the first time at an open day last year."

Terry instantly knew he'd found the right group for him. He joined up right away and started playing at the Foundation's Saturday sessions in Eastbourne for a time, before soon progressing into the elite training camps in Lancing.

Despite his relatively short time with the Foundation so far, Terry can't speak highly enough of his experiences.

## *"I've met people at the Foundation for whom this is their whole life."*

"To say this has been life-changing is an understatement," he said.

"Being able to play football with people who can understand me better has been fantastic.

"The coaches, the club, the staff have all been absolutely amazing. They make you comfortable to be yourself, comfortable to not be embarrassed."

Terry has taken serious inspiration from his coaches, even going so far as to start working towards his own coaching badges.

"The coaches have been so good they've encouraged me to look at coaching qualifications myself. I'm now working towards my UEFA C badge, which I'm thoroughly enjoying.

"The impact the Foundation has had on me has been brilliant, and I can't speak more highly of everyone involved."

"Terry is such a fantastic character," said Phil Broom, Disability Football Lead at the Foundation, "He's a top player and he brightens up every session he's in.

"In his short time with us he's shown amazing dedication and a brilliant attitude, and every coach speaks so highly of him."

Terry was part of a group of players who were part of a photoshoot to promote the club's 2024/25 kits.

"Being invited to this shoot at the Amex was lovely. It shows to me the effort the Foundation are making to include everyone," Terry said.

"It was a privilege for me to help, and I was glad to do it because of all the tremendous support the Foundation has given me.

"It was great seeing the media room, the changing rooms, sitting in the dugout. What a feeling."

Terry, like so many of the people he plays with, spends the whole week looking forward to his next training session.

"I've met people at the Foundation for whom this is their whole life. This is their chance once every week or two to get out and play football.

"The smiles the Foundation puts on our faces, the experiences we have, it's all so important.

"Playing football has changed my life, it's that simple."

# ONE ALBION

**All Albion stars. Disability football was at the forefront as the Albion launched their new home kit for the 2025/26 season.**

# ONE ALBION

CYRIL
TYLER
NICK
AMERICAN EXPRESS
AMERICAN EXPRESS
AMERICAN EXPRESS

# A YEAR IN FUNDRAISING AND VOLUNTEERING

Above: American Express colleagues supported the Foundation by volunteering at many events throughout the season.

Above: Dozens of runners represented the BHAFC Foundation at the Brighton Marathon and BM10K this year.

Above: Fans donated thousands of pounds at our community matchday in April.

Right: Guy Butters led the Foundation squad at the London to Brighton bike ride.

Left: Albion fans enjoyed some festive fundraising at the Christmas Lunch with Albion Legends, raising an enormous £28,000.

Below: British Airways doubled fan donations during a special campaign in the spring, raising well over £10,000.

Below: Thousands of pounds were raised for the Foundation at memorial games this season, including matches remembering Matt and Jacob as well as Albion fan Ollie Rolfe.

Below: Fundraising legend Michelle Tipper raised £2,300 by abseiling down the Brighton i360.

Special charity screenings of Stand or Fall at the Picture House raised thousands.

# JACK'S DREAM

## to be the first deaf Premier League player

**11-year-old Jack Pilcher has flourished in the BHAFC Foundation's disability football programme, says mum Kelly.**

Jack, who lives in Wadhurst, travels down to Lancing every other week to play at the Foundation's deaf talent hub sessions at the club's training ground.

Jack's mum says he is "super obsessed" with football, having been playing regularly ever since he was big enough to kick a ball properly.

He began playing for his local team at the age of four, but after a few years in mainstream football they started to ponder whether disability football might be beneficial for him.

"It was a bit of a dilemma," said mum Kelly, "Jack was playing for his local club and we weren't really sure whether we needed to investigate deaf football for him.

"We applied for England anyway, and he soon started playing at their Regional Talent Hub."

While playing at his England sessions, Jack was introduced to BHAFC Foundation disability lead, Phil Broom.

After a few conversations with Phil, they decided to give the Foundation's deaf football sessions a go.

"Phil was really keen for Jack to come down, so we agreed to try it out," Kelly said.

"I'd never really known there was a programme like this near us, I had no idea there was this whole world of deaf sport for children."

Jack wears a cochlear implant on one side of his head, and uses a hearing aid for his other ear. This means that he can't necessarily rely on audio cues in the same way that other players at his local club can.

Coming to the Foundation sessions gave Jack the chance to play regularly surrounded by players and coaches who could understand exactly what Jack needs on a football pitch.

Quickly, Kelly started to see a big change in her son.

"When he comes to deaf football sessions, it's like we almost see a totally different boy," she said.

"He's beaming, he can relax, he learns so much because he's not having to worry about his teammates or his coaches.

Jack and coach Phil with a special deaf awareness Albion scarf.

"There's no big explanation about 'this is what I need, this is what I can and can't hear', he can just play."

She also sang the praises of Jack's coaches at the Foundation, singling Phil Broom out in particular for how he's supported Jack.

"The coaches are amazing. Phil understands Jack to a tee.

"He really taps into all sides of Jack; the serious side where he can develop him on a tactical and technical level, but also on a personal level he helps Jack develop those important attributes like working hard and being humble.

"When we go to matches with the Foundation, Jack just loves it. I can see it in his whole body."

Phil Broom has been impressed with the development he's seen in Jack in his time with the Foundation.

"Jack is a cracking little player and a lovely lad," Phil said, "he's a pleasure to have at our sessions and we've all been really impressed with his level of ability.

"Like a lot of our players he travels a fair distance to come to our training sessions and matches, but he always comes full of energy and ready to give it his all."

Alongside his deaf football sessions, Jack also plays at a good level in mainstream football, representing the district team for his age group.

"He's playing two different sports, really. I don't really know how he does it but he copes with it very well," Kelly said.

"If you asked him right now, Jack would tell you that he wants to be the first deaf player in the Premier League. And why not?

"He's got a long way to go yet and he needs to focus on Year 6 first, but we'll support him all the way."

# Structure, governance, and management

## Reference and administrative details

**Trustees:**

C A Bauer (Chair)
V J Byrne
L W Cooper
L M El Baradei (appointed 26 March 2025)
D P Fellows (appointed 26 March 2025)
R I Galloway
Z Johnson
S B Marshall
P J Mullen (resigned 26 March 2025)
R A Read
J Richards (resigned 26 March 2025)
R J Valder-Davis (appointed 26 March 2025)
R J Wood (appointed 26 March 2025)

**Secretary:**

P M Baldwin

**Charity Registration Number:**

1110978

**Company Registration Number:**

05122343

The charity is incorporated in England and Wales.

**Registered Office:**

American Express Stadium
Village Way
Brighton
BN1 9BL

**Auditor**

Chisnall Comer Ismail & Co
Chartered Accountants & Registered Auditors
Maria House
35 Millers Road
Brighton
BN1 5NP

# Structure, governance, and management

## Statement of trustees' responsibilities

The trustees (who are also the directors of Brighton & Hove Albion Foundation Ltd 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards, comprising FRS 102 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 business.

The trustees are responsible for keeping proper accounting records that can 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 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## Charitable objectives

The Brighton & Hove Albion Foundation is the official charity of Brighton & Hove Albion.

The charity's governing document, the memorandum and articles of association sets out its purposes for the benefit of the inhabitants of the City of Brighton and Hove, Sussex and elsewhere through:

- The advancement of education.
- The preservation and protection of good health.
- To provide or assist in the provision of facilities in the interests of social welfare for the recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.
- To promote such other purposes as are charitable under the law of England and Wales from time to time in particular through an association with football.

# Structure, governance, and management

## Nature of governing document

The organisation is a charitable company limited by guarantee, registered as a charity with the Charity Commission on 22 August 2005.

The company was established under a memorandum of association that established the objects and powers of the charitable company and it is governed under its articles of association.

## Recruitment and appointment of trustees

New Trustees are appointed according to the charity's governing document, and to meet specified capability requirements.

## Induction and training of trustees

New trustees go through a formal induction and training process and are encouraged to meet the charity's beneficiaries to hear their experiences first-hand.

All trustees give their time voluntarily and receive no benefits from the charity. No trustee claimed expenses from the charity in 2024-25.

A chief executive is appointed by the trustees to manage the day-to-day operations of the charity.

On the 26 March 2025, R J Valder-Davis, L M El Baradei, D P Fellows, and R J Wood were appointed as trustees and directors. R J Valder-Davis and R J Wood are both employees of Brighton & Hove Albion Football Club Ltd.

P J Mullen and J Richards resigned as trustees and directors on 26 March 2025.

## Public benefit

The trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

It is the opinion of the trustees, that this report demonstrates how the charity provides public benefit.

## Fundraising

The charity's fundraising activities are vital to generate restricted and unrestricted funds to deliver its charitable objectives and continue to improve the lives of people in our community. This is achieved by providing a comprehensive fundraising programme through which people can pledge their support by direct donation and participation in challenge events.

The Brighton & Hove Albion Foundation is registered with the Fundraising Regulator and adheres to the standards outlined in the Fundraising Code of Practice.

No third parties were paid to undertake fundraising activities on behalf of the Brighton & Hove Albion Foundation and there were no complaints received during the 2024-25 reporting year relating to the fundraising practice of the charity.

# Finance Review

## Finance Review

The charity generated £3,677,897 (2024: £3,581,344) of income during the financial year, enabling it to invest £3,662,680 (2024: £3,576,745) of funds into delivering its work throughout Sussex. The charity generated a surplus of £15,217 (2024: £4,599) and increased its reserves to £770,205 at the year end. To ensure the long term sustainability of the organisation, a considerable effort has been made in recent years to develop a broad range of income streams, enabling the charity to be well positioned to face any unforeseen challenges.

The continued presence of Brighton & Hove Albion FC as a Premier League club has a positive effect on the charity through an increase in profile, both locally and nationally. It is not considered the charity's long-term financial sustainability is dependent on the club's topflight status.

## Plans for the future

The charity heads into 2025/26 seeing an ever-increasing demand for its activities and with a desire to meet the emerging needs of our communities. In response to the increased needs, the Foundation is partnering with a wide range of community stakeholders to ensure local priorities are at the forefront of our delivery. This includes partnering with Sussex Police and Office of Sussex Police Crime Commissioner to use football as a diversionary activity for young people in targeted hot spots; collaborating with schools throughout Sussex to bring Albion-themed lessons to disengaged learners; and developing wellbeing related programmes in collaboration with health partners.

By continuing to focus on our outreach into targeted communities throughout the whole of Sussex, our focus in 2025/26 continues to be on how the charity can use football to help people to get active, be used as engagement tool and context for learning in class and to support mental wellbeing.

## Financial instruments

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

## Cash flow risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity may use a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of Accounting Policies in the financial statements.

The charity currently has no working capital facilities with any bank.

Cash flow is reviewed weekly with a monthly rolling forecast for the next 12 months.

No working capital deficiencies have been identified in the coming years.

## Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables.

An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

## Remuneration – How we decide how much to pay our staff

The Brighton & Hove Albion Foundation has a remuneration committee, comprising of the Chair of trustees and an elected member of the board of trustees. This committee meets annually to determine the remuneration for the entire staff team. The committee takes responsibility for ensuring that the charity pay levels are appropriate and competitive, and to recommend any potential annual cost of living increase. This committee sets the salaries of the key management staff and reviews these arrangements on an annual basis. These salaries are benchmarked against comparative roles within the sector.

# Finance Review

## Reserves policy

The charity's policy is to maintain an appropriate level of reserves to support the ongoing activities of the organisation. This is in order to:

- Provide a sustainable and appropriate level of working capital.
- Allow for periods of unexpected drops in planned income.
- Cope with unexpected and short-term increases in planned expenditure.
- Provide cover for other risks, contingencies, or unforeseen events.

The charity's policy and determination of the required level of reserves are set in accordance with Charity Commission guidelines and are reviewed by the trustees at each board meeting.

The current policy is to hold reserves within a range from £450,000 to £600,000 and that this is adequate for the charity to operate and considers any risks to which the charity is exposed, along with the current and projected future levels of income and expenditure.

The charity's available reserves at year end totalled £770,205 of which £753,586 were unrestricted. The trustees have created a designated fund for future capital development and have assigned £200,000 of unrestricted reserves towards this. The policy will continue to be reviewed during 2025/2026 by the Board of Trustees.

## Responsibilities of trustees

The trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 26 March 2026 and signed on its behalf by:

.....

C A Bauer - Trustee

# Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

## Opinion

We have audited the financial statements of Brighton & Hove Albion Foundation Ltd (the 'charity') for the year ended 30 June 2025, which comprise the and, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 30 June 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

## 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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 charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

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

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

We have nothing to report in this regard.

## Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The 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.

# Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

## Responsibilities of trustees

As explained more fully in the trustees' report (set out on page 46), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

## Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with management and those charged with governance, and from our knowledge and experience of charitable concerns;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2022, the Charity SORP, the Companies Act 2006, the Child Protection Act, Disability Discrimination Act, data protection, anti-bribery, employment and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;

# Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators, and the charity's legal advisors.

## Opinion on other matters prescribed by the Companies Act 2006

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

- The information given in the report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- This has been prepared in accordance with applicable legal requirements.

T G Humphries FCA FCCA (Senior Statutory Auditor)
For and on behalf of Chisnall Comer Ismail & Co,
Statutory Auditor

Maria House
35 Millers Road
Brighton
East Sussex
BN1 5NP

Date: 26 March 2026

# Statement of Financial Activities for the Year Ended 30 June 2025

**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2025 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,831,177 | 1,000,972 | 2,832,149 |
| Investment income | 4 | 34,237 | - | 34,237 |
| Fundraising | | 811,511 | - | 811,511 |
| Total Income | | 2,676,925 | 1,000,972 | 3,677,897 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,534,681) | (993,481) | (3,528,162) |
| Governance costs | 5 | (16,593) | - | (16,593) |
| Support costs | 6 | (117,925) | - | (117,925) |
| Total expenditure | | (2,669,199) | (993,481) | (3,662,680) |
| Net income | | 7,726 | 7,491 | 15,217 |
| Net movement in funds | | 7,726 | 7,491 | 15,217 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 745,860 | 9,128 | 754,988 |
| **Total funds carried forward** | **17** | **753,586** | **16,619** | **770,205** |

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2024 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,713,185 | 918,444 | 2,631,629 |
| Investment income | 4 | 41,057 | - | 41,057 |
| Fundraising | | 908,658 | - | 908,658 |
| Total Income | | 2,662,900 | 918,444 | 3,581,344 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,529,125) | (916,809) | (3,445,934) |
| Governance costs | 5 | (26,599) | - | (26,599) |
| Support costs | 6 | (104,212) | - | (104,212) |
| Total expenditure | | (2,659,936) | (916,809) | (3,576,745) |
| Net income | | 2,964 | 1,635 | 4,599 |
| Net movement in funds | | 2,964 | 1,635 | 4,599 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 742,896 | 7,493 | 750,389 |
| **Total funds carried forward** | **17** | **745,860** | **9,128** | **754,988** |

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2025 is shown in note 17.

# Balance Sheet

**Balance Sheet as at 30 June 2025**

| | Note | 2025 (£) | 2024 (£) |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 11 | 34,750 | 36,778 |
| Investments | 12 | 1 | 1 |
| | | 34,751 | 36,779 |
| **Current assets** | | | |
| Debtors | 13 | 474,810 | 457,718 |
| Cash at bank and in hand | 14 | 1,021,872 | 942,754 |
| | | 1,496,682 | 1,400,472 |
| **Creditors: Amounts falling due within one year** | 15 | (761,228) | (682,263) |
| **Net current assets** | | 735,454 | 718,209 |
| **Net assets** | | 770,205 | 754,988 |
| **Funds of the charity:** | | | |
| **Restricted income funds** | | | |
| Restricted funds | | 16,619 | 9,128 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 753,586 | 745,860 |
| **Total funds** | **17** | **770,205** | **754,988** |

These accounts are prepared in accordance with the special provision of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements on pages 53 to 65 were approved by the trustees, and authorised for issue on 26 March 2026 and signed on their behalf by:

.....

C Bauer - Trustee

# Statement of Cash Flows for the Year Ended 30 June 2025

| | Note | 2025 (£) | 2024 (£) |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net income | | 15,217 | 4,599 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | 6 | 13,830 | 12,375 |
| Investment income | 4 | (34,237) | (41,057) |
| | | (5,190) | (24,083) |
| **Working capital adjustments** | | | |
| Increase in debtors | 13 | (17,092) | (14,523) |
| Increase / (decrease) in creditors | 15 | 78,965 | (188,675) |
| Net cash flows from operating activities | | 56,683 | (227,281) |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 4 | 34,237 | 41,057 |
| Purchase of tangible fixed assets | 11 | (11,802) | (11,566) |
| Net cash flows from investing activities | | 22,435 | 29,491 |
| Net increase / (decrease) in cash and cash equivalents | | 79,118 | (197,790) |
| Cash and cash equivalents at 1 July | | 942,754 | 1,140,544 |
| Cash and cash equivalents at 30 June | | 1,021,872 | 942,754 |

All of the cash flows are derived from continuing operations during the above two periods.

# Notes to the Financial Statements for the Year Ended 30 June 2025

## 1. Charity Status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
American Express Stadium
Village Way
Brighton
BN1 9BL

## 2. Accounting policies

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Statement of compliance**

The financial statements 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

# Notes to the Financial Statements for the Year Ended 30 June 2025

**Basis of preparation**

Brighton & Hove Albion Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

**Exemption from preparing group accounts**

The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

**Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts held is recognised when the charity has entitlement to the funds and any performance conditions attached to the contract have been met.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognitions are met.

Donations and other receipts from fundraising are reported gross and are accounted for on a receivable basis.

**Grants receivable**

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

**Gift Aid**

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

**Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

**Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

**Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Plant and machinery | 25% on cost |
| Computer costs | 33% on cost |
| Motor vehicles | 25% on cost |

**Fixed asset investments**

Fixed asset investments represent shares in the Trading subsidiary this is included at market value at the balance sheet date.

# Notes to the Financial Statements for the Year Ended 30 June 2025

**Trade debtors**

Trade debtors are recognised when funding or donations arise that transfer economic benefits to the charity. These are measured at transaction value.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

**Foreign exchange**

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

**Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## 3. Activities for generating funds

**Income from charitable activities**

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted funds (£) | Total 2025 (£) | Total 2024 (£) |
| Community Wellbeing | 148,164 | 503,535 | 651,699 | 634,695 |
| Education and Employability | 244,047 | 292,781 | 536,828 | 501,563 |
| Football Participation | 1,438,966 | 204,656 | 1,643,622 | 1,495,371 |
| | 1,831,177 | 1,000,972 | 2,832,149 | 2,631,629 |

# Notes to the Financial Statements for the Year Ended 30 June 2025

## 4. Investment income

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2025 (£) | Total 2024 (£) |
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 34,237 | 34,237 | 41,057 |

## 5. Expenditure on charitable activities

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2025 (£) | Total 2024 (£) |
| Governance costs | 7 | 16,593 | 16,593 | 26,599 |

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted (£) | Total 2025 (£) | Total 2024 (£) |
| Staff and coaching costs | 1,723,461 | 993,481 | 2,716,942 | 2,684,009 |
| Programme delivery costs | 514,573 | - | 514,573 | 418,218 |
| Operational costs | 296,647 | - | 296,647 | 343,707 |
| Charitable activities | 2,534,681 | 993,481 | 3,528,162 | 3,445,934 |

£2,534,681 (2024 - £2,529,125) of the above expenditure was attributable to unrestricted funds and £993,481 (2024 - £916,809) to restricted funds.

## 6. Support costs

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2025 (£) | Total 2024 (£) |
| Rent and rates | 104,095 | 104,095 | 91,836 |
| Depreciation of plant and machinery | 8,567 | 8,567 | 7,112 |
| Depreciation of office equipment | 5,263 | 5,263 | 5,264 |
| | 117,925 | 117,925 | 104,212 |

# Notes to the Financial Statements for the Year Ended 30 June 2025

## 7. Analysis of governance and support costs

**Governance costs**

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2025 (£) | Total 2024 (£) |
| Audit fees | | | |
| Audit of the financial statements | 13,650 | 13,650 | 13,000 |
| Accountancy fees paid to others | 2,943 | 2,943 | 13,599 |
| | 16,593 | 16,593 | 26,599 |

## 8. Net incoming/outgoing resources

**Net incoming resources for the year include:**

| | 2025 (£) | 2024 (£) |
|---|---|---|
| Operating leases - other assets | 104,095 | 91,863 |
| Audit fees | 13,650 | 13,000 |
| Depreciation of fixed assets | 13,830 | 12,375 |

## 9. Staff costs

**The aggregate payroll costs were as follows:**

| | 2025 (£) | 2024 (£) |
|---|---|---|
| Staff costs during the year were: | | |
| Staff and coaching costs | 2,434,206 | 2,423,593 |
| Staff NIC (Employers) | 210,510 | 183,170 |
| Staff pensions | 72,226 | 70,724 |
| Consultancy and other staff costs | - | 6,522 |
| | 2,716,942 | 2,684,009 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2025 (No) | 2024 (No) |
|---|---|---|
| Permanent Staff | 50 | 55 |
| Casual Staff | 99 | 138 |
| | 149 | 193 |

# Notes to the Financial Statements for the Year Ended 30 June 2025

The number of employees whose emoluments fell within the following bands was:

| | 2025 (No) | 2024 (No) |
|---|---|---|
| £60,001 - £70,000 | 1 | - |
| £70,001 - £80,000 | - | 1 |
| £80,001 - £90,000 | 1 | - |
| £110,001 - £120,000 | 1 | 1 |

## 10. Taxation

The charity is a registered charity and is therefore exempt from taxation.

## 11. Tangible fixed assets

| | Office furniture and equipment (£) | Total (£) |
|---|---|---|
| **Cost** | | |
| At 1 July 2024 | 326,792 | 326,792 |
| Additions | 11,802 | 11,802 |
| At 30 June 2025 | 338,594 | 338,594 |
| **Depreciation** | | |
| At 1 July 2024 | 290,014 | 290,014 |
| Charge for the year | 13,830 | 13,830 |
| At 30 June 2025 | 303,844 | 303,844 |
| **Net book value** | | |
| At 30 June 2025 | 34,750 | 34,750 |
| At 30 June 2024 | 36,778 | 36,778 |

## 12. Fixed asset investments

| | 2025 (£) | 2024 (£) |
|---|---|---|
| Shares in group undertakings and participating interests | 1 | 1 |

**Shares in group undertakings and participating interests**

| Costs | Subsidiary undertakings (£) | Total (£) |
|---|---|---|
| At 1 July 2024 | 1 | 1 |
| At 30 June 2025 | 1 | 1 |
| **Net book value** | | |
| At 30 June 2025 | 1 | 1 |
| At 30 June 2024 | 1 | 1 |

# Notes to the Financial Statements for the Year Ended 30 June 2025

**Details of undertakings**

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

| Undertaking | Country of incorporation | Holding | Proportion of voting rights and share held | | Principle activity |
|---|---|---|---|---|---|
| **Subsidiary undertakings** | | | **2025** | **2024** | |
| Brighton & Hove Albion Foundation Trading Company Ltd | England & Wales | Ordinary shares | 100% | 100% | To raise funds for the charity to use for charitable purposes |

**Subsidiaries**

The profit for the financial period of Brighton & Hove Albion Foundation Trading Company Ltd was £Nil (2024 - £Nil) and the aggregate amount of capital and reserves at the end of the period was £(1) (2024 - £(1)).

## 13. Debtors

| | 2025 (£) | 2024 (£) |
|---|---|---|
| Trade debtors | 355,713 | 327,942 |
| Prepayments | 74,255 | 81,510 |
| Other debtors | 44,842 | 48,266 |
| | 474,810 | 457,718 |

## 14. Cash and cash equivalents

| | 2025 (£) | 2024 (£) |
|---|---|---|
| Cash at bank | 1,021,872 | 942,754 |

## 15. Creditors: amounts falling due within one year

| | 2025 (£) | 2024 (£) |
|---|---|---|
| Trade creditors | 182,701 | 97,022 |
| Other taxation and social security | 123,029 | 77,288 |
| Other creditors | 74,138 | 63,912 |
| Accruals | 381,360 | 444,041 |
| | 761,228 | 682,263 |

# Notes to the Financial Statements for the Year Ended 30 June 2025

## 16. Related party transactions

During the year the charity made the following related party transactions:

**Brighton & Hove Albion Foundation Trading Company Ltd**
(Wholly owned subsidiary of Brighton & Hove Albion Foundation Ltd).

A donation of £76,014 (2024 - £79,701) and admin charges of £2,387 (2024 - £2,449) were made from Brighton & Hove Albion Foundation Trading Company Ltd to Brighton & Hove Albion Foundation during the year. At the balance sheet date the amount due from Brighton & Hove Albion Foundation Trading Company Ltd was £78,401 (2024 - £506).

**The Brighton and Hove Albion Football Club Ltd**
(Brighton & Hove Albion Foundation Ltd shares common directors with The Brighton and Hove Albion Football Club Ltd).

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £Nil (2024 - £9,000) for the rent of office facilities.

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £78,663 (2024 - £201,611) for programme delivery costs.

Included in creditors are amounts owed to The Brighton and Hove Albion Football Club Ltd amounting to £114,559 (2024 - £64,472).

The Brighton and Hove Albion Football Club Limited were charged by Brighton & Hove Albion Foundation Ltd £110,221 (2024 - £99,353) for services provided.

Included in debtors are amounts owed from The Brighton and Hove Albion Football Club Ltd amounting to £101,661 (2024 - £56,181).

The Brighton and Hove Albion Football Club Limited made donations to Brighton & Hove Albion Foundation Ltd totalling £195,000 (2024 - £192,000).

At the start of the financial year, 1 July 2024, five of the Trustees and Directors of Brighton & Hove Albion Foundation (L W Cooper, P J Mullen, R I Galloway, R A Read and Z Johnson) were also Directors and/or employees of The Brighton and Hove Albion Football Club Ltd. On 26 March 2025, P J Mullen resigned as a Trustee and Director of Brighton & Hove Albion Foundation. Also on 26 March 2025, R J Wood, R J Valder-Davis, who are employees of The Brighton and Hove Albion Football Club Ltd were appointed as Trustees and Directors of Brighton & Hove Albion Foundation.

The roles performed by those individuals employed by The Brighton & Hove Albion Football Club Ltd are as follows: R A Read as Director and Chief People and Culture Officer; P J Mullen as Director and Chief Operating Officer; L W Cooper as Director and Chief Finance and Administration Officer; Z Johnson as Managing Director (Women & Girls); R I Galloway as Senior Medical Advisor; R J Wood as Chief Commercial Officer; and R J Valder-Davis as Head of Safeguarding and Academy Player Care.

# Notes to the Financial Statements for the Year Ended 30 June 2025

## 17. Funds

| | Balance at 1 July 2024 (£) | Incoming resources (£) | Resources expended (£) | Transfers (£) | Balance at 30 June 2025 (£) |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| **General** | | | | | |
| General fund | 745,860 | 2,676,925 | (2,669,199) | (200,000) | 553,586 |
| **Designated** | | | | | |
| Future capital development fund | - | - | - | 200,000 | 200,000 |
| **Total unrestricted funds** | **745,860** | **2,676,925** | **(2,669,199)** | **-** | **753,586** |
| | | | | | |
| **Restricted funds** | | | | | |
| Inclusion programmes | 2,500 | 388,594 | (374,475) | - | 16,619 |
| Football participation programmes | 6,628 | 104,889 | (111,517) | - | - |
| Education programmes | - | 292,781 | (292,781) | - | - |
| Health programmes | - | 114,941 | (114,941) | - | - |
| Disability programmes | - | 99,767 | (99,767) | - | - |
| **Total restricted funds** | **9,128** | **1,000,972** | **(993,481)** | - | **16,619** |
| **Total funds** | **754,988** | **3,677,897** | **(3,662,680)** | **-** | **770,205** |

| | Balance at 1 July 2023 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2024 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 742,896 | 2,662,900 | (2,659,936) | 745,860 |
| | | | | |
| **Restricted funds** | | | | |
| Inclusion programmes | - | 197,859 | (195,359) | 2,500 |
| Football participation programmes | - | 128,841 | (122,213) | 6,628 |
| Education programmes | 5,516 | 317,393 | (322,909) | - |
| Health programmes | - | 146,783 | (146,783) | - |
| Disability programmes | 1,977 | 127,568 | (129,545) | - |
| **Total restricted funds** | **7,493** | **918,444** | **(916,809)** | **9,128** |
| **Total funds** | **750,389** | **3,581,344** | **(3,576,745)** | **754,988** |

The specific purposes for which the funds are to be applied are as follows:

# Notes to the Financial Statements for the Year Ended 30 June 2025

**Inclusion**

We provide free weekly football and mentoring to people facing barrier to regular participation, including teenagers living in areas of deprivation, adults with historic substance misuse problems, or people experiencing challenges with their mental health. Many of our inclusion projects combine free weekly football with mentoring, regular lifestyle workshops and personal development courses. Funding is obtained from a variety of sources, including, but not limited to, the Premier League Charitable Fund and Sussex Police.

**Football participation**

We endeavour to encourage people - particularly children and teenagers - to be physically active on a regular basis. This is often achieved by using the popularity of football or the appeal of Brighton & Hove Albion to motivate and encourage our participants. Sessions run throughout Sussex, with particular emphasis on increasing participation in traditionally under-represented groups, such as teenage girls.

**Education**

Among our varied education programmes are football themed numeracy and literacy lessons for local pupils, a project encouraging more girls to continue studying STEM subjects, and several nationally accredited further education qualifications offered to local people.

**Health**

The health programmes aim to improve the mental and physical health of local people of all ages. Each programme is specifically tailored to address the bespoke health needs of communities in hyper-local geographical areas. Support and funding comes from several partner organisations.

**Disability**

We are the largest provider of football opportunities to people with a disability living in Sussex, with 30 regular sessions now taking place. These are aimed at adult and junior players and offer participation at several stage of competitiveness, including regional and national levels. Our work is split into pan-disability sessions which are open to anyone with a disability, and disability-specific sessions, which allow participants to play within their own peer group and with tailored support appropriate to their needs. Many of our disability specific sessions are also an introduction to national competition and development structures, which tend to overwhelmingly be organised along disability-specific lines.

**Community fund**

Money raised through donations to support local community initiatives.

**Future capital development fund**

The trustees have created a designated fund to provide for future capital development. While the timing and exact costs of these projects are subject to further planning, the trustees consider it prudent to earmark resources in advance to ensure financial readiness. The funds remain unrestricted but are allocated internally for this purpose.

# Notes to the Financial Statements for the Year Ended 30 June 2025

## 18. Analysis of net assets between funds

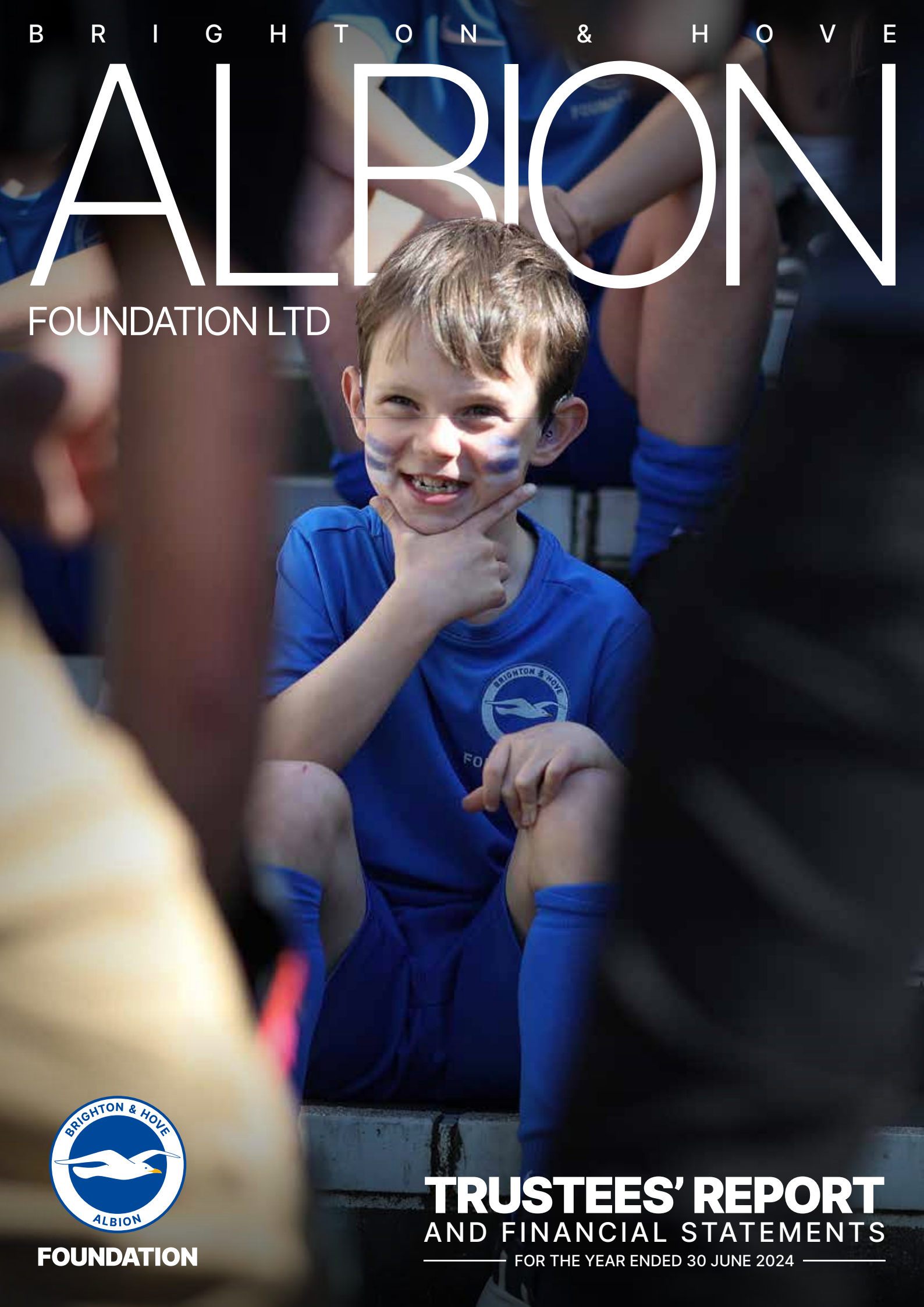
| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Designated (£) | Restricted funds (£) | Total funds at 30 June 2025 (£) |
| Tangible fixed assets | 34,750 | - | - | 34,750 |
| Fixed asset investments | 1 | - | - | 1 |
| Current assets | 1,489,191 | 200,000 | 7,491 | 1,496,682 |
| Current liabilities | (761,228) | - | - | (761,228) |
| Total net assets | 762,714 | 200,000 | 7,491 | 770,205 |

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Restricted funds (£) | Total funds at 30 June 2024 (£) |
| Tangible fixed assets | 36,778 | - | 36,778 |
| Fixed asset investments | 1 | - | 1 |
| Current assets | 1,391,344 | 9,128 | 1,400,472 |
| Current liabilities | (682,263) | - | (682,263) |
| Total net assets | 745,860 | 9,128 | 754,988 |

**Brighton & Hove Albion Foundation**

England & Wales - Charity number 1110978

# Accounts



BRIGHTON & HOVE

# ALBION

## FOUNDATION LTD

FOUNDATION

# TRUSTEES' REPORT

## AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

# CONTENTS


11 .... Key Focus: Football Participation

20 .... Key Focus: Education and Employability

26 .... Key Focus: Community Wellbeing

32 .... Trustees' Report

37 .... Independent Auditors' Report

40 .... Statement of Financial Activities

41 .... Balance Sheet

42 .... Statement of Cash Flows

43 .... Notes to the Financial Statements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Brighton & Hove Albion Foundation, American Express Stadium, Village Way, Brighton BN1 9BL. Tel: 01273 878265.
Company limited by guarantee in England and Wales (No. 5122343). Registered charity in England and Wales (No. 1110978).


Registered with FUNDRAISING REGULATOR

# MATT DORN

## A message from Brighton & Hove Albion Foundation's chief executive.

**Hello and welcome to our annual report—a look back at the incredible achievements of the Brighton & Hove Albion Foundation over the past year.**

2023/24 was a transformative season for us. We rebranded and relocated to new offices in the heart of Brighton, closer to our community and Albion fans. This move also enabled the opening of our Community Hub near Queens Park, enhancing our outreach and facilities.

Amid these changes, our team remained steadfast, delivering exceptional programmes for participants across Sussex. Over 10,000 young people joined our football sessions, from Premier League Kicks to holiday camps. We're committed to growing opportunities for all, especially girls and young people with disabilities, as we continue to champion inclusivity in football.

The season also marked an unforgettable milestone for the Albion, with the men's first team making their European debut. Having our Foundation's logo on the squad's Europa League shirts was a proud moment, spotlighting our work internationally while reinforcing our connection to fans at home.

We're grateful for the unwavering support of our community ambassadors, including Kaoru Mitoma, Vicky Losada, Joel Veltman, Pauline Bremer, and Norman Cook (DJ Fatboy Slim). Their involvement inspires young people and strengthens our outreach.

This impact is only possible thanks to our dedicated staff, volunteers, donors, and title partner, American Express. To everyone who supports us, especially Albion fans—you make our work meaningful. From all of us at the Foundation, thank you!

# CARINA BAUER

## A message from Brighton & Hove Albion Foundation's chair of trustees.

**As we step into another exciting season, I am deeply honoured to continue serving as the Chair of Trustees for the Brighton & Hove Albion Foundation.**

Our role as a leading social organisation in Brighton and across Sussex enables us to collaborate with a wide range of partners in the public, private, and voluntary sectors. Key partnerships with local schools, community groups, the NHS, and Sussex Police highlight the incredible power of football to engage, inspire, and support children and young people. These relationships empower us to help them improve their lives and make positive choices for their futures.

Thanks to these partnerships, the Foundation now reaches over 5,000 people each week through the 350 sessions we deliver across 35 towns in Sussex. This remarkable scale is a testament to the Foundation's impact and reflects how deeply football resonates within our communities, enriching lives and fostering connections.

Our Foundation is driven by an exceptional team of staff who go above and beyond to transform lives every single day. Their unwavering dedication continues to make Sussex a better place, carrying forward the spirit and values of the Albion in all they do.

None of this would be possible without the tireless efforts of everyone who has contributed to the Foundation over the years. Your collective passion, commitment, and belief have built something truly extraordinary—an organisation that changes lives and leaves a lasting legacy. Together, we are proving the power of football to unite, uplift, and inspire.

# NEWS ROUNDUP

Above: Year 6 pupils from Maidenbower Junior School in Crawley celebrate winning the Premier League Primary Stars National Under-11s Mixed Tournament. The team represented the Albion as they won a regional semi-final to qualify, before beating Fulham in the final to lift the trophy at Brentford's Gtech Community Stadium.

Above: Norman Cook (Fatboy Slim) cuts the ribbon to mark the official opening of the new BHAFC Foundation Community Hub.

Below: Young players enjoyed the opportunity to play on the pitch at the Amex Stadium after the end of the Premier League season.

Left: Ravi, best known for his inspiring appearance on Britain's Got Talent, chops some fruit during a smoothie-making workshop for him and his classmates at the Foundation's Community Hub.

Right: Foundation participant Sam Brooker poses with Albion players after being awarded a once-in-a-lifetime holiday by British Airways for him and his family.

Above: Primary school pupils learn important life skills in a 'Wellbeing Warriors' workshop at the Amex Stadium.

Right: Gully and the official Premier League trophy visit Oak Grove College in Worthing.

Right: Charlie Hewson, the youngest player in our amputee football team, receives the 2023/24 BHAFC Foundation Award.

Above: Girls from Lewes' Southover School celebrate winning a penalty shootout to qualify for the finals of the Premier League Primary Stars National Girls Football Tournament.

# NEWS ROUNDUP

Above: The Foundation's fundraising team collect donations around the ground during our community matchday against Everton in the WSL.

Right: More than 500 members of the local Muslim community visited the Amex to attend the club's iftar meal.

Below: Former Foundation disability football members Jake and Faye represent England during an international training camp in Spain.

Above: Pupils at Hove Park School take part in a No Room For Racism workshop taught by Foundation tutors.

Below: Gully helps us deliver a disability awareness lesson to Year 4 pupils at City Academy Whitehawk as part of the Super Movers for Every Body initiative.

Above: We delivered free football kit to girls at five schools across Sussex, as part of the Premier League Kit Scheme supported by Nike.

Below: Over 200 local girls took part in Premier League Kicks football tournaments during the Easter break.

Above: Pascal Gross and Madison Haley were named PFA Community Champions for their community work last season.

Above: Albion players wear a special commemorative warm-up shirt to promote the Rainbow Laces campaign. After hundreds of local children submitted designs for the shirt, Livs (left) from Bognor Regis, was chosen as the winner.

# MICHELLE TIPPER
## FUNDRAISER EXTRAORDINAIRE
## HANDCROSS

COMMUNITY CHAMPION SINCE: JAN 2022

**Michelle Tipper, from Handcross, is the very definition of a Community Champion. She has gone above and beyond time and again to raise money for the Foundation – a total which is now close to £25,000.**

**There are very few people willing to abseil down a 500-foot tower on a windy seafront to raise money for charity. Lucky for us, Michelle is one of them.**

Her planned abseil of the Brighton i360, which marks five years since the passing of her son Connor, has already smashed its fundraising target of £1,300.

Connor passed away in April 2019 after complications with type 1 diabetes, aged just 18. Connor, who was part of our Further Education programme, was an apsiring football coach.

After Connor's death, Michelle made it her personal mission to raise money for the BHAFC Foundation in his memory.
"When he passed, it only felt right to raise money for the Foundation," Michelle said.

"We wanted to raise money for something that was close to Connor, and something that was making a difference locally. The Foundation was perfect for that.

"Initially, when Connor passed away, we asked for people to donate to the Foundation instead of giving flowers. We wanted to do something that made a tangible difference."

Connor was a young man who had football running through his veins. If he wasn't playing on the weekend, he'd be at the Amex cheering on the Albion.

"I knew that Connor loved studying with the Foundation, and he was so passionate about the power football has to change lives in the local community," Michelle said.

In the five years since Connor's passing, Michelle (with the help of some other fundraisers) has undertaken several challenges to help raise money.

She has also hosted many fundraising events, including once hiring out a local pub where they auctioned off some Albion shirts (helped by club legend Adam El-Abd).

In 2021, Michelle and 16 others took part in the BM10K to raise money for Connor's cause.

"It's totally out of my comfort zone running a 10K," Michelle admitted, "I hate running, I absolutely hate running. But I thought to myself when I was running, 'I bet Connor is laughing so much at us running around right now'.

"I literally had to be dragged across the finish line by my friend. When we got over the line, we both just collapsed into each other's arms and just started crying."

Abseiling the i360 is her latest challenge; one that she will take on alongside her friend Rona.

"I'm quite nervous about the whole thing, but it motivates me to know how amusing Connor would find it, seeing his mum and Rona abseil down the i360."

Michelle became a Community Champion in January 2022 – just another way she supports the charity.

"I'm in this for the rest of my life and as long as the Foundation needs my help," Michelle says, "I'm in it for the long term."

# KEY FOCUS:

# FOOTBALL PARTICIPATION

MISSION

**Bringing football to as many people as we can across Sussex, helping people get active, and making the game more inclusive.**

**As you might expect, Football Participation is the biggest of our three key focus areas. Through our various football programmes we provide quality sessions for thousands of people across Sussex every year.**

Playing football is one of the best ways to change your life. There are so many benefits to playing; it's an easy and fun way to get active, it brings people together, and gives people something to look forward to in their week.

Football is genuinely a game for all. It sounds like a cliché now, but there's a reason football is the world's favourite sport. The barrier to entry is incredibly low in terms of both equipment and ability; all you really need to get started is a ball, and football at its most basic is very easy to pick up as a beginner.

One of our key goals is to make football in Sussex more inclusive. Groups who historically haven't had much access to organised football sessions – people with a disability, women and girls, children living in high-need areas – face a real risk of becoming inactive simply due to a lack of opportunities to play. We're doing our best to change that.

## ••• DISABILITY FOOTBALL •••

We're one of the biggest providers of disability football in England, bringing weekly sessions to around 350 people.

Our sessions are suitable for people with a wide-range of disabilities – we try and accommodate as many people as we can.

An important distinction to make in disability football is between those that need an inclusive and enjoyable place to play, and those who love the competitive element of football and want to push themselves.

We provide loads of opportunities for players who fall into the competitive camp. We compete in the Sussex Disability Football League, where we have around 150 players across 13 different teams and three age groups. These teams play most of their games at Lancing's Culver Road, competing in league and cup competitions throughout the season.

We also have disability-specific teams which train and compete in regional and national competitions for: amputee football, blind football, Powerchair football, and cerebral palsy football.

For players who need a more relaxed environment and just want to have fun, we run weekly inclusive sessions across five different towns.

## GIRLS' FOOTBALL

Getting more women and girls out onto the football pitch is a big priority for us. We work hard to encourage girls across Sussex to take part in our football programmes, and we're steadily seeing an increase in participation numbers.

In 2022, around 6,000 of our participants were women and girls. That's a huge number of female participants, but we know that the majority of people playing football in this country are still male.

Girls are welcome at all of our mixed soccer schools, but we also run a number of female-only football sessions aimed at encouraging people who might not feel comfortable playing in a mixed environment.

For girls with promise and a serious interest, we also run a talent pathway programme which provides high-quality coaching and support, with a direct pathway all the way to the women's first team. In fact, we've seen a number of girls progress all the way through our talent pathway and make it into the Albion academy, reaching the cusp of senior football.

Through careers workshops, inspiring talks, and activity days, we've been working all season to try and inspire girls and empower them to find careers in football – whether that's on or off the pitch.

# KEY FOCUS: FOOTBALL PARTICIPATION

## BHAFC SOCCER SCHOOLS

Every school holiday, we run Brighton & Hove Albion Soccer Schools in around 13 towns and cities across Sussex.

At our Soccer Schools young people have the chance to spend all day playing football, making friends, and generally having a great time.

That means that, every holiday, thousands of kids aged 5 to 13 are out playing football, getting active, and learning new skills instead of sitting at home.

Sussex is a very large catchment area and there aren't many professional football clubs nearby – that means it's up to us to bring football to the masses. Nothing inspires kids to start playing football quite like the power of the Premier League.

Having the opportunity to play in their local town whilst being taught by coaches who work for their favourite club is a huge attraction for young fans – the more we can use the appeal of the Albion to get youngsters onto the football pitch, the better.

## FOOTBALL PATHWAY

Our Football Pathway programme supports talented young players on their development journey.

There are hundreds of girls and boys in the programme who receive high-quality coaching from our UEFA-qualified coaches.

By providing this, we're providing young players with something ambitious to work towards and the chance to be the best footballers they can be.

Our pathway sits directly below the Albion academy system, and we've seen many examples of our best young players joining the Albion academy once they reach the end of our programme at age 13.

Through the football pathway programme we're increasing the quality of youth football in Sussex, giving children the best possible chance to succeed in football, and providing opportunities to children who otherwise might never have been given the chance.

# THANK YOU FROM ALISON

**Alison, from Worthing, is a relative newcomer to the world of blind football.**

**Alison is visually impaired and plays in the Foundation's blind football sessions. Before joining the Foundation, she'd never managed to find a sport where she fit in.**

"I've always been visually impaired, and previously I'd only ever played in mainstream sport," she said.

"I was always left to the outside or made to just watch, I wasn't really allowed to participate."

That changed in November last year, when Alison took the plunge and decided to try something new.

"I was invited down to try out a session with the BHAFC Foundation. I came along and slowly started building up a bit of confidence.

"Slowly, it's starting to pay off – not with scoring goals yet though!"

For the first time, Alison feels like she has coaches who understand her.

"I really enjoy it. I think the best bit for me is how responsive the coaches are. The coaches listen to us, ask us what we're enjoying. The coaches always make time for us.

"They're very good at listening. None of them are blind or visually impaired but they're excellent at taking on board how we communicate with each other and they use that in the sessions."

One of the things Alison appreciates most of all is simply being treated like an adult, and not being patronised.

"Being able to be in an environment where I'm allowed to compete, I'm allowed to be good at something, without being made to feel like it's being dumbed down or made easy, that's massively important to me," Alison said.

"When you've got a disability you're very used to people talking to you in a certain way, but when we're here on this pitch we're all treated with respect, we're all treated as equals, and we're all encouraged.

"It's so refreshing. Thank you to all the people who help make it possible."

# STUART MATTHEWS
## PROUDEST SEAGULL STORRINGTON

COMMUNITY CHAMPION SINCE: FEB 2022

**When it comes to championing communities, Stuart Matthews has more experience than most. As a gay football fan, he knows all about the importance of having a strong community to support him.**

**Stuart is the founder and chair of LGBTQ+ fan group Proud Seagulls, a group which promotes equality in football and gives a voice to LGBTQ+ Albion fans.**

He has been a Community Champion since early 2022, and a regular match-going fan for over a decade.

Having worked at both the Goldstone and the Withdean with St John's Ambulance, Stuart truly fell in love with the Albion after going to a few games at the Amex.

"I was overwhelmed by how brilliant it was," Stuart told us.

As a gay man, however, Stuart had his concerns over going to see live football.

"When I go to football I'm consciously aware that I'm quite an outwardly gay man, and it did worry me - not so much supporting Brighton, but football as a whole.

"I did go to a few away games where I suffered a bit of aggravation."

Beyond the open aggression he sadly faced, Stuart was also left wanting when it came to shows of support for the LGBTQ+ community.

"I remember watching one of the very early Rainbow Laces matches in 2012 or something. I just found it so bland, there was no celebration, people were speaking in platitudes.

"The message needed to be stronger, and needed to come from the fans. I just thought 'there needs to be something I can do about this'."

And Stuart did do something about it. After drumming up support from fellow Albion fans, Stuart set up Proud Seagulls in the summer of 2017.

"It's better to have a voice on the inside than the outside," Stuart says, "Our group is very privileged to have a special relationship with the

club, and we do a lot of things jointly.

"It's very difficult to explain to people who aren't gay the problems that we face. By having that close relationship, it makes things so much easier and we can make change much more effectively."

As well as being a huge Albion fan, Stuart is also a big supporter of the Foundation.

"I became a Community Champion as soon as I heard about it. It felt like the right thing to do.

"I totally agree with what the Foundation is doing and has done across Sussex. To me, it's very important to support young people and people with disabilities. The work they do is fantastic.

"It shows people that football is for all – gay or straight, disabled or mainstream, football is a totally inclusive sport.

"This was my way of being able to support a good cause close to my heart."

Stuart Matthews – a champion for the Albion, for LGBTQ+ people in football, and for his local community.

NORMAN COOK NORMAN COOK NORMAN COOK NORMAN COOK NORMAN COOK NORMAN

# YOU CAN NEVER HAVE TOO MANY COOKS

**We're lucky to have some high-profile friends of the Foundation, who help promote our work and inspire our participants.**

Norman Cook (better known as DJ Fatboy Slim) and Russ Cook (the Hardest Geezer) are two big supporters of the charity.

Albion fans will already be familiar of the massive contribution Norman Cook has made to the club.

Over the years, Norman has also given his time, support, and energy to help the Foundation.

"I like to think of myself as an old friend of the Foundation," Norman says.

"Obviously I've had connections with the Albion for many, many years. I was the shirt sponsor for nine years and owned shares in the club."

As a fan of the club and a Sussex local, Norman is keen to support the Foundation wherever he can.

"I live in this area, I support this team, so it's only natural that I want to support the work the Foundation is doing and get involved. I lend whatever support I can."

Norman has supported plenty of Foundation fundraising initiatives in recent years – including our annual Christmas bauble auction – and he was part of the judging panel during our Rainbow Laces shirt design competition earlier this season.

Recently, Norman has been spending more time at Foundation football sessions.
"I've been hanging out at some of the different programmes, I played in goal for the amputee team recently.

"I've met a lot of amazing people through the Foundation. It's humbling and beautiful to see the Foundation's work and to meet all the people involved."

Norman is a big advocate for football giving back to the community.

"Community work like this is definitely not something everyone would expect a football club to do. I know that a lot of bigger clubs don't do this work on the same level that we do, which is something Albion fans can feel proud about.

"The wide reach and scope of the Foundation's work is something that always pleasantly surprises me, it reaches so many different parts of the community.

"A lot of people in football say a lot about helping the community, but the Foundation actually really does. It goes right into the most deprived areas of the community, helps the people who need it most.

"I think a lot of observers would be amazed to see the breadth and depth of what the Foundation does."

***"Our Community Champions really are just that – champions."***

Finally, Norman wanted to give a message of thanks directly to you as a Community Champions.

"This is a Fatboy Slim message to you Community Champions. You really are just that – champions. You're championing our cause, you're helping the Foundation, and for that I thank you from the bottom of my heart."

We recently added another Cook to our roster – Russ Cook, a Worthing local and the first person to run the length of Africa.

Russ pledged his support to the Foundation shortly after he returned from Africa.

# WORKING WITH...

# AMERICAN EXPRESS

As well as being the club's main sponsor, American Express are also the Foundation's official title partner.

**Thanks to the generosity of their sponsorship, and the volunteering hours provided by their colleagues, the Foundation is able to change even more lives all over Sussex.**

Through our joint programme – the Live, Learn, Play Together volunteer programme – we support hundreds of people every year.

- Live Together: specifically developed to increase education and awareness among children and young people to help break down stereotypes, give them tools to recognise and tackle discrimination and celebrate diversity in their schools and their wider communities.

- Learn Together: offers the opportunity for young people to develop their soft skills, including teamwork, problem solving, decision making, creativity, leadership and communication.

- Play Together: brings together people from all walks of life to play football, improve their physical wellbeing, and have fun.

The programme combines the power of football and fans' passion for the Albion with the time, energy, and expertise of American Express colleagues to help local communities across Sussex.

This season, we've been able to provide some fantastic opportunities for local people.

In May, we brought 120 young people from under-represented groups to the Amex Stadium, with Foundation coaches and Amex volunteers hosting a football festival on the famous pitch.

Earlier in 2024 we held a taster session for local girls at the American Express Elite Football Performance Centre in Lancing, giving around 60 girls the chance to try out football for the first time.

American Express were also kind enough to sponsor our two quiz nights this season, helping us raise more than £11,000 across the two events, while a colleague awards evening last September raised us a fantastic £27,000.

Our partnership was recognised at the prestigious Football Business Awards in May, earning a nomination in the Best Corporate Social Responsibility Scheme category.

Mark Barkaway, Head of Marketing and Income Generation for the Foundation, stressed the importance of working with American Express.

"The partnership we have with American Express is very important for the Foundation," he said.

"Their continued backing for our work through both fundraising and volunteering is an amazing testament to the commitment Amex have to their community and makes a significant impact locally.

The Foundation has been working in partnership with Amex for 12 years, with the opening of the American Express Stadium in 2011 heralding the start of the partnership.

# KEY FOCUS:

# EDUCATION AND EMPLOYABILITY

MISSION

**Helping young people to enjoy learning, supporting local schools, and providing personal, educational, and professional development.**

**When the BHAFC Foundation was founded over 30 years ago, one of the key original ideas was to bring Albion players into local schools to get young pupils excited about learning.**

School is where children develop, learn, and lay the foundations for the people they will grow to be in the future. Because of this, it's so important for us to have a strong presence in our local schools – supporting teachers and helping inspire the next generation.

When our tutors go into schools wearing the Albion badge they leave a lasting impact. Kids who might not be engaged, who might not pay attention, who teachers struggle to get through to, can be transformed when they're being taught by someone from the Albion.

We worked with around 5,000 school children in Sussex last season: in football-themed numeracy and literacy lessons, in PE lessons, at after-school clubs, and more beyond.

Promoting equality, diversity, and inclusion is an important area of our work, and through our work in schools we can highlight these important issues to young people.

Through these programmes, plus a whole host of regular workshops, we reach young people in more than 150 schools across Sussex.

Healthy living, numeracy and literacy, PE, science and maths, career aspirations, equality workshops, and so much more. Foundation tutors are out in schools every day, teaching all of these key skills to the next generation.

## ••• PREMIER LEAGUE PRIMARY STARS •••

Our largest education programme is Premier League Primary Stars, which reaches thousands of primary-age pupils every school year.

Developed by the Premier League Charitable Fund, PL Primary Stars provides primary schools with tutors and learning resources.

These resources are available for free to every primary school in England, and our tutors work in as many Sussex schools as possible.

Through PL Primary Stars, our tutors deliver football-themed maths, English, PE, and PSHE lessons.

PL Primary Stars allows us to get into classrooms all over Sussex and teach important topics, all the while keeping the pupils engaged with the glitz and glamour of the Premier League.

One way we do this is through Soccer STEM – we bring special football-themed robots into schools and pupils learn how to code them, teaching them vital skills in coding, geometry, and teamwork.

Competitions are another important part of PL Primary Stars. National football tournaments, creative writing competitions, poetry talent contests, and similar take place every year to give children something to channel their energies into and to celebrate their talents.

## ••• PREMIER LEAGUE INSPIRES •••

Through Premier League Inspires we teach secondary school students key personal skills to support them on their journey to further education and employment.

The programme targets young people aged 11-18 who could be at risk of not reaching their potential.

PL Inspires supports these pupils by helping them develop the personal skills and positive attitudes they need to succeed in life.

# KEY FOCUS: EDUCATION AND EMPLOYABILITY

Our tutors support young people through regular face-to-face group sessions, mentoring, and workshops to help them plan for their future.

Pupils also work in teams to create a social action project based around improving their local area or becoming more sustainable, giving them experience in teamwork, planning, communicating, and public speaking.

PL Inspires was designed by teachers for teachers, addressing a need in the secondary education system for a programme that encourages ambition and social action.

## SEND SCHOOLS

We provide specialised support to SEND (Special Educational Needs and Disabilities) schools, and schools with SEND units.

We offer football and sports coaching programmes – our sessions include a range of sports from football, basketball and tag rugby, to hockey, volleyball, cricket and boccia – all adapted to meet the requirements of our pupils.

We also have a free schools assembly programme – designed to engage children with a disability in our work, and to promote disability sport to a wider audience.

All of our staff are highly trained and hold an array of qualifications, including British Sign Language certificates and a range of disability-specific coaching badges.

## ALBION CUP

Alongside our PE delivery we run several inter-schools football competitions to help pupils develop teamwork, fair play, and – win or lose – to learn, grow, and be better prepared for life.

Our flagship competition, The Albion Cup, is open to all schools across Sussex.

Regional qualifying tournaments take place across Sussex, with dozens of schools and hundreds of pupils taking part every year.

We also run Albion Cup competitions for SEND schools, with the finals held at The Triangle leisure centre in Burgess Hill.

# THANK YOU FROM ROB

**Rob Josephs, the Foundation's Education and Employability Manager, has supported local schools for years.**

**In that time he's seen first-hand the massive impact that Foundation tutors can have when they go into schools – and the impact that your donations have on helping to make that possible.**

"You really can't overestimate how much easier it is to engage children in schools when you're part of a Premier League football club," Rob said.

A common tool for tutors to use is to create learning situations through football-based scenarios.

"All of a sudden, a regular maths lesson gets turned into a really exciting scouting session. What better way to learn budgeting than by putting together your own star-studded football team?

"What better way to practice writing and public speaking than by delivering a motivational half time team talk?

"Pupils are excited to see our tutors come in wearing their Albion kit, and they're really engaged throughout the lessons too."

The Premier League support a lot of the Foundation's work in schools, but we still need funds to pay for support staff, equipment, and other costs. Rob spoke of the important role Community Champions play in that regard.

"Without donations coming in, we wouldn't be able to do as much as we do," he said.

"That would mean kids in Sussex potentially missing out on our sessions during a really important time for their development, which no-one wants to see.

"So, I just want to say a massive thank you to every single one of our Community Champions. Your support is helping us to make school more fun for thousands of kids in Sussex."

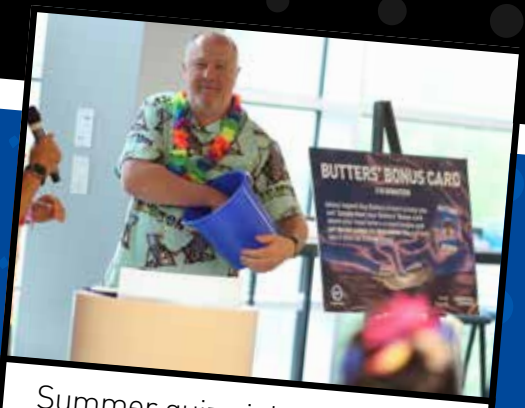
# GUY'S CORNER

Guy Butters. Legend of the Albion, hero of the Foundation, friend to you and me. He's been involved with the club and charity for more than 20 years now, and these days he dedicates his time to helping us out – no matter what we ask him to do. He's a good sport. Have you spotted Guy out and about in the last year?

Albion Games – Guy and the gang at our Albion Games disability sports day. He's a dab hand at boccia.

Hub Opening – Guy and Fatboy Slim and Rich Reynolds were special guests at the opening of our Community Hub.

Kick Off The Weight – Guy was head cheerleader for our Kick off the Weight group. Sadly we didn't give him any pompoms.




Summer quiz night – Hawaiian Butters. Guy was part of the crew at our summer quiz night.

Community Matchday – all hands on deck at the Amex for our Community Matchday.

Golf Day – Fore! Guy delivers the pies at our golf day.

Guy at Pride – Guy was a proud (and damp) Seagull at Brighton Pride.

Christmas Lunch – Chowing down with some true Albion legends at our Christmas lunch.

Albion Memories – Guy is a familiar face at our Albion Memories group for fans with dementia.

# KEY FOCUS:

# COMMUNITY WELLBEING

MISSION

**Supporting the physical, mental, and emotional health of local communities.**

**Healthy communities help Sussex to thrive. But what does a healthy community really mean?**

Our community wellbeing work helps get people active, teaches them about healthy nutrition and food preparation, provides mentoring and guidance, supports young people at risk of getting on the wrong track, and much more beyond.

At its heart, community wellbeing is about helping people to become healthier, more well-rounded, and encouraging them to make positive life choices.

In recent years we've supported people with weight-loss programmes, football sessions to support men's mental health, women's walking football groups, and a programme helping people build up their strength through cancer treatment.

Our community wellbeing work also focuses on tackling inequality – we deliver a great deal of workshops, assemblies, and awareness drives to support campaigns like Rainbow Laces and No Room For Racism.

## ••• PREMIER LEAGUE KICKS •••

Premier League Kicks is a programme that provides free football sessions to children living in high-need areas. PL Kicks provides kids with quality coaching and mentoring in a structured environment; coming to PL Kicks is often the first time a lot of our young players experience organised football.

Currently, we run weekly PL Kicks sessions for over 1,000 kids in 16 different neighbourhoods across Sussex, as well as tournaments during the school holidays.

While enjoying their football is an important part of PL Kicks, it's equally key that young people have a safe and supervised environment where they can enjoy themselves and develop as people.

Football is one of the most important diversionary activities for young people.

It's an activity they're familiar with, one they can take part in with their friends, and one that gets them running around and learning important skills. Under the guidance of our

coaches, they have a leader and a mentor they can rely on.

Older kids at PL Kicks can also go on to complete the Top Bins leadership programme, encouraging them to become positive role models for the younger players.

PL Kicks is a big help for parents with multiple children. Perhaps you remember the story we shared last year of Brady and his brothers. All three of them play at our Moulsecoomb PL Kicks session, but they are only able to play together because the programme is free. Brady's mum told us that if she had to pay, she would be forced to choose which of her sons could play and which would have to miss out.

That's not a choice we want any parent to make. Thanks to PL Kicks, she doesn't have to.

## ••• GULLY'S HEALTH SQUAD •••

One of the ways we help young people stay healthy is through our Gully's Health Squad programme.

Gully's Health Squad, funded by the PL PFA Community Fund, is an initiative aimed at helping children to healthier and more active lifestyles.

By using fun and games (and Gully!) we can get young children paying attention and learning really important health messages.

# KEY FOCUS: COMMUNITY WELLBEING

We bring Gully's Health Squad into schools to deliver fun nutrition activities, workshops, and educational assemblies. In the last school year, our tutors have brought Gully's Health Squad to around 1,300 pupils across eight schools.

The programme was first started in order to tackle health concerns in young children, particularly within schools in areas of high deprivation and those that have a high volume of pupils receiving free school meals.

Many pupils attending these schools face additional challenges in accessing proper healthy nutrition and regular physical activities, making Gully's Health Squad all the more important for them.

Experiences at an early age that feel fun and positive give children a sense of confidence, and help them build foundations for a healthy, active life.

We also support teachers to continue promoting healthy lifestyles after Gully's Health Squad has left their school; giving them the confidence and tools to help their pupils lead healthy lives.

As well as working in schools, we have also brought young people to our Community Hub for special Gully's Health Squad smoothie-making workshops.

## ••• ALBION MEMORIES •••

Reminiscing with friends about football seasons gone by is an excellent pastime. It can also be a powerful tool in supporting people with mild forms of dementia.

Albion Memories is a programme designed to bring together Albion fans who have mild to moderate dementia.

Sessions are held once a month, normally at the Amex Stadium but also sometimes in local care homes to reach older fans who might not be very mobile.

Fans will come together (often joined by special guests from Albion's yesteryears) to reminisce about the Goldstone days, chat about the latest football news, and enjoy themselves in good company.

The sessions give fans something to look forward to in the month and help get them out of the house, which is another key benefit.

Supported by

Premier League

Professional Footballers' Association

# THANK YOU FROM YUSRA

**Yusra, 16, lives in Brighton and plays in our Premier League Kicks session at the Manor in Whitehawk.**

**Through Premier League Kicks, we bring free football sessions to high-need communities across Sussex.**

Yusra has played football since she was five years old.

She has played for her school teams, but never played much outside of school until she found PL Kicks.

"I started coming to PL Kicks about two years ago now," Yusra said, "I heard about it from a friend who invited me down.

"I came once to see how it was and I loved it, I knew it was something I wanted to do all the time."

As well as providing her with a place to play every week to improve her game, PL Kicks has helped Yusra off the pitch too.

"Before coming to PL Kicks I wasn't that confident. Playing here has helped me grow a lot in confidence, and I've made a lot of friends here.

"My main coaches here are Sadie, Peter, and Jamie. They're all really nice, I get along with them and they help me out."

At Yusra's session in Whitehawk, dozens of girls can enjoy free football every week. Yusra is also joined at PL Kicks by her 10-year-old sister, Lema.

"I mean she is annoying," Yusra said, "but it's nice being able to play with her at home and here too."

Having played the game for 11 years already, she's hoping to carry on playing for as long as possible.

"I want to carry on playing. I'm going to college soon and hopefully I can play through college, and when I'm older too.

"Thank you to everyone at the Foundation who runs Kicks for me, my friends and my sister, and to everyone who gives a donation."

# NEXT GENERATION

## Albion academy scholars were busy supporting the Foundation throughout the 2023/24 season.

**As part of their ongoing development, scholars in the Albion academy have the opportunity to help deliver Foundation sessions. This helps to give the scholars hands-on experience while they study.**

Many of the scholars have been studying to pass the UEFA C coaching course; to gain some experience in coaching, they had to plan and deliver coaching drills at BHAFC Soccer Schools sessions at Dorothy Stringer School.

Another group of scholars also went to Dorothy Stringer as referees, helping to officiate tournaments for the pupils there.

The scholars also supported the Foundation's disability football programme; a group visited a Disability Elite Camp in Lancing, joining in with the session and learning more about disability football.

The Albion Cup – an annual tournament for SEND schools in Sussex – was heavily supported by a group of 22 academy scholars. They helped with the organising of the tournament, as well as acting as coaches and referees.

Sami El-Abd, Assistant Education Manager, said: "This initiative is something our club consistently prioritises because its impact resonates as much with our scholars as it does with the kids at the Foundation.

"Volunteering in these projects often becomes a lasting memory for scholars, shaping their character and fostering a lifelong commitment to community betterment."

Shona Richards, Under-18s Academy Player Care Officer, echoed Sami's thoughts.

"For us staff, it's great to see the scholars give their time to inspire and encourage the younger generation.

"In our current Under-18s scholars, we have three players who came from the Foundation's football pathway programme. For those individuals to have the opportunity to give back to some staff who have supported them in their journey is really amazing, and we know all the players feel privileged supporting such a great charity."

As well as being a helpful extra support in the sessions, the scholars also get a lot out of the experience themselves.

Jacob Vickers, an Under-17s scholar, said: "The experience of helping out and being involved in the Foundation school tournaments was great fun, seeing how much they enjoyed playing their football made me realise how important the club and the Foundation is to the kids.

***"Helping out with coaching and refereeing has been a very rewarding experience."***

"It also made me think of the impact I can have on the younger generation, driving me even more, to one day be a positive role model for them in the future."

Scholar Matthew Hayden was a former Foundation participant when he was younger, and enjoys helping the children who have followed in his footsteps.

"I started out playing football with the Foundation (then Albion in the Community)," he said, "helping out with coaching and refereeing has been a very rewarding experience allowing me to give back to the community."

# Structure, governance, and management

## Reference and administrative details

**Trustees:**

C A Bauer (Chair)
V J Byrne (appointed 27 November 2023)
L W Cooper
R I Galloway (appointed 27 November 2023)
Z Johnson
S B Marshall (appointed 27 November 2023)
P J Mullen
R A Read
J Richards
S J Sheehan (resigned 27 November 2023)

**Secretary:**

P M Baldwin

**Charity Registration Number:**

1110978

**Company Registration Number:**

05122343

The charity is incorporated in England and Wales.

**Change of Charity Name:**

The charity changed its name from Albion in the Community on 10 July 2023 to Brighton & Hove Albion Foundation Ltd.

**Registered Office:**

American Express Stadium
Village Way
Brighton
BN1 9BL

**Auditor**

Chisnall Comer Ismail & Co
Chartered Accountants & Registered Auditors
Maria House
35 Millers Road
Brighton
BN1 5NP

# Structure, governance, and management

## Responsibilities of trustees

The trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Charitable objectives

The Brighton & Hove Albion Foundation is the official charity of Brighton & Hove Albion.

The charity's governing document, the memorandum and articles of association sets out its purposes for the benefit of the inhabitants of the City of Brighton and Hove, Sussex and elsewhere through:

- The advancement of education.
- The preservation and protection of good health.
- To provide or assist in the provision of facilities in the interests of social welfare for the recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.
- To promote such other purposes as are charitable under the law of England and Wales from time to time in particular through an association with football.

# Structure, governance, and management

## Nature of governing document

The organisation is a charitable company limited by guarantee, registered as a charity with the Charity Commission on 22 August 2005.

The company was established under a memorandum of association that established the objects and powers of the charitable company and it is governed under its articles of association.

## Recruitment and appointment of trustees

New Trustees are appointed according to the charity's governing document, and to meet specified capability requirements.

## Induction and training of trustees

New trustees go through a formal induction and training process and are encouraged to meet the charity's beneficiaries to hear their experiences first-hand.

All trustees give their time voluntarily and receive no benefits from the charity. No trustee claimed expenses from the charity in 2023-24.

A chief executive is appointed by the trustees to manage the day-to-day operations of the charity.

On the 27 November 2023, V J Byrne, R Galloway, and S B Marshall were also appointed as trustess and directors.

S J Sheehan resigned as trustee and director on 27 November 2023.

## Public benefit

The trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

It is the opinion of the trustees, that this report demonstrates how the charity provides public benefit.

## Fundraising

The charity's fundraising activities are vital to generate restricted and unrestricted funds to deliver its charitable objectives and continue to improve the lives of people in our community. This is achieved by providing a comprehensive fundraising programme through which people can pledge their support by direct donation and participation in challenge events.

The Brighton & Hove Albion Foundation is registered with the Fundraising Regulator and adheres to the standards outlined in the Fundraising Code of Practice.

No third parties were paid to undertake fundraising activities on behalf of the Brighton & Hove Albion Foundation and there were no complaints received during the 2023-24 reporting year relating to the fundraising practice of the charity.

# Finance Review

## Finance Review

The charity generated £3,581,344 (2023: £3,896,325) of income during the financial year, enabling it to invest £3,576,745 (2023: £3,873,895) of funds into delivering its work throughout Sussex. The charity generated a surplus of £4,599 (2023: £22,430) and increased its reserves to £754,988 at the year end. To ensure the long term sustainability of the organisation, a considerable effort has been made in recent years to develop a broad range of income streams, enabling the charity to be well positioned to face any unforeseen challenges.

The continued presence of Brighton & Hove Albion FC as a Premier League club has a positive effect on the charity through an increase in profile, both locally and nationally. It is not considered that the charity's long-term financial sustainability is dependent on the club's top flight status.

## Plans for the future

The charity heads into 2024/25 seeing an ever-increasing demand for its activities and with a desire to meet the emerging needs of our communities. In response to the increased needs, the Foundation is embarking on a relocation of its headquarters into the heart of the city with the creation of a new community hub to serve local residents. This move positions the Foundation directly in the community that the charity supports and will create a new facility that will serve as a focus for our engagement and delivery of important programmes locally including the promotion of healthy lifestyles, and wellbeing workshops.

By using this community hub and continuing to focus on our outreach into targeted communities throughout the whole of Sussex, our focus in 2024/25 continues to be on how the charity can use football to help people to get active, be used as engagement tool and context for learning in class and to support mental wellbeing.

## Financial instruments

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

## Cash flow risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity may use a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of Accounting Policies in the financial statements.

The charity currently has no working capital facilities with any bank.

Cash flow is reviewed weekly with a monthly rolling forecast for the next 12 months.

No working capital deficiencies have been identified in the coming years.

## Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables.

An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

## Remuneration – How we decide how much to pay our staff

The Brighton & Hove Albion Foundation has a remuneration committee, comprising of the Chair of trustees and an elected member of the board of trustees. This committee meets annually to determine the remuneration for the entire staff team. The committee takes responsibility for ensuring that the charity pay levels are appropriate and competitive, and to recommend any potential annual cost of living increase. This committee sets the salaries of the key management staff

# Finance Review

and reviews these arrangements on an annual basis. These salaries are benchmarked against comparative roles within the sector.

## Reserves policy

The charity's policy is to maintain an appropriate level of reserves to support the ongoing activities of the organisation. This is in order to:

- Provide a sustainable and appropriate level of working capital.
- Allow for periods of unexpected drops in planned income.
- Cope with unexpected and short-term increases in planned expenditure.
- Provide cover for other risks, contingencies, or unforeseen events.

The charity's policy and determination of the required level of reserves are set in accordance with Charity Commission guidelines and are reviewed by the trustees at each board meeting.

The current policy is to hold reserves within a range from £450,000 to £600,000 and that this is adequate for the charity to operate and considers any risks to which the charity is exposed, along with the current and projected future levels of income and expenditure.

The charity's available reserves at year end totalled £754,988, of which £745,860 were unrestricted. The policy will continue to be reviewed during 2024/2025 by the Board of Trustees.

## Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 26 March 2025 and signed on its behalf by:

C A Bauer - Trustee

# Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

## Opinion

We have audited the financial statements of Brighton & Hove Albion Foundation Ltd (the 'charity') for the year ended 30 June 2024, which comprise the and, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 30 June 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

## 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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 charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

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

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

We have nothing to report in this regard.

## Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or

# Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

- The 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 trustees' report (set out on page 33), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

## Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with management and those charged with governance, and from our knowledge and experience of charitable concerns;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2022, the Charity SORP, the Companies Act 2006, the Child Protection Act, Disability Discrimination Act, data protection, anti-bribery, employment and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

# Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators, and the charity's legal advisors.

## Opinion on other matters prescribed by the Companies Act 2006

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

- The information given in the report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- This has been prepared in accordance with applicable legal requirements.

T G Humphries FCA FCCA (Senior Statutory Auditor)
For and on behalf of Chisnall Comer Ismail & Co,
Statutory Auditor

Maria House
35 Millers Road
Brighton
East Sussex
BN1 5NP

Date: 26 March 2025

# Statement of Financial Activities for the Year Ended 30 June 2024

**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2024 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,713,185 | 918,444 | 2,631,629 |
| Investment income | 4 | 41,057 | - | 41,057 |
| Fundraising | | 908,658 | - | 908,658 |
| Total Income | | 2,662,900 | 918,444 | 3,581,344 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,529,125) | (916,809) | (3,445,934) |
| Governance costs | 5 | (26,599) | - | (26,599) |
| Support costs | 6 | (104,212) | - | (104,212) |
| Total expenditure | | (2,659,936) | (916,809) | (3,576,745) |
| Net income / (expenditure) | | 2,964 | 1,635 | 4,599 |
| Net movement in funds | | 2,964 | 1,635 | 4,599 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 742,896 | 7,493 | 750,389 |
| **Total funds carried forward** | **17** | **745,860** | **9,128** | **754,988** |

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2023 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 2,038,455 | 927,967 | 2,966,422 |
| Investment income | 4 | 23,603 | - | 23,603 |
| Fundraising | | 906,300 | - | 906,300 |
| Total Income | | 2,968,358 | 927,967 | 3,896,325 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,838,938) | (925,978) | (3,764,916) |
| Governance costs | 5 | (24,829) | - | (24,829) |
| Support costs | 6 | (84,150) | - | (84,150) |
| Total expenditure | | (2,947,917) | (925,978) | (3,873,895) |
| Net income / (expenditure) | | 20,441 | 1,989 | 22,430 |
| Net movement in funds | | 20,441 | 1,989 | 22,430 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 722,455 | 5,504 | 727,959 |
| **Total funds carried forward** | **17** | **742,896** | **7,493** | **750,389** |

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2024 is shown in note 17.

# Balance Sheet

**Balance Sheet as at 30 June 2024**

| | Note | 2024 (£) | 2023 (£) |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 11 | 36,778 | 37,587 |
| Investments | 12 | 1 | 1 |
| | | 36,779 | 37,588 |
| **Current assets** | | | |
| Debtors | 13 | 457,718 | 443,195 |
| Cash at bank and in hand | 14 | 942,754 | 1,140,544 |
| | | 1,400,472 | 1,583,739 |
| **Creditors: Amounts falling due within one year** | 15 | (682,263) | (870,938) |
| **Net current assets** | | 718,209 | 712,801 |
| **Net assets** | | 754,988 | 750,389 |
| **Funds of the charity:** | | | |
| **Restricted funds** | | 9,128 | 7,493 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 745,860 | 742,896 |
| **Total funds** | **17** | **754,988** | **750,389** |

These accounts are prepared in accordance with the special provision of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements on pages 40 to 52 were approved by the trustees, and authorised for issue on 26 March 2025 and signed on their behalf by:

.....

L W Cooper - Trustee

# Statement of Cash Flows for the Year Ended 30 June 2024

| | Note | 2024 (£) | 2023 (£) |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net income | | 4,599 | 22,430 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | 6 | 12,375 | 30,150 |
| Investment income | 4 | (41,057) | (23,603) |
| | | (24,083) | 28,977 |
| **Working capital adjustments** | | | |
| Decrease / (increase) in debtors | 13 | (14,523) | (84,724) |
| (Decrease) / increase in creditors | 15 | (188,675) | 4,246 |
| Net cash flows from operating activities | | (227,281) | (51,501) |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 4 | 41,057 | 23,603 |
| Purchase of tangible fixed assets | 11 | (11,566) | (36,151) |
| Acquisition of investments in subsidiary undertakings | 12 | - | (1) |
| Net cash flows from investing activities | | 29,491 | (12,549) |
| Net increase in cash and cash equivalents | | (197,790) | (64,050) |
| Cash and cash equivalents at 1 July | | 1,140,544 | 1,204,594 |
| Cash and cash equivalents at 30 June | | 942,754 | 1,140,544 |

All of the cash flows are derived from continuing operations during the above two periods.

# Notes to the Financial Statements for the Year Ended 30 June 2024

## 1. Charity Status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
American Express Stadium
Village Way
Brighton
BN1 9BL

**Change of Charity Name:**

The charity changed its name from Albion in the Community on 10 July 2023 to Brighton & Hove Albion Foundation Ltd.

## 2. Accounting policies

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Statement of compliance**

The financial statements 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

# Notes to the Financial Statements for the Year Ended 30 June 2024

### Basis of preparation

The Brighton & Hove Albion Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

### Exemption from preparing group accounts

The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

### Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts held is recognised when the charity has entitlement to the funds and any performance conditions attached to the contract have been met.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition is met. Donations and other receipts from fundraising are reported gross and are accounted for on a receivable basis.

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

### Gift Aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

### Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

### Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Plant and machinery | 25% on cost |
| Computer costs | 33% on cost |
| Motor vehicles | 25% on cost |

# Notes to the Financial Statements for the Year Ended 30 June 2024

**Fixed asset investments**

Fixed asset investments represent shares in the Trading subsidiary, this is included at market value at the balance sheet date.

**Trade debtors**

Trade debtors are recognised when funding or donations arise that transfer economic benefits to the charity. These are measured at transaction value.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

**Foreign exchange**

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

**Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## 3. Activities for generating funds

**Income from charitable activities**

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted funds (£) | Total 2024 (£) | Total 2023 (£) |
| Football Participation | 1,238,962 | 256,409 | 1,495,371 | 1,254,165 |
| Education and Employability | 184,170 | 317,393 | 501,563 | 852,246 |
| Community Wellbeing | 290,053 | 344,642 | 634,695 | 860,011 |
| | 1,713,185 | 918,444 | 2,631,629 | 2,966,422 |

# Notes to the Financial Statements for the Year Ended 30 June 2024

## 4. Investment income

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2024 (£) | Total 2023 (£) |
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 41,057 | 41,057 | 23,603 |

## 5. Expenditure on charitable activities

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2024 (£) | Total 2023 (£) |
| Governance costs | 7 | 26,599 | 26,599 | 24,829 |

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted (£) | Total 2024 (£) | Total 2023 (£) |
| Staff and coaching costs | 1,767,200 | 916,809 | 2,684,009 | 3,068,248 |
| Programme delivery costs | 418,218 | - | 418,218 | 481,972 |
| Operational costs | 343,707 | - | 343,707 | 214,696 |
| Charitable activities | 2,529,125 | 916,809 | 3,445,934 | 3,764,916 |

£2,529,125 (2023 - £2,838,938) of the above expenditure was attributable to unrestricted funds and £916,809 (2023 - £925,978) to restricted funds.

## 6. Support costs

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2024 (£) | Total 2023 (£) |
| Rent and rates | 91,836 | 91,836 | 54,000 |
| Depreciation of plant and machinery | 7,112 | 7,112 | 18,116 |
| Depreciation of office equipment | 5,264 | 5,264 | 12,034 |
| | 104,212 | 104,212 | 84,150 |

# Notes to the Financial Statements for the Year Ended 30 June 2024

## 7. Analysis of governance and support costs

**Governance costs**

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2024 (£) | Total 2023 (£) |
| Audit fees | | | |
| Audit of the financial statements | 13,000 | 13,000 | 12,000 |
| Accountancy and professional fees paid to others | 13,599 | 13,599 | 12,829 |
| | 26,599 | 26,599 | 24,829 |

## 8. Net incoming/outgoing resources

**Net incoming resources for the year include:**

| | 2024 (£) | 2023 (£) |
|---|---|---|
| Operating leases - other assets | 95,937 | 54,000 |
| Audit fees | 13,000 | 10,000 |
| Depreciation of fixed assets | 12,375 | 30,150 |

## 9. Staff costs

**The aggregate payroll costs were as follows:**

| | 2024 (£) | 2023 (£) |
|---|---|---|
| Staff costs during the year were: | | |
| Staff and coaching costs | 2,423,593 | 2,743,235 |
| Staff NIC (Employers) | 183,170 | 236,701 |
| Staff pensions | 70,724 | 72,550 |
| Consultancy and other staff costs | 6,522 | 15,762 |
| | 2,684,009 | 3,068,248 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2024 (No) | 2023 (No) |
|---|---|---|
| Permanent Staff | 55 | 70 |
| Casual Staff | 138 | 114 |
| | 193 | 184 |

# Notes to the Financial Statements for the Year Ended 30 June 2024

The number of employees whose emoluments fell within the following bands was:

| | 2024 (No) | 2023 (No) |
|---|---|---|
| £60,001 - £70,000 | - | 1 |
| £70,001 - £80,000 | 1 | - |
| £80,001 - £90,000 | - | 1 |
| £110,001 - £120,000 | 1 | 1 |

## 10. Taxation

The charity is a registered charity and is therefore exempt from taxation.

## 11. Tangible fixed assets

| | Office furniture and equipment (£) | Total (£) |
|---|---|---|
| **Cost** | | |
| At 1 July 2023 | 315,226 | 315,226 |
| Additions | 11,566 | 11,566 |
| At 30 June 2024 | 326,792 | 326,792 |
| **Depreciation** | | |
| At 1 July 2023 | 277,639 | 277,639 |
| Charge for the year | 12,375 | 12,375 |
| At 30 June 2024 | 290,014 | 290,014 |
| **Net book value** | | |
| At 30 June 2024 | 36,778 | 36,778 |
| At 30 June 2023 | 37,587 | 37,587 |

## 12. Fixed asset investments

| | 2024 (£) | 2023 (£) |
|---|---|---|
| Shares in group undertakings and participating interests | 1 | 1 |

**Shares in group undertakings and participating interests**

| Costs | Subsidiary undertakings (£) | Total (£) |
|---|---|---|
| At 1 July 2023 | 1 | 1 |
| At 30 June 2024 | 1 | 1 |
| **Net book value** | | |
| At 30 June 2024 | 1 | 1 |
| At 30 June 2023 | 1 | 1 |

# Notes to the Financial Statements for the Year Ended 30 June 2024

**Details of undertakings**

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

| Undertaking | Country of incorporation | Holding | Proportion of voting rights and share held | | Principle activity |
|---|---|---|---|---|---|
| **Subsidiary undertakings** | | | **2024** | **2023** | |
| Brighton & Hove Albion Foundation Trading Company Ltd | England & Wales | Ordinary shares | 100% | 100% | To raise funds for the charity to use for charitable purposes |

**Subsidiaries**

The profit for the financial period of Brighton & Hove Albion Foundation Trading Company Ltd was £Nil (2023 - £Nil) and the aggregate amount of capital and reserves at the end of the period was £(1) (2023 - £(1)).

## 13. Debtors

| | 2024 (£) | 2023 (£) |
|---|---|---|
| Trade debtors | 327,942 | 246,295 |
| Prepayments | 81,510 | 31,408 |
| Other debtors | 48,266 | 165,492 |
| | 457,718 | 443,195 |

## 14. Cash and cash equivalents

| | 2024 (£) | 2023 (£) |
|---|---|---|
| Cash at bank | 942,754 | 1,140,544 |

## 15. Creditors: amounts falling due within one year

| | 2024 (£) | 2023 (£) |
|---|---|---|
| Trade creditors | 97,022 | 105,880 |
| Other taxation and social security | 77,288 | 276,277 |
| Other creditors | 63,912 | 39,133 |
| Accruals | 444,041 | 449,648 |
| | 682,263 | 870,938 |

# Notes to the Financial Statements for the Year Ended 30 June 2024

## 16. Funds

| | Balance at 1 July 2023 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2024 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 742,896 | 2,662,900 | (2,659,936) | 745,860 |
| | | | | |
| **Restricted funds** | | | | |
| Inclusion programmes | - | 197,859 | (195,359) | 2,500 |
| Football participation programmes | - | 128,841 | (122,213) | 6,628 |
| Education programmes | 5,516 | 317,393 | (322,909) | - |
| Health programmes | - | 146,783 | (146,783) | - |
| Disability programmes | 1,977 | 127,568 | (129,545) | - |
| **Total restricted funds** | **7,493** | **918,444** | **(916,809)** | **9,128** |
| **Total funds** | **750,389** | **3,581,344** | **(3,576,745)** | **754,988** |

| | Balance at 1 July 2022 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2023 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 722,455 | 2,968,358 | (2,947,917) | 742,896 |
| | | | | |
| **Restricted funds** | | | | |
| Inclusion programmes | 3,750 | 173,388 | (177,138) | - |
| Football participation programmes | - | 63,167 | (63,167) | - |
| Education programmes | 516 | 361,568 | (356,568) | 5,516 |
| Health programmes | - | 135,650 | (135,650) | - |
| Disability programmes | - | 194,194 | (192,217) | 1,977 |
| Community fund | 1,238 | - | (1,238) | - |
| **Total restricted funds** | **5,504** | **927,967** | **(925,978)** | **7,493** |
| **Total funds** | **727,959** | **3,896,325** | **(3,873,895)** | **750,389** |

The specific purposes for which the funds are to be applied are shown on page 51:

# Notes to the Financial Statements for the Year Ended 30 June 2024

**Inclusion programmes**

We provide free weekly football and mentoring to people facing barrier to regular participation, including teenagers living in areas of deprivation, adults with historic substance misuse problems, or people experiencing challenges with their mental health. Many of our inclusion projects combine free weekly football with mentoring, regular lifestyle workshops and personal development courses. Funding is obtained from a variety of sources, including, but not limited to, the Premier League Charitable Fund and Sussex Police.

**Football participation programmes**

We endeavour to encourage people - particularly children and teenagers - to be physically active on a regular basis. This is often achieved by using the popularity of football or the appeal of Brighton & Hove Albion to motive and encourage our participant. Sessions run throughout Sussex, with particular emphasis on increasing participation in traditionally under-represented groups, such as teenage girls.

**Education programmes**

Among our varied education programmes are football themed numeracy and literacy lessons for local pupils, a project encouraging more girls to continue studying STEM subjects, and several nationally accredited further education qualifications offered to local people.

**Health programmes**

The health programmes aim to improve the mental and physical health of local people of all ages. Each programme is specifically tailored to address the bespoke health needs of communities in hyper-local geographical areas. Support and funding comes from several partner organisations.

**Disability programmes**

We are the largest provider of football opportunities to people with a disability living in Sussex, with 30 regular sessions now taking place. These are aimed at adult and junior players and offer participation at several stage of competitiveness, including regional and national levels. Our work is split into pan-disability sessions which are open to anyone with a disability, and disability-specific sessions, which allow participants to play within their own peer group and with tailored support appropriate to their needs. Many of our disability specific sessions are also an introduction to national competition and development structures, which tend to overwhelmingly be organised along disability-specific lines.

**Community fund**

Money raised through donations to support local community initiatives.

## 17. Analysis of net assets between funds

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted funds (£) | Total 2024 (£) | Total 2023 (£) |
| Tangible fixed assets | 36,778 | - | 36,778 | 37,587 |
| Fixed asset investments | 1 | - | 1 | 1 |
| Current assets | 1,391,344 | 9,128 | 1,400,472 | 1,583,740 |
| Current liabilities | (682,263) | - | (682,263) | (870,938) |
| Total net assets | 745,860 | 9,128 | 754,988 | 750,389 |

# Notes to the Financial Statements for the Year Ended 30 June 2024

## 18. Related party transactions

During the year the charity made the following related party transactions:

Brighton & Hove Albion Foundation Trading Company Ltd is a wholly owned subsidiary of Brighton & Hove Albion Foundation Ltd. A donation of £82,150 (2023 - £78,129) was made from Brighton & Hove Albion Foundation Trading Company Ltd to Brighton & Hove Albion Foundation during the year. At the balance sheet date the amount due from Brighton & Hove Albion Foundation Trading Company Ltd was £506 (2023 - £78,128).

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £9,000 (2023 - £54,000) for the rent of office facilities.

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £201,611 (2023 - £172,804) for programme delivery costs.

Included in creditors are amounts owed to The Brighton and Hove Albion Football Club Ltd amounting to £64,472 (2023 - £26,141).

The Brighton and Hove Albion Football Club Ltd were charged by Brighton & Hove Albion Foundation Ltd £99,353 (2023 - £69,589) for services provided.

Included in debtors are amounts owed from The Brighton and Hove Albion Football Club Ltd amounting to £56,181 (2023 - £37,835).

The Brighton and Hove Albion Football Club Ltd made donations to Brighton & Hove Albion Foundation Ltd totalling £192,000 (2023 - £390,000).

At the start of the financial year, 1 July 2023, two of the Trustees and Directors of Brighton & Hove Albion Foundation (L W Cooper and P J Mullen) were also Directors and employees of The Brighton and Hove Albion Football Club Ltd, and two of the Trustees and Directors of Brighton & Hove Albion Foundation (R A Read, Z Johnson) were also employees of The Brighton and Hove Albion Football Club Ltd. On 27 November 2023, R I Galloway, an employee of The Brighton and Hove Albion Football Club Ltd was appointed as Trustee and Director of Brighton & Hove Albion Foundation.

The roles performed by those individuals employed by The Brighton and Hove Albion Football Club Ltd in the following roles: R A Read as Head of People and Culture; P J Mullen as Director and Chief Operating Officer; L W Cooper as Director and Finance Director; Z Johnson as Managing Director (Women & Girls); and R I Galloway as Senior Medical Advisor.

**Brighton & Hove Albion Foundation**

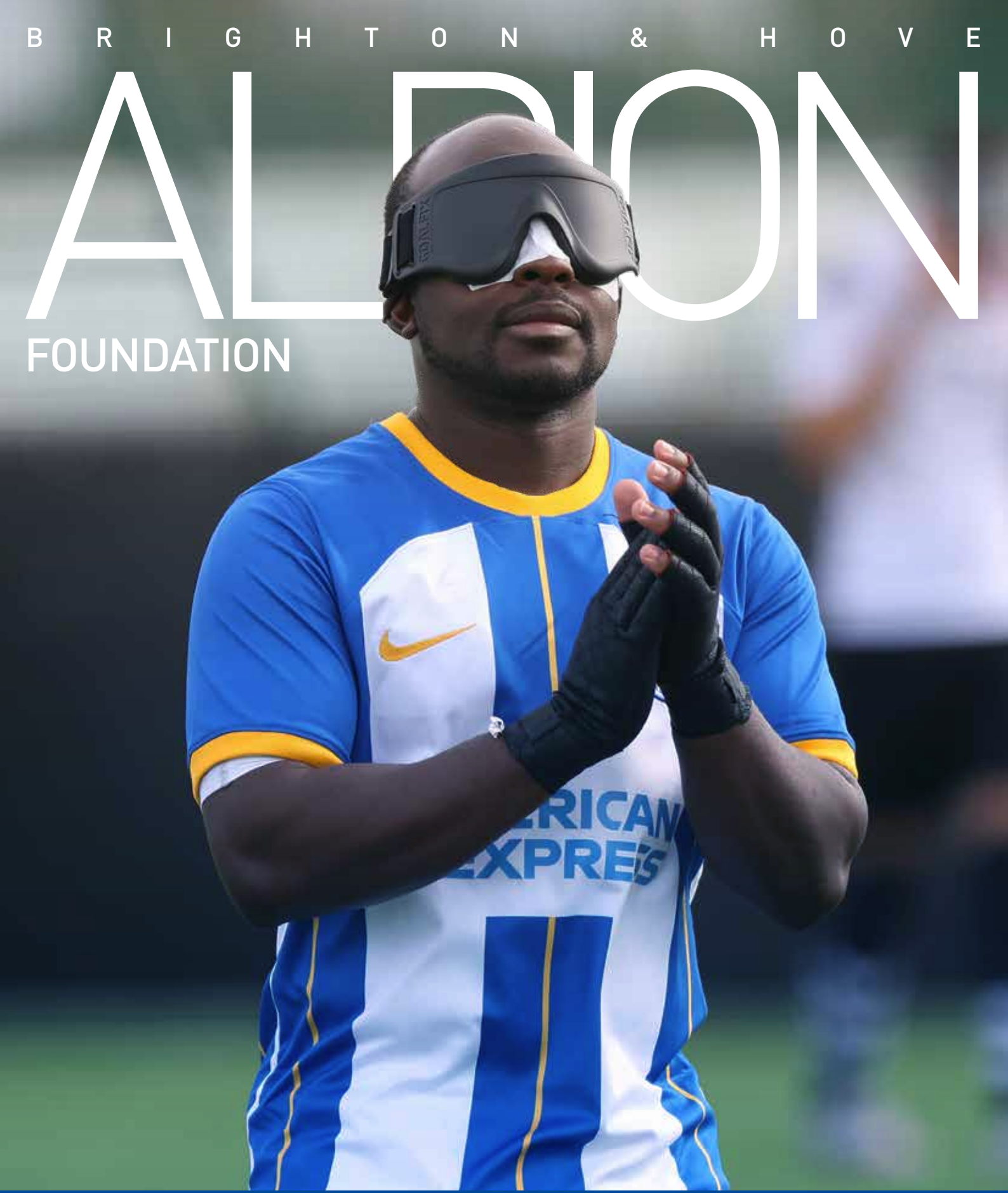
England & Wales - Charity number 1110978

# Accounts

B R I G H T O N & H O V E

ALBION

FOUNDATION



FOUNDATION

# TRUSTEES' REPORT

## AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

FOUNDATION

# OUR MISSION IS TO CHANGE LIVES IN SUSSEX COMMUNITIES BY USING THE POWER OF FOOTBALL.

# THIS IS THE STORY OF OUR 2022/23 SEASON...

# CONTENTS


10 .... Our season in numbers
12 .... Football Participation
21 .... Education and Employability
26 .... Community Wellbeing
36 .... Trustees' Report
40 .... Independent auditor's report
44 .... Statement of financial activities
45 .... Balance sheet
46 .... Statement of cash flows
47 .... Notes to the financial statements

> **"We work in communities across Sussex bringing the Albion badge closer to local people."**

# MATT DORN

Matt Dorn, Brighton & Hove Albion Foundation's chief executive, looks back on a year of success and new beginnings...

**Welcome to our annual magazine, looking back on what was another extraordinary year on and off the pitch for the Albion. While the men's and women's teams brought some unforgettable moments in the Premier League and Women's Super League, the work of the Foundation created even more reasons for Albion fans to be proud of their club.**

Working closely with tens of thousands of local people and hundreds of partner organisations, we're helping Sussex to get active, live well, and learn new skills. Most of our programmes are aimed at children, young people living in more deprived communities, or people with a disability; making football a sport for everyone, championing equality, and supporting people to overcome any barriers to participating. We provide access to football for thousands of kids, we run one of the biggest disability football programmes in England, we mentor young people who are going through challenging times, we work with more than 150 schools supporting children's education, and so much more in between. Over the 2022/23 season, our work touched more than 40,000 people across Brighton and Hove, East and West Sussex.

As we look back on the impact we over the season, we are also looking forward to the future. We made the decision to change our name from Albion in the Community to the Brighton & Hove Albion Foundation. We also moved our staff headquarters into a new facility in the heart of Brighton; both are changes that bring us closer to the football club, and closer to the community we serve in Brighton.

The impact we have is only possible because of our hard-working staff, our kind volunteers and donors, our title partner American Express, and of course everyone who is part of the Albion family. In fact, you will see a lot of players in this magazine, thanks to the tremendous support that the men's and women's first teams give us every year.

I am grateful for the support of our outgoing chair of trustees, Martin Perry and his contribution, advice, and guidance to help our work grow and develop during his 30 years of involvement with the club. We wish him well for his retirement and look enjoy working with the new chair of our trustee board, Carina Bauer.

On behalf of everyone at the BHAFC Foundation – thank you all. Enjoy the report!

> **"The Foundation is looking ahead to a bright future indeed."**

# CARINA BAUER

An introduction to Carina Bauer, our new chair of the board of trustees...

**I am honoured to have taken on the role of chair of trustees for the Brighton & Hove Albion Foundation, succeeding Martin Perry after a lifetime of service to the club and charity. Martin leaves the legacy of an extraordinary charity, run by an outstanding team.**

I have enjoyed working with Matt Dorn and his team to further develop the Foundations' programmes and to extend the positive impact these have on the lives of so many people in our community. There are some exciting opportunities with our new name of the Brighton & Hove Albion Foundation and a brand-new headquarters in the city centre, the Foundation is looking ahead to a bright future indeed.

Our position as a leading social organisation in the city and throughout Sussex sees us involved in many partnerships across the public, private and voluntary sector including key relationships with local schools, NHS and Sussex Police who all understand the incredible power of football to engage, inspire and support children and young people to improve their lives and make good choices. Through these partnerships we are now able to support over 5,000 people each week through the 350 sessions we deliver across 35 towns in Sussex – that's an incredible scale that the Foundation is working at and something we are immensely proud of. It shows how football permeates so much of our daily lives in our communities.

The Foundation is full of truly incredible staff who go above and beyond to change lives every single day. They will continue, as they have done for so many years now, to make Sussex a better place in the name of the Albion.

I'd like to thank every single person who through the years has helped make the Foundation what it is today. Together, we've created something truly special.

# NEWS ROUNDUP

### £50,000 raised at Albion golf day

Dozens enjoyed another successful Brighton & Hove Albion golf day, raising a tremendous amount for the Foundation in the process. In total, the event raised more than £50,000 to support our life-changing work.

The golfers took on an 18-hole course at Mannings Heath, joined by Albion legends including Glenn Murray, Adam Virgo, Martin Perry, and Guy Butters.

### Hundreds celebrate 1983 cup anniversary

Over 400 guests, including a cohort of Albion legends past and present, joined together for a special dinner at the Amex Stadium to celebrate the 40th anniversary of the 1983 FA Cup final.

The evening raised a fantastic £54,000 in total – with all funds going towards supporting the Foundation's work.

## Martin Perry looks back on a job well done

**As I reflect on our final year as Albion in the Community, and look forward to an exciting first year as the Brighton & Hove Albion Foundation, I feel immensely proud.**

Proud of the people we work with, proud of our selfless staff members, proud of our amazing volunteers.

It is with that pride, and feeling utterly secure in the knowledge that the Foundation is being left in the best of hands, I decided it's time for a new chapter in my life.

After more than 30 years of involvement with the truly life-changing work at this charity, and with the organisation in such a strong position, it was the right time for me to step down from my role as chair of the board of trustees.

I have the utmost confidence that the team will continue to do what they do best.

Their work will go on touching thousands of people every week, and they will continue to use the power of football and Brighton & Hove Albion as a force for good all over Sussex.

Seeing the organisation where it is today – multi award-winning, working in almost every town in Sussex, reaching tens of thousands of people – it really is hard to believe it all started with just two people in a port-a-cabin 35 years ago.

Carina Bauer, who took my place as chair, is a wonderful replacement. She brings a great wealth of expertise to the role, and she knows the Albion inside out.

Seeing us grow into one of the finest football community schemes in the country has been an absolute privilege, and I feel so lucky to have been given the opportunity to play my part in it.

### Albion Memories launches for fans with dementia

We have launched a new programme alongside the club, which aims to support people across Sussex who have mild to moderate forms of dementia.

As part of Albion Memories we are inviting people to come down to the Amex Stadium, to relive and share memories about classic Albion moments and matches.

Held monthly, Albion Memories sessions will include visits to the Club Museum, tours of the stadium, and visits to the sensory inclusion room.

### Success for Albion pan-disability team at Premier League tournament

A team of players from across our disability football programme took part in a special Premier League disability football tournament.

The tournament, held by the Premier League and hosted by the Chelsea FC Foundation, saw clubs from across the south send pan-disability teams to Chelsea FC's Cobham training ground for the tournament in July.

The side won all their games in the tournament, beating Arsenal in the final to lift the trophy.

### Sussex men show off huge weight loss at Kick Off The Weight

A group of 27 Sussex men lost a huge 35 stone between them in our Kick Off The Weight programme.

The 12-week course, funded by Adur & Worthing Council, provided the group with insightful nutritional advice alongside circuit training, walking football sessions, and encouragement to walk every day.

The Lancing group were helped along by a familiar face – Albion legend Guy Butters was part of the team, putting the group through their paces with circuit training and walking football every week.

## Community matchday raises £20,000 for Cost-of-Living campaign

**Our men's game against Brentford on 1 April was our official Community Matchday – giving fans the chance to support our Easter Cost-of-Living appeal.**

Albion fans once again showed their support for the Foundation by donating, visiting us at the Albion bus, and taking part in fun activities all over the stadium.

In total, fans donated a fantastic £20,000 on the day, to help support our award-winning work all across Sussex. Fans who visited the Foundation bus were greeted by special guests Guy Butters and DJ Fatboy Slim, as well as a number of people who have benefitted from Foundation programmes.

Mum Susan, from Moulsecoomb, and her three sons directly benefit from our support. Susan's three sons – Brady, Aidan, and Oscar – attend our Moulsecoomb Premier League Kicks football sessions, which are free to attend for any child in the local area.

They were the face of our Cost-of-Living campaign, sharing their story to help us raise crucial funds.

Susan and her sons stepped out onto the Amex pitch at half time to tell Albion fans their story and how much they have benefitted from our support.

# PLAYER APPEARANCES

**All year, Albion first team players have been going out to meet people in our local communities. Here are some of our favourite moments...**

Above: Brianna Visalli and Zoe Morse visit girls at a talent pathway session.

Right: Joel Veltman answering questions from young players in our football pathway.

Above: Roberto De Zerbi meets Sussex-based Ukrainian kids who were invited to men's first team training.

Above: Billy Gilmour signs a young player's boot as part of the Christmas Wish campaign.

Above: Moises Caicedo poses for a photo at an event celebrating the 25th anniversary of our disability football programme.

Left: Park Ye-Eun shows off her signed Christmas bauble.

Above: Adam Lallana with participants representing the Albion at a regional Premier League Kicks tournament.

Above: Joel Veltman and Poppy Pattinson visit pupils at a Gully's Health Squad workshop at St Bartholomew's Primary School in Brighton.

Lewis Dunk and Pascal Gross joined young players at one of our weekly Premier League Kicks session in Worthing.

# OUR SEASON IN NUMBERS

**20,000**

**people engaged through the year.**

"Since attending the sessions they have given our son his love of football back."

**2,063**

**people attending our health sessions every week.**

**165**

**local schools supported with numeracy, literacy, PHSE and PE.**

"My daughter loves a day at Albion girls football!"

**500+**

**participants with disabilities attending our sessions every week.**

**3,467**

**Soccer schools participants across 12 locations.**

**9,000**

schoolchildren engaged in our programmes.

**98%**

of participants reporting they would recommend us to their friends.

**100%**

growth in girls participation in football sessions in the past year.

"The coaches are all understanding and supportive. The opportunities provided have given my son such a confidence boost, we'll always be grateful for this."

**2,000**

Premier League Kicks participants across 24 locations in Sussex.

**1,500**

people with a disability supported.

"The coaching is amazing. My child absolutely loves it. I cannot praise these sessions enough."

**90%**

of participants reporting they feel more confident about who they are as a result of our support.

**350+**

sessions delivered across 35 towns in Sussex every week.

"Girls advanced centre is amazing. Coaching is outstanding and ran very well. Always made to feel welcome as a parent and a player."

# FOOTBALL PARTICIPATION

# FREE FOOTBALL

# ...FOR 2,000 KIDS IN SUSSEX

**The Premier League Kicks programme provides free football sessions for children who need them most. It's a truly fantastic programme that brings free football to some of the country's most deprived neighbourhoods, which we can run thanks to the support of the Premier League.**

Every single week we run 36 Premier League Kicks sessions across the county in seven different towns. In Sussex, more than 2,000 children in lower-income areas regularly take part in our free Kicks sessions. That means that 2,000 kids are getting active, making friends, learning leadership skills, and being given a positive influence. They have something to look forward to, something to work towards.

Premier League Kicks turns young lives around, and we've even had some former participants go on to work for the Foundation. Later, you will read about Sadie's story, and her remarkable development from being a Premier League Kicks participant into a key part of running the programme.

The Top Bins leadership scheme is a big part of what makes the programme so impactful. Top Bins gives the older kids a chance to work towards certificates by completing tasks, being helpful, and showing leadership qualities. It has proved a big success in keeping kids engaged and turning them into positive role models for the younger participants.

We also work closely with Sussex Police to help them break down barriers with the local community. The police often run workshops and hold talks with participants about subjects like antisocial behaviour, and knife crime.

Three brothers in our Moulsecoomb Kicks sessions recently became the face of our Cost-of-Living fundraising appeal. Brady, Aidan, and Oscar all

go to Kicks together, which gives their mum Susan a small respite. The brothers came to rely on Kicks especially when their dad fell ill; they were all caring for him, and Kicks on a Thursday became their chance to just be kids for an afternoon.

Susan says that if Kicks wasn't free, she would have to choose which of the three brothers would go. That's not a choice any parent should have to make. Thanks to Kicks, she doesn't have to.

"Because it's free, they can all go together and play as brothers, which is really an amazing thing."

Our Premier League Kicks programme here in Sussex is one spoke of a very large wheel. The programme as a whole reaches kids across the length and breadth of England and Wales, providing free football for half a million young people in the last 15 years.

**"It's a truly fantastic programme that brings free football to some of the country's most deprived neighbourhoods."**

Premier League Kicks

# CASE STUDY

# RUDI AND WILL

**"Rudi was going through a bit of a tough time understanding why he's deaf."**

**Rudi, is 7 years old, he's deaf, and he's mad about football. But he started finding it harder and harder to enjoy the game he loves.**

Rudi's mum, Eva, says that it became difficult for her son to play in mainstream football as he got older.

"Rudi's football experience before the Foundation started off okay when he was very little. But as he got older it became harder for him to keep up and understand what was going on.

"He just got tired, because his brain has to work so much harder than our brains to try and understand speech."

It was tough on Rudi, who just wanted to take part and have fun as part of the group.

"The coach kept on looking away, and I couldn't read his lips. It was so, so hard for me," Rudi said.

"At the last football I just didn't really know what to do. I just kept on running."

It all got to be too much for Rudi, and his mum knew she had to take action.

"Rudi one day came back from school and said 'Mummy, I don't want to be deaf anymore, I just want to be normal,' which broke my heart. I thought I had years to go before he'd say something like that."

After looking for local deaf football sessions, Eva stumbled upon our disability football programme. Rudi was then invited down to play at one of our disability-inclusive football sessions.

"I didn't really know that many people, and I just felt a bit fizzy. I didn't know if I was gonna do that good," Rudi said.

To help Rudi feel more at home, Foundation coach Phil decided to introduce him to someone who knows exactly what he's going through.

Will, a Foundation tutor who works with young people, is also deaf. Like Rudi, he wears implants to aid his hearing.

"I first met Rudi on a Saturday morning, and I could see that he's such a great kid, he's so happy and enthusiastic. When he noticed that I'm deaf too he was so excited to see someone else like him.

"He's full of energy and he doesn't let anything get him down.

"Everything that Rudi told me is what I experienced when I was young. Some days he struggles, some days he doesn't want to be deaf.

"He misses some conversations on the playground and can feel left out, and I really related to that. So being able to be with him and share the same experiences was really useful.

"He's much more confident now, and I'm glad I met him."

Eva is full of praise for Will, and the impact he had on Rudi's perspective.

"Will said to Rudi that being deaf is like a superpower, because he can see what people are saying, and Rudi said to me 'yeah, that's what I feel like, it's so cool!' she said.

"He is so confident now. We can see his personality all the time.

"He just truly, truly believes he can do anything."

# FOCUS ON:

# GIRLS' FOOTBALL

**"On a national level, modern women's football has never been more popular."**

**Getting more women and girls out onto the football pitch is a big priority for us. We work hard to encourage girls across Sussex to take part in our football programmes, and we're steadily seeing an increase in participation numbers.**

Last year, 6,000 of our participants were women and girls. That's a huge number of female participants, but we know that the majority of people playing football in this country are still male.

The tides are, however, turning. On a national level, modern women's football has never been more popular. The WSL is attracting bigger and bigger audiences – as is women's football at all levels – and Albion's women's first team have thousands of people going to watch them every week. The Euros last year were a huge moment for women's football, and we were lucky enough to host several games here at the Amex Stadium, including two historic Lionesses victories.

In the immediate aftermath of the tournament, we saw a 100% increase in bookings for our girls soccer schools. That just shows the impact that good publicity can have on inspiring girls to lace up their boots and get active.

Girls are welcome at all of our mixed soccer schools, but we also run a number of female-only football sessions aimed at encouraging people who might not feel comfortable playing in a mixed environment.

Our girls-only soccer schools, which often take place at the American Express Elite Football Performance Centre in Lancing, have helped hundreds of girls get active and enjoy a high-quality football session.

Our women's walking football group has been a big hit, helping local women to improve both their fitness and their mental wellbeing by learning basic football skills in a friendly group environment.

For girls with promise and a serious interest, we also run a talent pathway programme; high-quality coaching and support, with a direct pathway all the way to the women's first team.

Through careers workshops, inspiring talks, and activity days, we've been working all season to try and inspire girls and empower them to find careers in football – whether that's on or off the pitch.

We know there's more work still to be done. If you know a girl who might enjoy getting into football, please check out our website to find out exactly what we can offer. She might just end up falling in love with the game.

# CASE STUDY

## Z'EL

**Z'el Jones, aged 12, is a player in our Girls' U12 Advanced Centre. In her own words, she shared the story of her journey through the Foundation's football pathway.**

When I was younger, I never EVER liked football. My older brother used to force me to play ALL THE TIME.

So, a few years passed by, and I decided to try it out. I wasn't in a football team for a very long time, but I had some training.

Eight months later, in 2021, my dad took me to a football club called Hastings United that was just training at the time. They didn't have a team there, then four months later, they had a good amount of girls for a team.

So, we had a game one Sunday, and won 11-0. I was very happy to score five goals in that game. And that's where I started... My mum took me to a Brighton training session in Falmer, and I was there for about three months.

Then I was invited to go to the Advanced Centre, to have a trial. My mum didn't tell me it was a trial though, so, when we got there, it was just matches. Not long after, Mum made me read the email, I was REALLY HAPPY that I was invited to join the pathway!

I really love seeing the women's first team and the Under-21s train - especially when the Albion girls have soccer school days and they sign our stuff. The training is also very good and fun!

When I first went there, everyone would ask how I was and what my name was. I love it there, because we get good training, the coaches make it SUPER fun and everyone there is very friendly and welcoming.

My dream is to be a part of the girls' academy. Football means A LOT to me, I love to practise with my brother, and, sometimes, by myself. I have learnt a lot of tips and tricks, which are helping me to improve!

I have a lot of fun with my mates! We laugh and play Chinese whispers, and a whole lot more! We also help each other when we don't understand.

We encourage, support and never say negative things! I love my mates! I love FOOTBALL SOOOOO MUCHHHH!!! Thank you for inviting me!

Z'el Jones.

# FOCUS ON:

# ALBION'S DISABILITY FOOTBALL SUCCESS

**Our disability football programme – one of the biggest schemes in the UK for the last 25 years – provides football opportunities for hundreds of people with disabilities of all kinds.**

For participants with a real talent and a desire to compete, we have teams which compete in national competitions against the very best teams in England, proudly wearing the Albion kit and representing Brighton & Hove Albion FC.

Our national disability football teams have had tremendous success this year, a source of great pride to everyone at the club and the Foundation. Our Powerchair Football team won silverware this season, lifting the WFA Championship trophy and earning promotion to the Premiership.

After heartbreak in last year's FA Disability Cup Final, losing on penalties to RNC Hereford, our blind team managed to take revenge this year and beat Hereford to bring the trophy back to Sussex.

The final was broadcast live on BT Sport and watched by thousands of people across the country, in what was a huge moment for disability sport.

The FA Cup victory put the gloss on a fine season after the blind team romped their way to first place in the National Blind Football League. A league and cup double for the Seagulls, and hopefully this is just the beginning of a long, trophy-laden story.

# COACH PROFILE: SADIE

**INCLUSION DEVELOPMENT OFFICER**

STARTED WORKING FOR THE FOUNDATION: 2011

### How did you get here?

I first found out about the Foundation by taking part in free Premier League Kicks sessions when I was young. I wasn't really playing any kind of football at the time, but then I was invited along to a Kicks session.

Eventually, the Foundation supported me with getting my Level 1 and Level 2 coaching badges, and I went from playing at Kicks to coaching it myself as a Community Coach!

### Best part of the job?

Seeing the progress and development of the young people we work with. It's amazing getting to help and support them, not only with their football but also with other social skills.

### Why is Kicks an important programme?

Kicks gives young people the opportunity to get involved in football as well as other leadership programmes that we run.

Kicks is important for young people because it gives them a safe space and an opportunity to play football. It's free, which is really important. It means that people with more than one child won't ever have to choose between them, if cost was an issue. Because it has such a wide age range we can easily cater for brothers and sisters of different ages all at the same session.

### Favourite Foundation memory?

Quite a few years ago now we took a group of kids to France to take part in a football tournament with kids from around the world. It was a mixed tournament, so there was this amazing cross-section of girls and boys, mainstream teams and disability footballers from around the world, all coming together to play football.

# COMMUNITY WELLBEING

# CASE STUDY

> "I want to bring exposure to the real-life issues that are hidden behind the smiles we put on."

# BEN

As part of the celebrations of the 75th birthday of the NHS, iconic photographer Rankin shot a special campaign highlighting some of the amazing NHS health programmes.

More Than Football was one of the programmes chosen to be showcased, so participant Matt was invited to a photoshoot with England footballer Jordan Henderson.

**Men's mental health is a huge issue affecting this country. In the UK, men aged 40-49 are more likely to die by suicide than any other group. We're using the power of football to support fans who are struggling with their mental health.**

Ben, from Sussex, knows all too well what it feels like to suffer behind a smile.

Football has always been one of the biggest parts of Ben's life. "I'm never happier than when I'm on a football pitch with a ball at my feet," he told us.

In 2014, Ben suffered a catastrophic leg break. He thought he might never step out onto a pitch again.

"I was actually told that I may never play football again," Ben said, "but three surgeries and some intense treatment later, I was back on the road to recovery."

Miraculously, Ben found he was able to carry on playing small-sided games.

The whole ordeal was incredibly tough on him.

The pain of the injury, the arduous recovery, the threat of losing the game he loves forever. It came as no surprise that his mental health took a big blow.

"I suffer with both depression and anxiety. I'm a massive over-thinker and care deeply about others, and this often leaves me neglecting myself," Ben said.

There are so many people out there who have stories just like Ben's. People who need support getting through the toughest times of their lives.

More Than Football is here to help them. Delivered by the Foundation, and supported by Heads On and NHS Charities Together, More Than Football encourages men to get up, get back into sport and get talking to each other.

"When you spend the majority of the day in your own head ... it's dangerous. Football, for me, is my biggest coping mechanism.

"I'm never more happy than when I'm contributing on the pitch, and indulging in that general feeling of being part of a team."

Ben joined our Storrington group and found it to be a huge help. Thursday nights are now something he looks forward to every single week.

"It gives me that purpose to help others, play well, and get myself through another 24 hours."

Ben is very keen on highlighting the challenges that men face with their mental health.

"I want to shine a light on those of us that do suffer. I want to bring exposure to the real-life issues that are hidden behind the smiles we put on."

"A talk is really all it takes sometimes."

Since 2022, hundreds of men in 13 different groups across Sussex have benefitted from More Than Football.

**If you want our support, just send an email to: health@bhafcfoundation.org.uk**

**If you need urgent help, you can contact the Samaritans by calling: 116 123**

FOCUS ON:

# GULLY'S HEALTH SQUAD

**"It's a fantastic programme tackling some really important issues – making lasting positive behaviour changes."**

**One of the ways we help young people stay healthy is through our Gully's Health Squad programme.**

Gully's Health Squad, funded by the PL PFA Community Fund, is an initiative aimed at tackling poor diets and childhood obesity, especially in areas of higher deprivation.

By using fun and games (and Gully!) we can get young children paying attention and learning really important health messages.

The first school to take part in Gully's Health Squad – Parkland Junior School in Eastbourne – welcomed Gully and the team late last year. Since then, we've continued to roll out the programme across Sussex.

We stay in each school for 12 weeks, spreading the healthy eating message through assemblies, challenges, workshops, and after-school clubs.

The programme was first started in order to tackle health concerns in young children.

Poor diet and physical inactivity are the primary factors to excess weight and obesity, which is a major public health concern in England.

Childhood obesity and excess weight can result in serious implications to children's physical and mental health, continuing into adulthood, and increasing the risk of obesity for their own children later in life.

In England, a third of children leave primary school overweight/obese. Obesity does not affect all populations equally, with children from the most deprived areas being twice as likely to develop obesity compared with children from more affluent areas.

Experiences at an early age that feel fun and positive give children a sense of confidence, and help them build foundations for a healthy, active life.

Rosie Sadler, Health Manager at the Foundation, said: "We're really pleased that Gully's Health Squad has been such a success.

"It's a fantastic programme tackling some really important issues – physical and mental wellbeing, reducing obesity levels in children, and engaging families in making lasting positive behaviour changes."

Supported by

Premier League

Professional Footballers' Association

# COACH PROFILE: CARA

**PHYSICAL ACTIVITY COACH**

STARTED WORKING FOR THE FOUNDATION: 2022

**How did you get here?**

I had recently finished my Clinical Exercise Science master's degree in Southampton, and I was working in a maternity cover role. I saw the job advertised online and I thought that it sounded like the perfect fit for me. I've been in the role for a year now and I absolutely love it.

**What does a normal day at work look like for Cara?**

The beauty of the role is that no two days are the same. However, a typical day might include delivering physical activity classes both on Zoom or in-person, phone calls and catch-ups with new and existing participants, and creating information and resources.

**Why is physical activity important?**

I work on a programme for people living with, and beyond, cancer. It offers free physical activity and wellbeing support, tailored to suit each individual and their needs. Physical activity has been shown to have significant benefits on the side effects of cancer and its treatment, as well as improving quality of life. It is something which I believe should be offered to everyone as part of their cancer care pathway.

The programme offers not only physical wellbeing support, but also mental and social wellbeing support - it's great to be able to deliver that rounded approach for everyone. It is an absolute privilege to be a part of this Foundation.

**Best part of the job?**

I'd say the best thing about my job is the amazing people who I have the pleasure of meeting and working with. Each and every one of them is a true inspiration - they make my role so enjoyable, and seeing the benefits that they gain from the programme is very rewarding. Being able to make a difference, however big or small, is something I value highly and take great pride in.

# EDUCATION AND EMPLOYABILITY

# FOCUS ON:

# SCHOOLS

> **"Foundation tutors are out in schools every day teaching all of these key skills to the next generation."**

**School is where children develop, learn, and lay the foundations for the people they will grow to be in the future. Because of this, it's so important for us to have a strong presence in our local schools – supporting teachers and helping inspire the next generation.**

When our tutors go into schools proudly wearing the famous Albion badge, they can have a really tremendous impact. Kids who might not be engaged, who might not pay attention, who teachers struggle to get through to, can be transformed when they're being taught by someone from the Albion in a football-themed numeracy or literacy lesson.

More than 5,600 school children in Sussex have taken part in one of our programmes this school year, and we're constantly looking at ways to reach even more. We continue to work in schools, delivering the Premier League Primary Stars and Premier League Inspires programmes to primary and secondary pupils respectively.

These Premier League programmes allow us to get into classrooms all over Sussex and teach really important topics, all the while keeping the pupils engaged with the glitz and glamour of the Premier League.

One way we do this is through Soccer STEM – we bring special football-

themed robots into schools and pupils learn how to code them, teaching them vital skills in coding, geometry, and more.

Outside of the classroom, we also help schools by providing a range of physical activities that kids can get involved with. Our coaches are all equipped to deliver exciting PE lessons, providing schools with expert physical activity sessions that pupils love.

We also run after-school clubs, providing even more options for children to access football sessions in schools.

Promoting equality, diversity, and inclusion is an important area of our work, and through our work in schools we can highlight these important issues to young people.

Through these programmes, plus a whole host of regular workshops, we reach young people in more than 150 schools across Sussex.

Healthy living, numeracy and literacy, PE, science and maths, career aspirations, equality workshops, and so much more. Foundation tutors are out in schools every day teaching all of these key skills to the next generation.

# FOCUS ON: SCHOOLS

### Joel and Poppy visit kids at healthy eating workshop

Gully's Health Squad is a programme designed to get kids eating healthy food, and learning about the benefits of healthy living and proper nutrition.

To help spread the word, Albion first team stars Poppy Pattinson and Joel Veltman visited St Bartholomew's Church of England School in Brighton to meet the pupils.

Joel and Poppy joined in with fruit and veg workshops, before sitting down with the kids to hold a Q&A session about healthy eating.

### Danielle Carter goes back to school to talk about racism

Danielle Carter visited a school in Worthing to explain how education is key in the fight against racism and discrimination.

Danielle visited Davison CE High School in Worthing as part of our work in the Premier League's No Room For Racism campaign.

We organised a workshop with around 30 girls at the school, aged between 11-14, who listened as the Albion striker discussed the issue of racism and discrimination in society and shared her own experiences.

### Girls visit training ground for inspiring football careers day

Around 25 girls aged between 11 and 14 were invited to an inspiring careers talk at the American Express Elite Football Performance Centre in Lancing.

The girls – from Uckfield College and King's Academy Ringmer – listened to a presentation and took part in some activities based around encouraging them to pursue a career in football.

To help inspire the girls, Albion and England star Katie Robinson joined the group to share her experience of women's football.

### Joel and Katie hit the road to deliver books for World Book Day

Albion stars Joel Veltman and Katie Startup went on the road in March to deliver books to schoolchildren in Portslade.

They gave out hundreds of new books as part of the National Literacy Trust's World Book Day celebrations.

Katie and Joel volunteered to help the Foundation team hand out the books – together they took a ride in the Foundation van and visited three schools in Portslade.

# COACH PROFILE: SAMMY

**COMMUNITY COACH FOR ENRICHMENT DAYS**

STARTED WORKING FOR THE FOUNDATION: 2023

**How did you get here?**

I used to play football for Lewes FC Women, and alongside that I was a teaching assistant. I realised I loved working with young people, so I decided to go down the youth development path.

I'm loving being at the Foundation now, it's a really fun place to work and everyone is so nice.

**What does a normal day at work look like for Sammy?**

I'm normally delivering workshops or lessons, either out at schools across Sussex or here at the Amex Stadium. If I'm not teaching, I'll be in the office preparing and developing future lessons.

**Why is our schools work important?**

I think it's really important to give young people different types of opportunities, and different environments where they can learn in different ways.

A lot of our work in schools is stuff that schools can't fit in their own curriculum, so it's really important for us to be able to offer these extra opportunities to students.

A lot of the kids we work with are Brighton fans, or they at least have an interest in football, so coming into their classroom wearing an Albion badge just engages them straight away. That means we can break down barriers in ways their teachers can't necessarily.

**Best part of the job?**

Inspiring young people and watching them grow and develop, and giving them new opportunities.

# PREMIER LEAGUE PRIMARY STARS

# GOLDEN GIRLS: CHAMPIONS OF ENGLAND

**The girls from Goldstone Primary School brought a trophy back to Sussex after winning a national Premier League tournament while representing the Albion.**

Year 6 girls from Goldstone Primary in Hove travelled up to Leeds United's Elland Road to take part in the Premier League Primary Stars U11 Nationals Girls Football Tournament.

They went through the entire tournament unbeaten, conceding just one goal across all of their fixtures as they played schools representing QPR, Bolton, and AFC Wimbledon.
The Albion girls then faced a team

> **"They went through the entire tournament unbeaten, conceding just one goal across all of their fixtures."**

representing Manchester United in the final; they won 1-0 to secure the trophy and cap off an extraordinary tournament.

Two teams from Maidenbower Junior School in Crawley also represented Albion at different Premier League tournaments: Maidenbower's mixed team reached their semi-final, while their girls team got all the way to the final.

Matt Dorn, Foundation CEO, was delighted to see the girls from Goldstone finish as winners: "Everyone at the Foundation is so proud of what the Goldstone team has achieved. They've really shown everyone what they can do.

"The teams representing us from both Maidenbower and Goldstone have shown skill, determination, and fair play. We are lucky to have such wonderful schools representing us.

"The Premier League Primary Stars programme provides so many opportunities for young people, and this national tournament is one such example."

The Goldstone team made it to the tournament after qualifying through their regional finals, giving them the chance to play on a Premier League-quality pitch at Elland Road.

There were 10 regional finals, with dozens of schools across the country taking part, but Goldstone overcame them all to finish as winners.

The U11 National Girls Football Tournament is one of the competition elements of the Premier League Primary Stars programme.

Launched in 2017 and available to every primary school in England and Wales, Premier League Primary Stars uses the appeal of football to help children to be active and develop essential life skills.

# WORKING WITH AMERICAN EXPRESS

**American Express has been the club's main sponsor for over a decade, lending their name to our stadium, our training ground, the front of our shirts, and much more. Beyond the club sponsorship, American Express is also main and long-term supporter of the charity.**

This year, over 400 colleagues from American Express have volunteered to help us deliver initiatives including football tournaments aimed at social inclusion, careers workshops, and STEM sessions; supporting young people to improve their literacy and numeracy along with life skills such as confidence, public speaking and team building. Since 2011, the lives of over 22,000 local people have been positively impacted by this partnership.

They have also generously sponsored key events like the 1983 FA Cup anniversary dinner, providing an important boost to our fundraising efforts.

Here are just a few pictures of American Express colleagues in action with our programme team and participants.

# SCHOLARS HELPING THEIR COMMUNITY

**As part of their development as both footballers and as people, the young academy scholars at the club spend a lot of time helping people in their local communities.**

This season, the Foundation has linked up with the club's academy to facilitate ways for young future Albion stars to give back and learn how important the community is to the DNA of the club. By doing this, they develop their own soft skills at the same time as helping out their community.

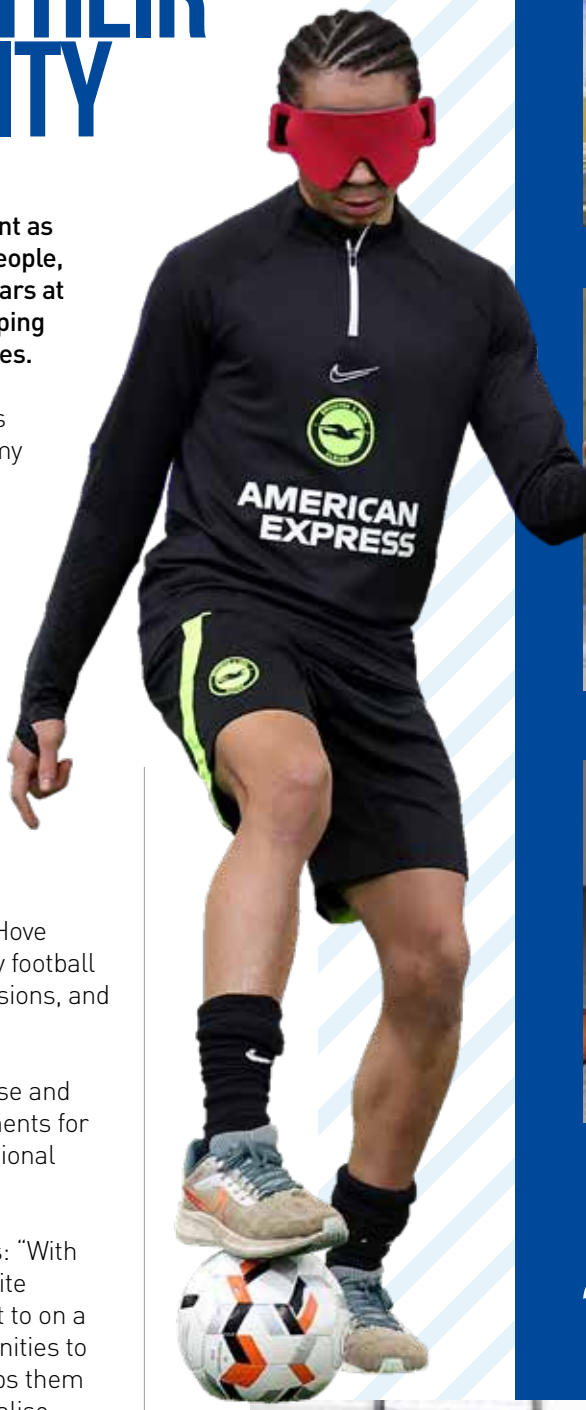
This initiative, supported by the Premier League PFA Community Fund, has seen scholars very busy over the last 12 months. They've helped to coach players at Brighton & Hove Albion Soccer Schools, disability football camps, Kick Off The Weight sessions, and more.

They have also helped to organise and run several Albion Cup tournaments for youngsters from Special Educational Needs schools.

Their tutor, Sami El-Abd, told us: "With the constant pressures of the elite environment players are subject to on a day-to-day basis, these opportunities to give back to the community helps them put things in perspective and realise the impact football can have on the community.

"When I speak to scholars that have now moved on, their most memorable moments are the work in the community

"In addition to this, the interaction they have at these varied sessions helps build on their leadership and communication skills, which will help them both in their careers in football and afterwards."



Supported by

Premier League

Professional Footballers' Association

# STRUCTURE, GOVERNANCE, AND MANAGEMENT

## Reference and administrative details

**Trustees:**

C Bauer, (Chair)
P Bancroft (resigned 26 September 2022)
V J Byrne (appointed 27 November 2023)
L W Cooper (appointed 26 September 2022)
R Galloway (appointed 27 November 2023)
Z Johnson (appointed 26 June 2023)
A R McCarthy (resigned 26 June 2023)
S B Marshall (appointed 27 November 2023)
P J Mullen
M J Perry (resigned 26 June 2023)
R A Read
J Richards
S J Sheehan (resigned 27 November 2023)

**Secretary:**

P Baldwin

**Charity Registration Number:**

1110978

**Company Registration Number:**

05122343

The charity is incorporated in England and Wales.

**Change of Charity Name:**

The charity changed its name from Albion in the Community on 10 July 2023 to Brighton & Hove Albion Foundation Ltd.

**Registered Office:**

American Express Stadium
Village Way
Brighton
BN1 9BL

**Auditor**

Chisnall Comer Ismail & Co
Chartered Accountants & Registered Auditors
Maria House
35 Millers Road
Brighton
BN1 5NP

# STRUCTURE, GOVERNANCE, AND MANAGEMENT

## Charitable objectives

The Brighton & Hove Albion Foundation is the official charity of Brighton & Hove Albion.

The charity's governing document, the memorandum and articles of association sets out its purposes for the benefit of the inhabitants of the City of Brighton and Hove, Sussex and elsewhere through:

- The advancement of education.
- The preservation and protection of good health.
- To provide or assist in the provision of facilities in the interests of social welfare for the recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.
- To promote such other purposes as are charitable under the law of England and Wales from time to time in particular through an association with football.

# STRUCTURE, GOVERNANCE, AND MANAGEMENT

## Nature of governing document

The organisation is a charitable company limited by guarantee, registered as a charity with the Charity Commission on 22 August 2005.

The company was established under a memorandum of association that established the objects and powers of the charitable company and it is governed under its articles of association.

## Recruitment and appointment of trustees

New Trustees are appointed according to the charity's governing document, and to meet specified capability requirements.

## Induction and training of trustees

New trustees go through a formal induction and training process and are encouraged to meet the charity's beneficiaries to hear their experiences first-hand.

All trustees give their time voluntarily and receive no benefits from the charity. No trustee claimed expenses from the charity in 2022-23.

A chief executive is appointed by the trustees to manage the day-to-day operations of the charity.

During the year, L W Cooper and Z Johnson were appointed as trustees and directors on 26 September 2022 and 26 June 23 respectively. On the 27 November 2023, V J Byrne, R Galloway, and S B Marshall were also appointed as trustess and directors.

On 22 September 2022, P Bancroft resiged as trustee and director, with M J Perry and A R McCarthy resigning on 26 June 2023. S J Sheehan resigned as trustee and director on 27 November 2023.

## Public benefit

The trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

It is the opinion of the trustees, that this report demonstrates how the charity provides public benefit.

## Fundraising

The charity's fundraising activities are vital to generate restricted and unrestricted funds to deliver its charitable objectives and continue to improve the lives of people in our community. This is achieved by providing a comprehensive fundraising programme through which people can pledge their support by direct donation and participation in challenge events.

The Brighton & Hove Albion Foundation is registered with the Fundraising Regulator and adheres to the standards outlined in the Fundraising Code of Practice.

No third parties were paid to undertake fundraising activities on behalf of the Brighton & Hove Albion Foundation and there were no complaints received during the 2022-23 reporting year relating to the fundraising practice of the charity.

# FINANCE REVIEW

The charity generated £3,896,325 (2022: £3,729,998) of income during the financial year, enabling it to invest £3,873,895 (2022: £3,688,003) of funds into delivering its work throughout Sussex. The charity generated a surplus of £22,430 (2022: £41,995) and increased its reserves to £750,389 at the year end. To ensure the long term sustainability of the organisation, a considerable effort has been made in recent years to develop a broad range of income streams, enabling the charity to be well positioned to face the challenges posed by the pandemic.

The continued presence of Brighton & Hove Albion FC as a Premier League club has a positive effect on the charity through an increase in profile, both locally and nationally. It is not considered that the charity's long-term financial sustainability is dependent on the club's top flight status.

## Plans for the future

The charity heads into 2023/24 seeing an ever-increasing demand for its activities and with a desire to meet the emerging needs of our communities. In response to the increased needs, the Foundation is embarking on a relocation of its headquarters into the heart of the city with the creation of a new community hub to serve local residents. This move positions the Foundation directly in the community that the charity supports and will create a new facility that will serve as a focus for our engagement and delivery of important programmes locally including the promotion of healthy lifestyles, and wellbeing workshops.

By using this community hub and continuing to focus on our outreach into targeted communities throughout the whole of Sussex, our focus in 2023/24 continues to be on how the charity can use football to help people to get active, be used as engagement tool and context for learning in class and to support mental wellbeing.

## Financial instruments

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

## Cash flow risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity may use a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of Accounting Policies in the financial statements.

The charity currently has no working capital facilities with any bank.

Cash flow is reviewed weekly with a monthly rolling forecast for the next 12 months.

No working capital deficiencies have been identified in the coming years.

## Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables.

An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

## Remuneration – How we decide how much to pay our staff

The Brighton & Hove Albion Foundation has a remuneration committee, comprising of the Chair of trustees and an elected member of the board of trustees. This committee meets annually to determine the remuneration for the entire staff team. The committee takes responsibility for ensuring that the charity pay levels are appropriate and competitive, and to recommend any potential annual cost of living increase.

# FINANCE REVIEW

This committee sets the salaries of the key management staff and reviews these arrangements on an annual basis. These salaries are benchmarked against comparative roles within the sector.

## Reserves policy

The charity's policy is to maintain an appropriate level of reserves to support the ongoing activities of the organisation. This is in order to:

- Provide a sustainable and appropriate level of working capital.
- Allow for periods of unexpected drops in planned income.
- Cope with unexpected and short-term increases in planned expenditure.
- Provide cover for other risks, contingencies, or unforeseen events.

The charity's policy and determination of the required level of reserves are set in accordance with Charity Commission guidelines and are reviewed by the trustees at each board meeting.

The current policy is to hold reserves within a range from £570,000 to £1,140,000 and that this is adequate for the charity to operate and considers any risks to which the charity is exposed, along with the current and projected future levels of income and expenditure.

The charity's available reserves at year end totalled £750,389, of which £742,896 were unrestricted. This is in line with the charity's reserves policy.

Despite the financial impact of the Covid-19 pandemic, the charity's reserve policy continues to remain within the same range for the year ahead. The policy will continue to be reviewed during 2023/2024 by the Board of Trustees.

## Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 27 March 2024 and signed on its behalf by:

C Bauer - Trustee

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGHTON & HOVE ALBION FOUNDATION

## Opinion

We have audited the financial statements of Brighton & Hove Albion Foundation Ltd (the 'charity') for the year ended 30 June 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's trustees, 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 charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 30 June 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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 charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

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

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

We have nothing to report in this regard.

## Opinion on other matters prescribed by the Companies Act 2006

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

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGHTON & HOVE ALBION FOUNDATION

- The information given in the Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Strategic Report and Trustees' 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The 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 (set out on page 19), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with management and those charged with governance, and from our knowledge and experience of charitable concerns;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2022, the Charity SORP, the Companies Act 2006, the Child Protection Act, Disability Discrimination Act, data protection, anti-bribery, employment and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGHTON & HOVE ALBION FOUNDATION

- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators, and the charity's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of those charged with governance and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

## 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.

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGHTON & HOVE ALBION FOUNDATION

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.

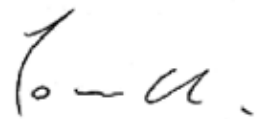
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity audit. We remain solely responsible for our audit opinion.

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.



T G Humphries FCA FCCA (Senior Statutory Auditor)
For and on behalf of Chisnall Comer Ismail & Co,
Statutory Auditor

Maria House
35 Millers Road
Brighton
East Sussex
BN1 5NP

Date: 28 March 2024

# STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2023

**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2023 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 2,038,455 | 927,967 | 2,966,422 |
| Investment income | 4 | 23,603 | - | 23,603 |
| Fundraising | | 906,300 | - | 906,300 |
| Total Income | | 2,968,358 | 927,967 | 3,896,325 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,838,938) | (925,978) | (3,764,916) |
| Governance costs | 5 | (24,829) | - | (24,829) |
| Support costs | 6 | (84,150) | - | (84,150) |
| Total expenditure | | (2,947,917) | (925,978) | (3,873,895) |
| Net income / (expenditure) | | 20,441 | 1,989 | 22,430 |
| Net movement in funds | | 20,441 | 1,989 | 22,430 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 722,455 | 5,504 | 727,959 |
| **Total funds carried forward** | **16** | **742,896** | **7,493** | **750,389** |

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2022 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,786,263 | 976,455 | 2,762,718 |
| Investment income | 4 | 2,656 | - | 2,656 |
| Fundraising | | 964,624 | - | 964,624 |
| Total Income | | 2,753,543 | 976,455 | 3,729,998 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,590,334) | (977,574) | (3,567,908) |
| Governance costs | 5 | (21,857) | - | (21,857) |
| Support costs | 6 | (98,238) | - | (98,238) |
| Total expenditure | | (2,710,429) | (977,574) | (3,688,003) |
| Net income / (expenditure) | | 43,114 | (1,119) | 41,995 |
| Net movement in funds | | 43,114 | (1,119) | 41,995 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 679,341 | 6,623 | 685,964 |
| **Total funds carried forward** | **16** | **722,455** | **5,504** | **727,959** |

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2023 is shown in note 16.

# BALANCE SHEET

**Balance Sheet as at 30 June 2023**

| | Note | 2023 (£) | 2022 (£) |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 11 | 37,587 | 31,586 |
| Investments | 12 | 1 | - |
| | | 37,588 | 31,586 |
| **Current assets** | | | |
| Debtors | 13 | 443,195 | 358,471 |
| Cash at bank and in hand | 14 | 1,140,544 | 1,204,594 |
| | | 1,583,739 | 1,563,065 |
| **Creditors: Amounts falling due within one year** | 15 | (870,938) | (866,692) |
| **Net current assets** | | 712,801 | 696,373 |
| **Net assets** | | 750,389 | 727,959 |
| **Funds of the charity:** | | | |
| **Restricted funds** | | 7,493 | 5,504 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 742,896 | 722,455 |
| **Total funds** | **16** | **750,389** | **727,959** |

These accounts are prepared in accordance with the special provision of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements on pages 44 to 55 were approved by the trustees, and authorised for issue on 27 March 2024 and signed on their behalf by:

.....

L W Cooper - Trustee

# STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

| | Note | 2023 (£) | 2022 (£) |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net income | | 22,430 | 41,995 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | 6 | 30,150 | 44,238 |
| Investment income | 4 | (23,603) | (2,656) |
| | | 28,977 | 83,577 |
| **Working capital adjustments** | | | |
| Decrease / (increase) in debtors | 13 | (84,725) | (64,139) |
| (Decrease) / increase in creditors | 15 | 4,246 | 81,312 |
| Net cash flows from operating activities | | (51,502) | 100,750 |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 4 | 23,603 | 2,656 |
| Purchase of tangible fixed assets | 11 | (36,151) | - |
| Acquisition of investments in subsidiary undertakings | | (1) | - |
| Net cash flows from investing activities | | (12,549) | 2,656 |
| Net increase in cash and cash equivalents | | (64,050) | 103,406 |
| Cash and cash equivalents at 1 July | | 1,204,594 | 1,101,188 |
| Cash and cash equivalents at 30 June | | 1,140,544 | 1,204,594 |

All of the cash flows are derived from continuing operations during the above two periods.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

## 1. Charity Status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
American Express Stadium
Village Way
Brighton
BN1 9BL

**Change of Charity Name:**

The charity changed its name from Albion in the Community on 10 July 2023 to Brighton & Hove Albion Foundation Ltd.

## 2. Accounting policies

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Statement of compliance**

The financial statements 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Basis of preparation**

The Brighton & Hove Albion Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

**Exemption from preparing group accounts**

The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

**Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts held is recognised when the charity has entitlement to the funds and any performance conditions attached to the contract have been met.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition is met. Donations and other receipts from fundraising are reported gross and are accounted for on a receivable basis.

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

**Gift Aid**

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

**Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

**Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

**Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Plant and machinery | 25% on cost |
| Computer costs | 33% on cost |
| Motor vehicles | 25% on cost |

**Trade debtors**

Trade debtors are recognised when funding or donations arise that transfer economic benefits to the charity. These are measured at transaction value.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

**Foreign exchange**

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

**Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## 3. Activities for generating funds

**Income from charitable activities**

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted funds (£) | Total 2023 (£) | Total 2022 (£) |
| Football Participation | 996,804 | 257,361 | 1,254,165 | 1,128,530 |
| Education and Employability | 490,678 | 361,568 | 852,246 | 720,139 |
| Community Wellbeing | 550,973 | 309,038 | 860,011 | 914,049 |
| | 2,038,455 | 927,967 | 2,966,422 | 2,762,718 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

## 4. Investment income

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2023 (£) | Total 2022 (£) |
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 23,603 | 23,603 | 2,656 |

## 5. Expenditure on charitable activities

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2023 (£) | Total 2022 (£) |
| Governance costs | 7 | 24,829 | 24,829 | 21,857 |

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted (£) | Total 2023 (£) | Total 2022 (£) |
| Staff and coaching costs | 2,142,270 | 925,978 | 3,068,248 | 2,831,935 |
| Programme delivery costs | 481,972 | - | 481,972 | 526,260 |
| Operational costs | 214,696 | - | 214,696 | 209,713 |
| Charitable activities | 2,838,938 | 925,978 | 3,764,916 | 3,567,908 |

£2,838,938 (2022 - £2,590,334) of the above expenditure was attributable to unrestricted funds and £925,978 (2022 - £977,574) to restricted funds.

## 6. Support costs

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2023 (£) | Total 2022 (£) |
| Rent and rates | | 54,000 | 54,000 | 54,000 |
| Depreciation of plant and machinery | | 18,116 | 18,116 | 18,637 |
| Depreciation of office equipment | | 12,034 | 12,034 | 25,601 |
| | | 84,150 | 84,150 | 98,238 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

## 7. Analysis of governance and support costs

**Governance costs**

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2023 (£) | Total 2022 (£) |
| Audit fees | | | |
| Audit of the financial statements | 12,000 | 12,000 | 10,000 |
| Accountancy and professional fees paid to others | 12,829 | 12,829 | 11,857 |
| | 24,829 | 24,829 | 21,857 |

## 8. Net incoming/outgoing resources

**Net incoming resources for the year include:**

| | 2023 (£) | 2022 (£) |
|---|---|---|
| Operating leases - other assets | 54,000 | 54,000 |
| Audit fees | 12,000 | 10,000 |
| Depreciation of fixed assets | 30,150 | 44,238 |

## 9. Staff costs

**The aggregate payroll costs were as follows:**

| | 2023 (£) | 2022 (£) |
|---|---|---|
| Staff costs during the year were: | | |
| Staff and coaching costs | 2,743,235 | 2,500,761 |
| Staff NIC (Employers) | 236,701 | 207,963 |
| Staff pensions | 72,550 | 70,119 |
| Consultancy and other staff costs | 15,762 | 53,092 |
| | 3,068,248 | 2,831,935 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2023 (No) | 2022 (No) |
|---|---|---|
| Permanent Staff | 70 | 72 |
| Casual Staff | 114 | 97 |
| | 184 | 169 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

The number of employees whose emoluments fell within the following bands was:

| | 2023 (No) | 2022 (No) |
|---|---|---|
| £60,001 - £70,000 | 1 | - |
| £70,001 - £80,000 | - | 1 |
| £80,001 - £90,000 | 1 | 1 |
| £110,001 - £120,000 | 1 | - |

## 10. Taxation

The charity is a registered charity and is therefore exempt from taxation.

## 11. Tangible fixed assets

| | Office furniture and equipment (£) | Total (£) |
|---|---|---|
| **Cost** | | |
| At 1 July 2022 | 279,075 | 279,075 |
| Additions | 36,151 | 36,151 |
| At 30 June 2023 | 315,226 | 315,226 |
| **Depreciation** | | |
| At 1 July 2022 | 247,489 | 247,489 |
| Charge for the year | 30,150 | 30,150 |
| At 30 June 2023 | 277,639 | 277,639 |
| **Net book value** | | |
| At 30 June 2023 | 37,587 | 37,587 |
| At 30 June 2022 | 31,586 | 31,586 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

## 12. Fixed asset investments

| | 2023 (£) |
|---|---|
| Shares in group undertakings and participating interests | 1 |

| | Subsidiary undertakings (£) | Total |
|---|---|---|
| **Shares in group undertakings and participating interests** | | |
| **Costs** | | |
| Additions | 1 | 1 |
| At 30 June 2023 | 1 | 1 |
| **Net book value** | | |
| At 30 June 2023 | 1 | 1 |

**Details of undertakings**

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

| Undertaking | Country of incorporation | Holding | Proportion of voting rights and share held | Principle activity |
|---|---|---|---|---|
| **Subsidiary undertakings** | | | **2023** | |
| Brighton & Hove Albion Foundation Trading Company Ltd | England & Wales | Ordinary shares | 100% | To raise funds for the charity to use for charitable purposes |

## 13. Debtors

| | 2023 (£) | 2022 (£) |
|---|---|---|
| Trade debtors | 246,295 | 260,923 |
| Prepayments | 31,408 | 18,817 |
| Other debtors | 165,492 | 78,731 |
| | 443,195 | 358,471 |

## 14. Cash and cash equivalents

| | 2023 (£) | 2022 (£) |
|---|---|---|
| Cash at bank | 1,140,544 | 1,204,594 |

## 15. Creditors: amounts falling due within one year

| | 2023 (£) | 2022 (£) |
|---|---|---|
| Trade creditors | 105,880 | 175,897 |
| Other taxation and social security | 276,277 | 189,958 |
| Other creditors | 39,133 | 62,515 |
| Accruals | 449,648 | 438,322 |
| | 870,938 | 866,692 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

## 16. Funds

| | Balance at 1 July 2022 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2023 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 722,455 | 2,968,358 | (2,947,917) | 742,896 |
| | | | | |
| **Restricted funds** | | | | |
| Inclusion programmes | 3,750 | 173,388 | (177,138) | - |
| Football participation programmes | - | 63,167 | (63,167) | - |
| Education programmes | 516 | 361,568 | (356,568) | 5,516 |
| Health programmes | - | 135,650 | (135,650) | - |
| Disability programmes | - | 194,194 | (192,217) | 1,977 |
| Community fund | 1,238 | - | (1,238) | - |
| **Total restricted funds** | **5,504** | **927,967** | **(925,978)** | **7,493** |
| **Total funds** | **727,959** | **3,896,325** | **(3,873,895)** | **750,389** |

| | Balance at 1 July 2021 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2022 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 679,341 | 2,753,543 | (2,710,429) | 722,455 |
| | | | | |
| **Restricted funds** | | | | |
| Inclusion programmes | - | 235,953 | (232,203) | 3,750 |
| Football participation programmes | - | 61,318 | (61,318) | - |
| Education programmes | - | 319,182 | (318,666) | 516 |
| Health programmes | 5,385 | 134,205 | (139,590) | - |
| Disability programmes | - | 225,797 | (225,797) | - |
| Community fund | 1,238 | - | - | 1,238 |
| **Total restricted funds** | **6,623** | **976,455** | **(977,574)** | **5,504** |
| **Total funds** | **685,964** | **3,729,998** | **(3,688,003)** | **727,959** |

The specific purposes for which the funds are to be applied are shown on page 54:

**Inclusion programmes**

We provide free weekly football and mentoring to people facing barriers to regular participation, including teenagers living in areas of deprivation, adults with historic substance misuse problems, or people experiencing challenges with their mental health. Many of our inclusion projects combine free weekly football with mentoring, regular lifestyle workshops and personal development courses. Funding is obtained from a variety of sources, including, but not limited to, the Premier League Charitable Fund and the office of the Sussex Police Crime Commissioner.

**Football participation programmes**

We endeavour to encourage people - particularly children and teenagers - to be physically active on a regular basis. This is often achieved by using the popularity of football or the appeal of Brighton & Hove Albion to motivate and encourage our participants. Sessions run throughout Sussex, with particular emphasis on increasing participation in traditionally under-represented groups, such as teenage girls.

**Education programmes**

Among our varied education programmes are football themed numeracy and literacy lessons for local pupils, a project encouraging more girls to continue studying STEM subjects, and several nationally accredited further education qualifications offered to local people.

**Health programmes**

The health programmes aim to improve the mental and physical health of local people of all ages. Each programme is specifically tailored to address the bespoke health needs of communities in hyper-local geographical areas. Support and funding comes from several partner organisations.

**Disability programmes**

We are the largest provider of football opportunities to people with a disability living in Sussex, with 30 regular sessions now taking place. These are aimed at adult and junior players and offer participation at several stages of competitiveness, including regional and national levels. Our work is split into pan-disability sessions which are open to anyone with a disability, and disability-specific sessions, which allow participants to play within their own peer group and with tailored support appropriate to their needs. Many of our disability-specific sessions are also an introduction to national competition and development structures, which tend to overwhelmingly be organised along disability-specific lines.

**Community fund**

Money raised through donations to support local community initiatives.

## 17. Analysis of net assets between funds

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Restricted funds (£) | Total Funds (£) |
| Tangible fixed assets | 37,587 | - | 37,587 |
| Current assets | 1,576,247 | 7,493 | 1,583,740 |
| Current liabilities | (870,938) | - | (870,938) |
| Total net assets | 742,896 | 7,493 | 750,389 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

## 18. Related party transactions

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £54,000 (2022 - £54,000) for the rent of office facilities.

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £172,804 (2022 - £150,204) for programme delivery costs.

Included in creditors are amounts owed to The Brighton and Hove Albion Football Club Ltd amounting to £26,141 (2022 - £86,209).

The Brighton and Hove Albion Football Club Limited were charged by Brighton & Hove Albion Foundation Ltd £69,589 (2022 - £40,985) for services provided.

Included in debtors are amounts owed from The Brighton and Hove Albion Football Club Ltd amounting to £37,835 (2022 - £24,772).

The Brighton and Hove Albion Football Club Limited made donations to Brighton & Hove Albion Foundation Ltd totalling £390,000 (2022 - £380,000).

Brighton & Hove Albion Foundation Trading Company Ltd, a wholly owned subsidiary of Brighton & Hove Foundation Ltd, made donations to Brighton & Hove Albion Foundation Ltd amounting to £78,129. At the balance sheet date the amount due from Brighton & Hove Albion Foundation Trading Company Ltd was £78,128.

At the start of the financial year, 1 July 2022, one of the Trustees and Directors of Brighton & Hove Albion Foundation, P Mullen, was also a Director and employee of The Brighton and Hove Albion Football Club Ltd, and three of the Trustees and Directors of Brighton & Hove Albion Foundation, M J Perry, P Bancroft, and R A Read, were also employees of The Brighton and Hove Albion Football Club Ltd. On 26 September 2022, L W Cooper, a Director and employee of The Brighton and Hove Albion Football Club Ltd was appointed as Trustee and Director of Brighton & Hove Albion Foundation, and on that same date P Brancroft resigned as Trustee and Director of Brighton & Hove Albion Foundation.

These individuals were employed by The Brighton and Hove Albion Football Club Ltd in the following roles: P Bancroft as Womens and Girls General Manager; R A Read as Head of People and Culture; P Mullen as Director and Chief Operating Officer; L W Cooper as Finance Director; and M J Perry as Honorary Vice President.

On 26 June 2023, Z Johnson was appointed as a Trustee and Director of Brighton & Hove Albion Foundation. Z Johnson is also employed by Brighton and Hove Albion Football Club Ltd as Managing Director (Women & Girls). Also on 26 June 2023, M J Perry resigned as a Trustee and Director of Brighton & Hove Albion Foundation.

**Brighton & Hove Albion Foundation**

England & Wales - Charity number 1110978

# Accounts

Albion in the Community

# ALBION IN THE COMMUNITY

## TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

Albion in the Community

# ALBION IN THE COMMUNITY'S VISION IS TO SEE LIVES CHANGED IN SUSSEX COMMUNITIES BY USING THE POWER OF FOOTBALL.

# THIS IS THE STORY OF OUR 2021/22 SEASON...

# CONTENTS


06 .... Our purpose, vision, and strategy
08 .... Our season in numbers
10 .... Football Participation
17 .... Education and Employability
24 .... Community Wellbeing
33 .... Community Link – Stars of the future
37 .... Charitable objectives
38 .... Plans for the future
39 .... Structure, governance and management
41 .... Finance review
43 .... Independent auditor's report
47 .... Statement of financial activities
48 .... Balance sheet
49 .... Statement of cash flows
50 .... Notes to the financial statements

> **"None of this could have been possible without the hard work and dedication shown by the whole AITC team."**

# MATT DORN

## Albion in the Community's chief executive reflects on another successful year at the charity...

Another year has passed at Albion in the Community; a year in which we have had to overcome some unique challenges posed to us.

Over the past 12 months we have had to safely manage the various obstacles imposed by the pandemic, and continued to raise vital funds for the charity amid a cost of living crisis.

Of course, none of this could have been possible without the hard work and dedication shown by the whole AITC team, who have gone above and beyond to ensure we carry on making a difference in our community no matter what the circumstances.

The 2021/22 season has seen us continue to expand and reach even more people in Sussex. We are proud to have launched Brighton & Hove Albion Blind FC (who played in the FA Cup Blind Final live on BT Sport), expanded the Brighter Outlook programme to support people with cancer, and launched our Gully's Health Squad school programme.

At a time when support from our community was more important than ever, we have been blown away by our truly incomparable fundraisers. We have had countless people run marathons, cycle for hundreds of miles, and organise charity concerts to raise money for AITC.

That fantastic support makes our work possible.

On behalf of everyone at AITC, and the many thousands who have benefitted from our work – thank you.

> **"Albion in the Community is a source of great pride for everyone involved with the football club."**

# MARTIN PERRY

Albion in the Community's chair of trustees Martin Perry looks back with pride at how much things have changed during his three decades with AITC...

This year has been a particularly significant year for AITC for a number of reasons, one of which being the successful launch of our Community Champions programme last winter. We now have around 200 dedicated Community Champions giving us a regular donation, providing a safety net for the most vulnerable people we work with.

We are also celebrating the 25th anniversary of our disability football programme this year. It's one of our most unique and impactful programmes, and hundreds of people with disabilities benefit from it.

The charity has seen a remarkable growth during my time with the Albion – we started with nothing more than an idea of using football to engage children in the classroom, and now AITC is one of the biggest football community organisations in the country, reaching more than 40,000 people every year.

The power of the Albion brand enables us to help so many more people around Sussex. Simply seeing a coach or a tutor wearing the same badge as their favourite football stars can make all the difference in engaging and supporting the young people who need our help.

Albion in the Community is a source of great pride for everyone involved with the football club. Through the work of the charity, you can see a direct link between the 11 players on the pitch at the Amex and local communities all over Sussex.

Our work would not be possible without the many local people, businesses, and organisations who support us. Everything you read in these pages has been made possible by them. Together, we are truly changing lives on a daily basis.

# PURPOSE. VISION. STRATEGY.

Albion in the Community's vision is to see lives changed in our communities through the power of football.

We know that football is one of the most effective ways we can enact change in local communities. Football is by far the most popular sport in the UK - around one million people attend football matches every week, with countless more at home following every update. It is a sport that transcends barriers, and brings together people of all ages and backgrounds.

By taking full advantage of the power of the Albion badge, AITC can reach a significant portion of the 1.7 million people who live across Sussex. From Chichester in the west to Hastings in the east, AITC programmes support people in every corner of the county.

Our work is focused on three key areas: Football Participation, Community Wellbeing, and Education & Employability.

We work with thousands of people on the football pitch every year, either through Premier League Kicks free football sessions, weekly soccer schools, or our disability football programme.

However, the power of football stretches far beyond the confines of the pitch. From nutrition sessions teaching kids how to 'eat like a footballer', to Soccer STEM sessions which use football to get kids interested in science and maths, we use football to engage people and improve their wellbeing in a variety of ways.

AITC employs qualified teachers, health professionals, and football coaches to deliver workshops, programmes, and courses that make a real difference in local communities.

Through football, AITC is transforming lives across Sussex.

# KEY MOMENTS

## Women's football in the year of the Euros

This year is an important one for women's football in this country, with the UEFA Women's EURO 2022 being hosted here in England.

AITC is working to use this high-profile tournament to engage as many women and girls as possible with the power of football.

In April, dozens of women and girls in AITC's disability football programme were given free pairs of Nike boots and free Brighton & Hove Albion kit as part of this project.

## Boot Appeal

AITC collected more than 300 pairs of boots after holding a boot appeal outside the Amex at the Aston Villa game in February. Hundreds of boots were generously donated by fans, staff, and players.

The boots were given to participants involved in AITC's Premier League Kicks free football programme, providing new pairs of football boots to families who need them the most.

## 15 years of Premier League Kicks

AITC has been working with the Premier League to deliver the Premier League Kicks programme in local communities throughout Sussex over the past 15 years.

The programme inspires children and young people to achieve their potential and improve their wellbeing, working together to build stronger, safer and more inclusive communities.

## Launch of Community Champions

2021 saw the launch of AITC's Community Champions programme, an exclusive regular giving scheme for its most dedicated supporters.

For as little as £5 per month you can become a Community Champion and receive regular updates and access to AITC, as well as exclusive Community Champions events at the Amex.

# OUR SEASON IN NUMBERS

Football is an incredibly powerful tool for social change. We are committed to using the power of football to change lives across Sussex, and one of the best ways of doing that is to get as many people as possible lacing up their boots and stepping onto a pitch. From weekly soccer schools to disability football camps, from free Premier League Kicks sessions to walking football for women – AITC is helping thousands of people play football every year.

## COMMUNITY NEED

**27,820**
16-17-year-olds across Sussex are not in education, employment or training.

**37%**
of primary school children are not meeting expected standards.

**20%**
of reported crimes to Sussex police are because of anti-social behaviour.

**26 wards**
in Sussex are in the top 20% of deprived wards in England.

## FOOTBALL PARTICIPATION

**Almost 500**
people regularly participate in our football sessions for people with a disability.

**We run 4**
National Disability League teams.

**1,187**
participants with a disability took part in activities across the charity.

**5,183**
girls participated in our activities.

**4,582**
young people booked onto one of our football participation programmes.

# EDUCATION AND EMPLOYABILITY

We worked with **144** schools across Sussex.

Over **1,900** people have attended assemblies within schools raising disability awareness.

**2,300** people have participated in one of our SEND curriculum programmes delivered in schools.

Over **300** people gained a qualification through one of our education programmes.

Over **7,000** children engaged in our schools based activities including literacy and numeracy interventions.

We have delivered over **200** SEND sessions in schools.

# COMMUNITY WELLBEING

**100%** of participants from our Neighbourhood Health Squad activities said their health and fitness had improved.

Over **400** people attended our Brighter Outlook programme providing exercise sessions for people living with cancer.

**124** people volunteered to help deliver projects across Sussex.

**2,500+** people attended one of our health programmes.

# FOOTBALL PARTICIPATION

FOCUS ON:

# GIRLS' FOOTBALL

Every year AITC works hard to encourage more women and girls to play football.

With the UEFA Women's Euros coming to England (including the Lionesses playing at our very own Amex Stadium), 2022 is a crucial year for women's football in this country.

Major international tournaments like these reach a huge audience, and they play an invaluable role in inspiring the next generation of footballers to get involved. With such a high-profile tournament right on our doorstep, this season has presented a key opportunity to reach even more women and girls.

We run a number of female-only football sessions aimed at encouraging people who might not feel comfortable playing in a mixed environment.

Our girls-only soccer schools, which often take place at the American Express Elite Football Performance Centre in Lancing, have helped hundreds of girls get active and enjoy a high-quality football session.

We have also run several programmes aimed at helping women improve both their fitness and their mental wellbeing by learning basic football skills in a friendly group environment.

We're proud to have helped more than 5,100 women and girls take part in our football activities during the 2021/22 season, but we know there is more work to be done.

Justine Thomson, AITC's Women's Recreational Football Officer, works to provide opportunities for women and girls aged 16+ across Sussex to get involved in football.

Justine told us about what she does every day to get women involved in football: "We're getting people together for social opportunities, exercising using a ball, walking football, small-sided football.

"There are so many more football-based activities on offer outside of the competitive format we see on TV. We want women and girls to step over the side-line, whether that's participating, coaching, or refereeing," she said.

> **"I hope that we see a new wave of women lacing up for the first time and realising football has a place for them."**

"A more diverse workforce will benefit the game and open more opportunities for historically underrepresented groups in the future. I think it's incredibly important that we engage women and girls in football, it provides so many benefits: getting fit, meeting new people, developing new skills and creating new leaders."

Justine's role was introduced as part of the UEFA Women's Euro 2022 legacy project, with the country looking to take advantage of the massive audience tuning in to the tournament.

"The women's game is growing so rapidly now, and the FA want women and girls of all ages to be able to access football. I hope that through the legacy project we see a new wave of women lacing up for the first time and realising football has a place for them," Justine said.

"I'm really, really proud of the work we do here."

FOCUS ON:

# DISABILITY FOOTBALL

In the late 1990's a fledgling AITC launched a disability football programme, and now in 2022 we're celebrating that programme's 25th anniversary.

Millions of people in the UK play football regularly; for so many people football is one of the biggest parts of their lives. For people with a disability however, finding somewhere to play football can prove a great challenge.

Mainstream football sessions are often unsuitable for people with a disability, and a lack of available inclusive sessions means there are countless people who simply can't play the game they love.

We don't think this is right, and we're proud to be doing something about it.

Albion in the Community is now one of the biggest providers of disability football, not just in Sussex, but in the UK.

We make football accessible for hundreds of people across Sussex with a wide range of inclusive sessions - around 500 people with a disability regularly take part in AITC football sessions.

Whether at inclusive disability football camps or at specialised disability-specific sessions, we help to make football accessible for as many people as possible.

AITC has a wide range of programmes and schemes to support people with a disability, including the charity's inclusive community football sessions, educational work in Special Educational Needs schools, and through AITC's disability football talent pathway.

**"Getting so much attention from the public is great for the club, great for Albion in the Community, and great for disability football as a whole."**

We also help run the Brighton & Hove Albion elite disability football teams: the Albion have representative teams in blind football, Powerchair Football, amputee football, and cerebral palsy football.

2021/22 was a year of great success for these teams. Our blind team earned runners-up medals in the FA Disability Cup Final at St George's Park after narrowly losing on penalties, in front of thousands of people watching live on BT Sport.

Our powerchair football team also had a very successful season, winning the WFA Championship at the first time of asking to earn promotion to the Premiership.

AITC Disability Manager Paul Brackley has been excited to see disability football receive so much public attention this year.

"It's been amazing to see the media interest surrounding disability sport," he said. "The FA Blind Cup Final was live on BT Sport, we've had features on BT Sport and BBC News, and some of our clips on social media have been seen by millions of people.

"Getting so much attention from the public is great for the club, great for Albion in the Community, and great for disability football as a whole."

The breadth of quality in our disability talent pathway is shown by the number of players earning international call-ups: during 2021/22 we had 30 players called up to represent their countries.

Players in our disability pathway were called up to England's men's and women's blind teams, England's partially sighted, deaf, and Powerchair Football teams, and Scotland's cerebral palsy team.

Three of our blind football players were even called up to the England squad for the Blind Football European Championships in Italy this summer, beating Germany to finish in third place.

"We're so proud of our disability football programme," Brackley said.

"To see it flourish like this - especially on its 25th anniversary year – is something really special."

# CASE STUDY

# MARSHALL

**"The journey this kid has been on from a nervous 11-year-old to now playing and scoring in men's football, it's a really nice story."**

From attending Albion in the Community's pan-disability sessions to playing at St. George's Park, Marshall has experienced a dramatic footballing rise.

Six years ago, an 11-year-old footballer with autism nervously turned up for his first session with Brighton & Hove Albion's official charity. This is what AITC's disability co-ordinator Kenny Moor recalled.

In hindsight, this day turned out to be a significant landmark in Marshall's journey towards the beautiful game.

"He came to our sessions when I first started at AITC about six years ago," Kenny fondly remembers. "He was just this little kid with autism and was really nervous to play football, but you could definitely see that the potential was there."

From his first session with AITC, Marshall has come on leaps and bounds and has transformed into a confident and talented footballer.

Operating as a centre forward, Marshall has led the line for the charity's pan-disability development squad for the past few years. During this time, he's represented the Albion badge with pride at the Manchester City complex and has even graced the turf of St. George's Park.

However, considering his gifted ability and the fact that he was on the cusp of adulthood, he was ready to take the daunting next step into men's football.

Kenny, who helped mould Marshall into the man he is today, is the reserve team manager of a local Saturday side and invited him along.

"After a couple games, he started to gain some confidence and in one game, he scored and got man of the match," his new manager shared. "I thought to myself, 'wow, what an improvement.'

"The journey this kid has been on from a nervous 11-year-old to now playing and scoring in men's football, it's a really nice story."

Although Marshall is no longer leading the line for his new side, he seems to have found a new footballing home at right back. Here, he has channelled his inner Tariq Lamptey, as his energetic and attacking antics have proven to be a nuisance for his opponents.

Reflecting on his time with the club, Kenny said that he's never met anybody who genuinely enjoys the sport as much as the 17-year-old. In retrospect, this highlights Marshall's truly incredible journey from a nervous child to a confident man who can rub shoulders with other adults, both on the football pitch and in the dressing room.

For somebody with autism this is an amazing achievement, and AITC's disability manager Paul Brackley is proud of the impact that their sessions can have.

"Marshall is the perfect example of somebody who has seriously benefitted from our sessions and has not only developed into a fine footballer, but also into a fantastic individual who now has the tools to go and succeed in all areas of life."

# EDUCATION AND EMPLOYABILITY

# FOCUS ON:

# SOCCER STEM

> **"We use football to encourage children to learn about technology and coding in a fun way."**

Using the power of football to engage kids in the classroom was one of the core ideas when AITC was founded more than 30 years ago.

Back in those days, they might not have imagined that three decades later we'd be using robots to teach kids about coding.

Our Soccer STEM initiative is a forward-thinking programme that brings technology into the classroom to help get children ready for a technological future.

STEM (science, technology, engineering, and maths) skills are so important for kids to learn from a young age, and they are skills which will help them shape tomorrow's world.

However, getting young children interested in coding can be a bit of a challenge.

That's where football steps in to help – wouldn't you be more interested in learning to code if you were actually learning how to score a goal with a robot?

By using small robot balls on a football pitch we show pupils how to code, think about movement and angles, solve problems, work in a team, and communicate effectively. These key skills are all being learned while the children are having fun playing with a robot on a football pitch.

In late 2021, Match of the Day came down to Fairlight Primary School in Brighton to see the initiative live in action.

The film crew were joined by Albion ambassador Glenn Murray, and pupils from Year 6 who showed off their coding skills by making their robots move all over the football pitch.

Murray was impressed with what he saw and reflected: "I think Soccer STEM is an incredible initiative helping children to learn important skills that they will need in their future careers and as they move into secondary school.

"It just shows how important Albion in the Community is to the city and surrounding areas to give these kids the opportunity to benefit their learning and to have fun while doing it."

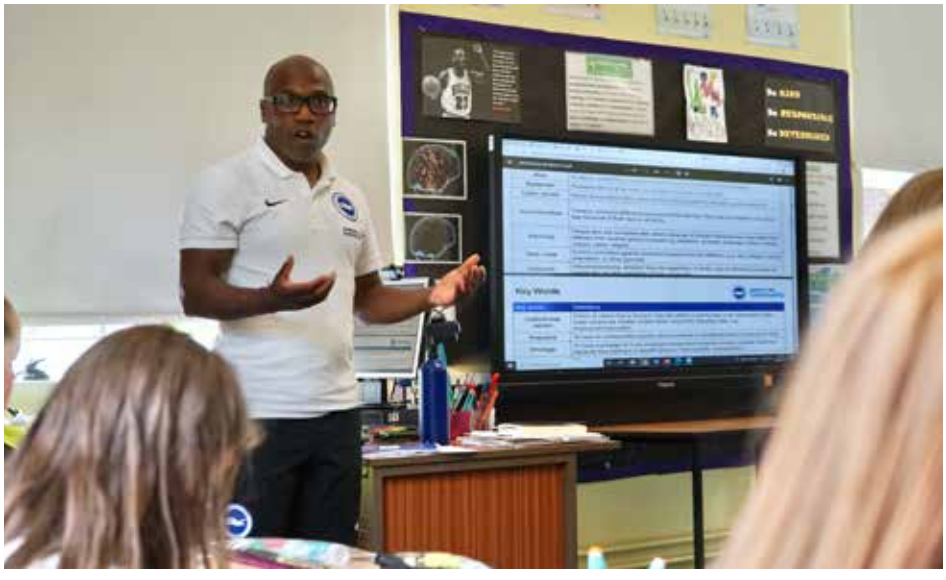
AITC School's Manager Rob Josephs explained: "Coding is one of the important skills that children need for 21st century jobs and STEM is a really important subject area that we feel we can make a real difference with.

"We use football as the theme that supports schools to encourage children to learn about technology and coding in a fun way.

"Soccer STEM teaches children not just about coding but also angles, movement, problem solving, teamwork and communication. These are all skills that will equip children well for the future."

FOCUS ON:

# PREMIER LEAGUE PRIMARY STARS



Across the country, football clubs have collectively realised the impact they can have on young people beyond what happens on the pitch.

Five years ago the Premier League launched the Primary Stars programme, aimed at reaching and inspiring primary-age pupils by using the star power of the Premier League.

We deliver Primary Stars sessions in schools all over Sussex, reaching thousands of kids every single year with a whole term of fun activities to engage pupils in everything from English to PE.

> **"Primary Stars is such a great example of how we can really change young lives for the better when we go into local schools."**

Our Primary Stars sports mentors work with whole classes, small groups, and even individuals in order to make a big impact on every pupil we work with.

That comes in the form of either lessons in school time, or after-school clubs after the final bell has rung. These sessions give children help with their physical literacy, their confidence in English, and their communication skills.

The programme also helps us teach the teachers, giving them more confidence to deliver Premier League-standard PE lessons after the term is over.
To help engage kids and keep their learning grounded, everything is connected to the real world of sport. This helps us tackle important and challenging issues like resilience, diversity, self-esteem, and fair play.

Over the course of the 2021/22 season we worked with 144 different schools all over Sussex, bringing Primary Stars to thousands of kids along the way.

This year we're celebrating the fifth anniversary of the programme - Albion in the Community began its Premier League Primary Stars delivery in 2016 and since then has supported more than 9,000 young people through 4,674 lessons.
Rob Josephs, AITC Schools Manager, is a big believer in the power of Primary Stars.

As a former teacher and now a Primary Stars tutor, Rob is somebody who understands both the importance of education, and also how the profile of the football club can have a massive impact in the local community.

He told us: "I spent 16 years as a teacher in mainstream secondary education, predominantly as a PE teacher but also as a head of year, enterprise lead and director of student leadership and participation.

"I am a huge believer that football clubs are at the heart of the community and from my own sporting background and my previous work as a PE teacher, I know how much sport can impact lives in a positive way.

"Primary Stars is such a great example of how we can really change young lives for the better when we go into local schools."

# CASE STUDY

# ST BARTHOLOMEW'S PRIMARY SCHOOL

**"The fact that there are people interested in their education other than their teachers is brilliant and it makes them want to achieve more."**

We work with around 150 schools in every corner of Sussex, and each one is full of amazing and inspiring stories.

One such story can be found right in the heart of Brighton – St Bartholomew's CE Primary School on Ann Street.

St Bart's is a school bursting with character. Its 141 pupils are a diverse bunch from plenty of different backgrounds, and all of them are full of energy and brimming with ideas.

We work closely with St Bart's - through programmes like Primary Stars - to use the power of the Albion to engage pupils in their schoolwork, and help unlock their potential at an early age.

Dirar, a Year 4 pupil at St Bart's, has to overcome more hurdles than most during his day-to-day life at school.

Despite having cerebral palsy Dirar attends a mainstream school; he faces a number of practical challenges that most of his classmates don't have to worry about.

Dirar being Dirar, however, he doesn't let any barriers stop him from excelling in the classroom.

Everyone at the school has been impressed by Dirar's amazing enthusiasm and hard work. He is one of the many children to have thrived at St Bart's, and our tutors have been especially impressed by his incredible growth in confidence during his time at the school.

Katie Blood, headteacher at St Bartholomew's, was full of admiration for young Dirar.

"Dirar has been a superstar since the day he came into our school," Katie told us, "He's had quite a lot to go through in his little life but he's always tackled it with great courage and great joy.

"He has always been able to participate fully in the activities Albion in the Community put on for us, they've made everything accessible for him and encouraged him to get involved in sport."

Dirar is just one of the many children who we've seen flourish at St Bart's during our time working with the school, and headteacher Katie is full of praise for the work our amazing tutors do there.

"The fact that there are people interested in their education other than their teachers is brilliant and it makes them want to achieve more," Katie told us.

She also recognised the huge power that football can have in inspiring kids in the classroom and on the sports field – especially in some girls who might not otherwise engage in sport.

"We have children who are really interested in football and it's a massive part of their life," she said, "and to have the idea that football can encourage them with their learning in a way that perhaps we as teachers can't makes a huge difference.

"The programme encourages a lot of our girls to get involved in football too, which can only be a good thing for women in sport."

# COMMUNITY WELLBEING

FOCUS ON:

# MORE THAN FOOTBALL

## Sometimes, football really is more than just a game.

Men all over Sussex are coming together to talk to each other, focus on their mental health, and have a kickabout while they're at it – all thanks to the More Than Football programme.

More Than Football uses the power of football to help tackle mental health issues in men aged 30-50 across Sussex. Mental health can be a tricky

> **"Football can help you massively to feel like you belong, you become a family with the people you play with."**

subject to broach, especially for a lot of men that age, but adding a football into the mix plays such a big role in breaking down barriers and helping people to open up.

It is a programme which resonates with men from all backgrounds and walks of life – everyone struggles with their mental health at times. It comes as no surprise, therefore, that a number of Albion legends have thrown their support behind the programme this year.

Albion legend Guy Butters has helped us promote the scheme, and he even decided to go along to a session. He loved it so much he went back the very next week.

Former captain and current AITC patron Bruno is a big supporter of More Than Football, and he is convinced that football can help anyone get through tough times.

"At the end of the day, sometimes we feel like we're on our own," Bruno told us.

"From my experience as a former football player, when I've been going through tough times, one of my worst decisions was not to speak about it."

It's heartening to see former Albion stars using their audience to help raise the profile of a programme like More Than Football – mental health struggles are a topic that a lot of men can really relate to.

Over the past few years there have been more and more campaigns aimed at getting men talking about mental health, but in reality we all know there is still such a long way to go in breaking down certain barriers.

In the UK, men aged 40-49 have higher suicide rates than any other group. Despite this, only 36% of NHS talking therapy referrals are for men, according to the Mental Health Foundation.

More Than Football, which is supported by Heads On, Sussex Partnership NHS Foundation Trust's Charity and NHS Charities Together, is playing its part in helping local men get together and talk.

And, if you're ever feeling like you need a chat, there's sure to be a friendly group just waiting for you to come along.

As Bruno says: "I think football helps with everything. In difficult times it helps you get active and out of the house, and it helps you build good habits which can help break a bad cycle.

"Football can help you massively to feel like you belong, you become a family with the people you play with."

# FOCUS ON:

# BRIGHTER OUTLOOK

Cancer. It's a word none of us ever want to hear. A journey with cancer can be terrifying and daunting, and many have to walk that path alone.

For someone living with cancer, it can make all the difference to find a group of people who can support them through their journey.

Having that support from people who genuinely understand, who can do more than just nod sympathetically, really has such a big impact.

Staying physically fit and healthy is hugely important too – it gives your body the best chance possible to stay strong throughout treatment and surgery.

We're proud to support the physical and mental wellbeing of people with cancer through the Brighter Outlook programme.

It's a programme which helps people with a cancer diagnosis build up their physical strength and confidence (both pre- and post-treatment) to help give their bodies a fighting chance through treatment.

Through fitness classes both in-person and online, people taking part in Brighter Outlook are guided through a fitness regime specifically designed to help strengthen people at different stages of their journey with cancer.

> **"The way the groups rally around each other and support each other really makes me proud to be a part of such an amazing programme."**

Keeping fit and active, maintaining good mental health, and trying to have a healthy diet are all key parts of the programme.

Over the season we supported nearly 250 people with cancer diagnoses, delivering more than 400 classes along the way.

Our health team has also been spreading the word about cancer awareness, reaching nearly 50,000 people through talks, events, and online webinars.

Rosie Sadler, Health Manager at AITC, says she is amazed every time she goes along to a Brighter Outlook session.

"When you see people going along to Brighter Outlook and giving it their all – knowing what they're going through – it's really incredible to see."

Through Brighter Outlook, a lot of real friendships have been forged.

People who have met on the programme regularly meet up outside of their sessions just to have a coffee and a chat; we've heard so many stories of people who have met friends for life through Brighter Outlook.

"The way the groups rally around each other and support each other, both in the activities and also with personal struggles, really makes me proud to be a part of such an amazing programme," Rosie said.

"If there's anyone who feels like they need help and support after their diagnosis – please come along and try Brighter Outlook. It could be one of the best decisions you make."

Rosie Sadler,
Health Manager at AITC

# FOCUS ON:

# GULLY'S HEALTH SQUAD

What's the best way to get kids to eat healthy food? Get a giant cuddly seagull to tell them to do it.

At the tail end of the 2021/22 season our health team launched Gully's Health Squad; a new initiative aimed at improving the health and nutrition of primary school students all over Sussex.

Gully's Health Squad was created to tackle poor diets and childhood obesity, especially in areas of higher deprivation.

The core idea of the power of football – using the appeal of the Albion to help get across an important message – is

just as relevant in the kitchen as it is on the football pitch.

Gully's Health Squad will be travelling to different schools across the county (with Gully providing his trademark warmth and wit), delivering assemblies, activities, and after-school clubs all aimed at promoting healthy eating.

Poor diet and physical inactivity are the primary factors to excess weight and obesity, which is a major public health concern in England.

Childhood obesity and excess weight can result in serious implications to children's physical and mental health, continuing into adulthood, and increasing the risk of obesity for their own children later in life.

In England, a third of children leave primary school overweight/obese. Obesity does not affect all populations equally, with children from the most deprived areas being twice as likely to develop obesity compared with children from more affluent areas.

Experiences at an early age that feel fun and positive give children a sense of confidence, and help them build foundations for a healthy, active life.

Gully's Health Squad, which is funded through the Premier League Charitable Fund, will be rolled out to dozens of schools across Sussex over the next three years.

Gully and his squad will be spending 12 weeks in each school to deliver a masterclass crash course in healthy eating, not just for the students but also for parents and teachers at each school.

The first school to take part in Gully's Health Squad – Parkland Junior School in Eastbourne – welcomed Gully and the team in June for an interactive assembly about the benefits of swapping junk food for healthy treats.

**"It's a fantastic programme tackling some really important issues – physical and mental wellbeing, reducing obesity levels in children, and making lasting positive behaviour changes."**

Rosie Sadler, Health Manager at AITC, said: "We're really pleased that Gully's Health Squad has got underway.

"It's a fantastic programme tackling some really important issues – physical and mental wellbeing, reducing obesity levels in children, and engaging families in making lasting positive behaviour changes."

# CASE STUDY

# DAVE

**"My diagnosis is quite a scary one - it could flare up again and become serious quite quickly. You get used to living from one scan to the next."**

Dave, from Lewes, refuses to let cancer tell him what he can and can't do.

In 2021, Dave's life was changed when doctors found a tumour in his brain – a GBM4 Geloblastoma Multiforma.

It came as a big shock to him. He had no idea that anything had been wrong, and the tumour only came to light after Dave had a nasty accident one day at home.

"I'd just started an online meeting with someone when I had a seizure," Dave told us, "there was blood on the carpet and I didn't come around for around an hour. It was all a bit dramatic to be honest!"

Dave soon had surgery to remove the tumour. To regain his strength and fitness, Dave wanted to carry on doing what he has always loved – running.

"I've always been a runner, and after I recovered from surgery the nurse said I could start running again – just as long as I had someone with me in case I keeled over."

Dave has been a part of our Brighter Outlook programme for around a year. It gave him a chance to improve his strength, and meet others who are going through the same journey.

Like many others, Dave was very close to never even picking up the phone.

"I was given all the details and I didn't follow it up at first, but then I met someone who had been to Brighter Outlook and loved it.

"That spurred me to pick up the phone and find out more – it was one of the best decisions I've made.

"I've been able to do some strength & conditioning classes, and me and my wife also started doing the running club on a Monday morning down at Hove Lawns."

Despite living with a difficult diagnosis – one which could quickly take a turn for the worse – Dave has faced it all with good humour and a determination to carry on doing what he loves.

"My diagnosis is quite a scary one - it could flare up again and become serious quite quickly," Dave said, "You get used to living from one scan to the next.

"I think I've been quite successful in focusing on the here and now instead of worrying about things I can't control."

In April 2022 Dave ran the BM10K in Brighton to help support Albion in the Community. If that wasn't impressive enough, he'll be doing it all over again in 2023 too.

"Brighter Outlook has been brilliant for me. I've made friends with lots of other people with cancer, at various stages of their journey.

"It's mutually supportive: there's always someone who might not feel very well, but they got themselves out of bed to come and be with friends."

"There's a lot to be inspired by, and it's been really good for my physical fitness and mental wellbeing," Dave told us.

If Dave has been inspired by his friends at Brighter Outlook, there's no doubt he himself has inspired so many others with his determination to live life to the fullest.

# COMMUNITY LINK STARS OF THE FUTURE

Throughout the 2021/22 season Albion academy scholars have been getting involved in local communities across Sussex.

Young players have been working to get closer to local people by coaching football sessions, joining children at schools, and supporting wellbeing sessions. By getting involved in the community, these young players can have a big impact on inspiring people to live well and get active.

Several academy players – including under-18 captain Ben Jackson – helped coach a soccer school session at Brighton's Dorothy Stringer School in December.

"Coming to the soccer school, it brings you back to when you were younger," Ben Jackson said. "It's really important because I think in football a big part of it is giving back to the community like this."

A group of stars also delivered training drills at a disability football camp in February.

Several players have got involved by helping to referee matches – scholars were refereeing at the Albion Cup tournament for primary schools back in November 2021, as well as at an elite football camp last April.

In keeping with the refereeing theme, the scholars were joined by Premier League officials Andre Marriner and Darren Cann when they coached children at a soccer school in April.

The scheme is part of a partnership with the Premier League Charitable Fund and PFA to encourage scholars to be more involved in their communities and learn about how football club's support community programmes.

AMERICAN
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Donatello

# STRUCTURE, GOVERNANCE, AND MANAGEMENT

## Reference and administrative details

### Trustees

M J Perry (Chair)
P Bancroft (appointed 26 July and resigned 26 September 2022)
C A Bauer (appointed 20 June 2022)
L W Cooper (appointed 26 September 2022)
P C Frier (resigned 20 June 2022)
D A Jones (resigned 26 July 2021)
A R McCarthy
P J Mullen
R A Read (appointed 26 July 2021)
J Richards
S J Sheehan
M L Sugarman (resigned 20 June 2022)

### Secretary

D A Jones (resigned 26 July 2021)
P Baldwin (appointed 26 July 2021)

### Senior Management Team

M Dorn – Chief Executive
P Baldwin – Head of Finance and Operations
M Barkaway – Head Marketing and Income Generation
L Hermann – Head of Community Programmes

### Principal Office

American Express Community Stadium
Village Way
Brighton
BN1 9BL

The charity is incorporated in England and Wales.

### Company Registration Number

05122343

### Charity Registration Number

1110978

### Auditor

Chisnall Comer Ismail & Co
Chartered Accountants & Registered Auditors
Maria House
35 Millers Road
Brighton
BN1 5NP

# STRUCTURE, GOVERNANCE, AND MANAGEMENT

## Charitable objectives

Albion in the Community is the official charity of Brighton & Hove Albion.

The charity's governing document, the memorandum and articles of association sets out its purposes for the benefit of the inhabitants of the City of Brighton and Hove, Sussex and elsewhere through:

- The advancement of education.
- The preservation and protection of good health.
- To provide or assist in the provision of facilities in the interests of social welfare for the recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.
- To promote such other purposes as are charitable under the law of England and Wales from time to time in particular through an association with football.

# STRUCTURE, GOVERNANCE, AND MANAGEMENT

## Governing document

The organisation is a charitable company limited by guarantee, registered as a charity with the Charity Commission on 22 August 2005.

The company was established under a memorandum of association that established the objects and powers of the charitable company and it is governed under its articles of association.

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 June 2022.

## Trustees

New Trustees are appointed according to the charity's governing document, and to meet specified capability requirements. New Trustees go through a formal induction and training process and are encouraged to meet the charity's beneficiaries to hear their experiences first-hand.

All Trustees give their time voluntarily and receive no benefits from the charity. No trustee claimed expenses from the charity in 2021-22.

A chief executive is appointed by the trustees to manage the day-to-day operations of the charity.

During the year D A Jones resigned as trustee and treasurer on 26 July 2021, and P C Frier and M L Sugarman resigned as trustees on 20 June 2022. On 26 July 2021 R A Read and P Bancroft were appointed as trustees, with P Bancroft subsequently resigning on 26 September 2022. C A Bauer and L W Cooper were both appointed as trustees on 20 June 2022, and 26 September 2022 respectively. P Baldwin was appointed as treasurer on 26 July 2021.

## Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

It is the opinion of the Trustees, that this report demonstrates how the charity provides public benefit.

## Fundraising

The charity's fundraising activities are vital to generate restricted and unrestricted funds to deliver its charitable objectives and continue to improve the lives of people in our community. This is achieved by providing a comprehensive fundraising programme through which people can pledge their support by direct donation and participation in challenge events.

Albion in the Community is registered with the Fundraising Regulator and adheres to the standards outlined in the Fundraising Code of Practice.

No third parties were paid to undertake fundraising activities on behalf of Albion in the Community and there were no complaints received during the 2021-22 reporting year relating to the fundraising practice of the charity.

# FINANCE REVIEW

The charity generated £3,729,998 (2021: £3,142,810) of income during the financial year, enabling it to invest £3,688,003 (2021: £3,114,945) of funds into delivering its work throughout Sussex. The charity generated a surplus of £41,995 (2021: £27,865) and increased its reserves to £727,959 at the year end. The charity has worked hard to develop sustainable income streams to ensure the long-term impact of its work remains secure, and this is reflected in a strong financial performance within a challenging economic climate.

The establishment of Brighton & Hove Albion FC as a Premier League club continues to have a positive effect on the charity through an increase in profile, both locally and nationally. It is not considered the charity's long-term financial sustainability is dependent on the club's top-flight status.

## Plans for the future

Amid a cost-of-living crisis impacting our communities, the charity heads into 2022/23 experiencing an increase in demand for its activities and a desire to practically support the emerging financial and wellbeing needs of our communities.

At the forefront of the charity's plans for 2022/23 is a renewed focus on how the charity can use football to help people to get active, support learning in class, and improve personal wellbeing. During the coming year there will be the implementation of a new long-term strategy, following the successful completion of the previous five-year plan, to drive significant and lasting change for the communities it serves.

Specific areas of impetus will include the increased engagement and delivery of mass participation football activities for girls, scaling up our mental health football sessions for at risk men, and further relationship building with our schools' network to provide more PE, literacy, numeracy and STEM workshops.

## Financial instruments

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

## Working capital

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity may use a mixture of long-term and short-term debt finance. Further details regarding liquidity risk can be found in the Statement of Accounting Policies in the financial statements.

The charity currently has no working capital facilities with any bank.

Cash flow is reviewed weekly with a monthly rolling forecast for the next 12 months.

No working capital deficiencies have been identified in the coming years.

## Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables.

An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

## Remuneration – How we decide how much to pay our staff

Albion in the Community has a remuneration committee, comprising of the Chair of trustees and an elected member of the board of trustees. This committee meets annually to determine the remuneration for the entire staff team. The committee takes responsibility for ensuring that the charity pay levels are appropriate and competitive, and to recommend any potential annual cost of living increase.

# FINANCE REVIEW

This committee sets the salaries of the key management staff and reviews these arrangements on an annual basis. These salaries are benchmarked against comparative roles within the sector.

## Reserves policy

The charity's policy is to maintain an appropriate level of reserves to support the ongoing activities of the organisation. This is in order to:

- Provide a sustainable and appropriate level of working capital.
- Allow for periods of unexpected drops in planned income.
- Cope with unexpected and short-term increases in planned expenditure.
- Provide cover for other risks, contingencies, or unforeseen events.

The charity's policy and determination of the required level of reserves are set in accordance with Charity Commission guidelines and are reviewed by the trustees at each board meeting.

The current policy is to hold reserves within a range from £470,000 to £950,000 and that this is adequate for the charity to operate and considers any risks to which the charity is exposed, along with the current and projected future levels of income and expenditure.

The charity's available reserves at year end totalled £727,959 of which £722,455 were unrestricted. This is in line with the charity's reserves policy.

Despite the financial impact of the Covid-19 pandemic, the charity's reserve policy continues to remain within the same range for the year ahead. The policy will be reviewed on a regular basis in 2022/2023 by the Board of Trustees in light of the rapidly changing situation with the pandemic.

## Statement of Trustees' Responsibilities

The trustees (who are also the directors of Albion in the Community for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year.

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safe-guarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the charity on 27 March 2023 and signed on its behalf by:

M J Perry - Trustee

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALBION IN THE COMMUNITY

## Opinion

We have audited the financial statements of Albion In The Community (the 'charity') for the year ended 30 June 2022, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's trustees, 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 charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 30 June 2022 and of its results for the year then 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## Other information

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

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

We have nothing to report in this regard.

## Opinion on other matters prescribed by the Companies Act 2006

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

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALBION IN THE COMMUNITY

- The information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the light of our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The 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 (set out on page 39), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with management and those charged with governance, and from our knowledge and experience of charitable concerns;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2022, the Charity SORP, the Companies Act 2006, the Child Protection Act, Disability Discrimination Act, data protection, anti-bribery, employment and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALBION IN THE COMMUNITY

- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators, and the charity's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of those charged with governance and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

## 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.

# INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALBION IN THE COMMUNITY

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.

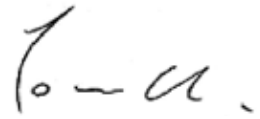
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity audit. We remain solely responsible for our audit opinion.

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.



T G Humphries FCA FCCA (Senior Statutory Auditor)
For and on behalf of Chisnall Comer Ismail & Co,
Statutory Auditor

Maria House
35 Millers Road
Brighton
East Sussex
BN1 5NP

Date: 27 March 2023

# STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2022

**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2022 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,786,263 | 976,455 | 2,762,718 |
| Investment income | 4 | 2,656 | - | 2,656 |
| Fundraising | | 964,624 | - | 964,624 |
| Total Income | | 2,753,543 | 976,455 | 3,729,998 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,590,334) | (977,574) | (3,567,908) |
| Governance costs | 5 | (21,857) | - | (21,857) |
| Support costs | 6 | (98,238) | - | (98,238) |
| Total expenditure | | (2,710,429) | (977,574) | (3,688,003) |
| Net income / (expenditure) | | 43,114 | (1,119) | 41,995 |
| Net movement in funds | | 43,114 | (1,119) | 41,995 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 679,341 | 6,623 | 685,964 |
| **Total funds carried forward** | **14** | **722,455** | **5,504** | **727,959** |

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2021 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,649,413 | 997,997 | 2,647,410 |
| Investment income | 4 | 3,665 | - | 3,665 |
| Fundraising | | 447,322 | 44,413 | 491,735 |
| Total Income | | 2,100,400 | 1,042,410 | 3,142,810 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (1,974,703) | (1,040,300) | (3,015,003) |
| Governance costs | 5 | (21,786) | - | (21,786) |
| Support costs | 6 | (78,156) | - | (78,156) |
| Total expenditure | | (2,074,645) | (1,040,300) | (3,114,945) |
| Net income / (expenditure) | | 25,755 | 2,110 | 27,865 |
| Net movement in funds | | 25,755 | 2,110 | 27,865 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 653,586 | 4,513 | 658,099 |
| **Total funds carried forward** | **14** | **679,341** | **6,623** | **685,964** |

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2022 is shown in note 14.

# BALANCE SHEET

**Balance Sheet as at 30 June 2022**

| | Note | 2022 (£) | 2021 (£) |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 11 | 31,586 | 75,824 |
| **Current assets** | | | |
| Debtors | 12 | 358,471 | 294,332 |
| Cash at bank and in hand | | 1,204,594 | 1,101,188 |
| | | 1,563,065 | 1,395,520 |
| **Creditors: Amounts falling due within one year** | 13 | (866,692) | (785,380) |
| **Net current assets** | | 696,373 | 610,140 |
| **Net assets** | | 727,959 | 685,964 |
| **Funds of the charity:** | | | |
| **Restricted funds** | | 5,504 | 6,623 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 722,455 | 679,341 |
| **Total funds** | **14** | **727,959** | **685,964** |

These accounts are prepared in accordance with the special provision of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements on pages 44 to 54 were approved by the trustees, and authorised for issue on 27 March 2023 and signed on their behalf by:

.....

L W Cooper - Trustee

# STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2022

| | Note | 2022 (£) | 2021 (£) |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net income | | 41,995 | 27,865 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | 6 | 44,238 | 48,156 |
| Investment income | 4 | (2,656) | (3,665) |
| | | 83,577 | 72,356 |
| **Working capital adjustments** | | | |
| Decrease / (increase) in debtors | 12 | (64,139) | 120,211 |
| (Decrease) / increase in creditors | 13 | 81,312 | 119,146 |
| Net cash flows from operating activities | | 100,750 | 311,713 |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 4 | 2,656 | 3,665 |
| Purchase of tangible fixed assets | 11 | - | (4,310) |
| Net cash flows from investing activities | | 2,656 | (645) |
| Net increase in cash and cash equivalents | | 103,406 | 311,068 |
| Cash and cash equivalents at 1 July | | 1,101,188 | 790,120 |
| Cash and cash equivalents at 30 June | | 1,204,594 | 1,101,188 |

All of the cash flows are derived from continuing operations during the above two periods.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

## 1. Charity Status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

## 2. Accounting policies

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Statement of compliance**

The financial statements 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Basis of preparation**

Albion in the Community meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

**Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts held is recognised when the charity has entitlement to the funds and any performance conditions attached to the contract have been meet.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition is met.

Donations and other receipts from fundraising are reported gross and are accounted for on a receivable basis.
Grant income received from HMRC for the Jobs Retention Scheme are to cover administration costs and are shown as charitable activities within the unrestricted funds.

**Grants receivable**

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

**Gift Aid**

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

**Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

**Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

**Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

**Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Plant and machinery | 25% on cost |
| Computer costs | 33% on cost |
| Motor vehicles | 25% on cost |

**Trade debtors**

Trade debtors are recognised when funding or donations arise that transfer economic benefits to the charity. These are measured at transaction value.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

**Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## 3. Activities for generating funds

**Income from charitable activities**

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted funds (£) | Total 2022 (£) | Total 2021 (£) |
| Health | 292,983 | 134,205 | 427,188 | 435,569 |
| Schools | 101,885 | 319,182 | 421,067 | 374,466 |
| Disability | 65,989 | 225,797 | 291,786 | 250,685 |
| Skills training and employability | 299,072 | - | 299,072 | 440,166 |
| Football pathway | 775,426 | 61,318 | 836,744 | 443,023 |
| Inclusion | 250,908 | 235,953 | 486,861 | 349,939 |
| HMRC Grant for Job Retention Scheme | - | - | - | 353,562 |
| | 1,786,263 | 976,455 | 2,762,718 | 2,647,410 |

## 4. Investment income

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2022 (£) | Total 2021 (£) |
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 2,656 | 2,656 | 3,665 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

## 5. Expenditure on charitable activities

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2022 (£) | Total 2021 (£) |
| Governance costs | 7 | 21,857 | 21,857 | 21,786 |

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted (£) | Total 2022 (£) | Total 2021 (£) |
| Staff and coaching costs | 1,854,361 | 977,574 | 2,831,935 | 2,390,929 |
| Programme delivery costs | 526,260 | - | 526,260 | 379,383 |
| Operational costs | 209,713 | - | 209,713 | 244,691 |
| Charitable activities | 2,590,334 | 977,574 | 3,567,908 | 3,015,003 |

£2,590,334 (2021 - £1,884,703) of the above expenditure was attributable to unrestricted funds and £977,574 (2021 - £1,040,300) to restricted funds.

## 6. Support costs

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2022 (£) | Total 2021 (£) |
| Rent and rates | | 54,000 | 54,000 | 30,000 |
| Depreciation of plant and machinery | | 18,637 | 18,637 | 18,638 |
| Depreciation of office equipment | | 25,601 | 25,601 | 29,518 |
| | | 98,238 | 98,238 | 78,156 |

## 7. Analysis of governance and support costs

**Governance costs**

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2022 (£) | Total 2021 (£) |
| Audit fees | | | |
| The audit of the charity's annual accounts | 10,000 | 10,000 | 9,600 |
| Accountancy fees | 11,857 | 11,857 | 12,186 |
| | 21,857 | 21,857 | 21,786 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

## 8. Net incoming/outgoing resources

**Net incoming resources for the year include:**

| | 2022 (£) | 2021 (£) |
|---|---|---|
| Operating leases - other assets | 54,000 | 30,000 |
| Audit fees | 10,000 | 9,300 |
| Depreciation of fixed assets | 44,238 | 48,156 |

## 9. Staff costs

**The aggregate payroll costs were as follows:**

| | 2022 (£) | 2021 (£) |
|---|---|---|
| Staff costs during the year were: | | |
| Staff and coaching costs | 2,500,761 | 2,099,800 |
| Staff NIC (Employers) | 207,963 | 162,113 |
| Staff pensions | 70,119 | 58,220 |
| Consultancy and other staff costs | 53,092 | 70,796 |
| | 2,831,935 | 2,390,929 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2022 (No) | 2021 (No) |
|---|---|---|
| Permanent Staff | 72 | 72 |
| Casual Staff | 97 | 100 |
| | 169 | 172 |

The number of employees whose emoluments fell within the following bands was:

| | 2022 (No) | 2021 (No) |
|---|---|---|
| £60,001 - £70,000 | - | 1 |
| £70,001 - £80,000 | 1 | - |
| £80,001 - £90,000 | 1 | 1 |

## 10. Taxation

The charity is a registered charity and is therefore exempt from taxation.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

## 11. Tangible fixed assets

| | Office furniture and equipment (£) | Motor vehicles (£) | Total (£) |
|---|---|---|---|
| **Cost** | | | |
| At 1 July 2021 | 279,075 | 45,650 | 324,725 |
| Disposals | - | (45,650) | (45,650) |
| At 30 June 2022 | 279,075 | - | 279,075 |
| **Depreciation** | | | |
| At 1 July 2021 | 203,251 | 45,650 | 248,901 |
| Charge for the year | 44,238 | - | 44,238 |
| Eliminated on disposals | - | (45,650) | (45,650) |
| At 30 June 2022 | 247,489 | - | 247,489 |
| **Net book value** | | | |
| At 30 June 2022 | 31,586 | - | 31,586 |
| At 30 June 2021 | 75,824 | - | 75,824 |

## 12. Debtors

| | 2022 (£) | 2021 (£) |
|---|---|---|
| Trade debtors | 260,923 | 114,782 |
| Prepayments | 18,817 | 5,344 |
| Other debtors | 78,731 | 174,206 |
| | 358,471 | 294,332 |

## 13. Creditors: amounts falling due within one year

| | 2022 (£) | 2021 (£) |
|---|---|---|
| Trade creditors | 175,897 | 161,377 |
| Other taxation and social security | 189,959 | 62,067 |
| Other creditors | 62,515 | 37,055 |
| Accruals | 438,321 | 524,881 |
| | 866,692 | 785,380 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

## 14. Funds

| | Balance at 1 July 2021 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2022 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 679,341 | 2,753,543 | (2,710,429) | 722,455 |
| **Restricted funds** | | | | |
| Inclusion programmes | - | 235,953 | (232,203) | 3,750 |
| Football participation programmes | - | 61,318 | (61,318) | - |
| Education programmes | - | 319,182 | (318,666) | 516 |
| Health programmes | 5,385 | 134,205 | (139,590) | - |
| Disability programmes | - | 225,797 | (225,797) | - |
| Community fund | 1,238 | - | - | 1,238 |
| **Total restricted funds** | **6,623** | **976,455** | **(977,574)** | **5,504** |
| **Total funds** | **685,964** | **3,729,998** | **(3,688,003)** | **727,959** |

| | Balance at 1 July 2020 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2021 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 653,586 | 2,100,400 | (2,074,645) | 679,341 |
| **Restricted funds** | | | | |
| Inclusion programmes | - | 288,309 | (288,309) | - |
| Football participation programmes | - | 63,766 | (63,766) | - |
| Education programmes | 929 | 286,787 | (287,716) | - |
| Health programmes | - | 146,347 | (140,962) | 5,385 |
| Disability programmes | 3,584 | 212,788 | (216,372) | - |
| Community fund | - | 44,413 | (43,175) | 1,238 |
| **Total restricted funds** | **4,513** | **1,042,410** | **(1,040,300)** | **6,623** |
| **Total funds** | **658,099** | **3,142,810** | **(3,114,945)** | **685,964** |

The specific purposes for which the funds are to be applied are shown on page 53:

**Inclusion programmes**

We provide free weekly football and mentoring to people facing barriers to regular participation, including teenagers living in areas of deprivation, adults with historic substance misuse problems, or people experiencing challenges with their mental health. Many of our inclusion projects combine free weekly football with mentoring, regular lifestyle workshops and personal development courses. Funding is obtained from a variety of sources, including, but not limited to, the Premier League Charitable Fund and the office of the Sussex Police Crime Commissioner.

**Football participation programmes**

We endeavour to encourage people - particularly children and teenagers - to be physically active on a regular basis. This is often achieved by using the popularity of football or the appeal of Brighton & Hove Albion to motivate and encourage our participants. Sessions run throughout Sussex, with particular emphasis on increasing participation in traditionally under-represented groups, such as teenage girls.

**Education programmes**

Among our varied education programmes are football themed numeracy and literacy lessons for local pupils, a project encouraging more girls to continue studying STEM subjects, and several nationally accredited further education qualifications offered to local people.

**Health programmes**

The health programmes aim to improve the mental and physical health of local people of all ages. Each programme is specifically tailored to address the bespoke health needs of communities in hyper-local geographical areas. Support and funding comes from several partner organisations.

**Disability programmes**

We are the largest provider of football opportunities to people with a disability living in Sussex, with 30 regular sessions now taking place. These are aimed at adult and junior players and offer participation at several stages of competitiveness, including regional and national levels. Our work is split into pan-disability sessions which are open to anyone with a disability, and disability-specific sessions, which allow participants to play within their own peer group and with tailored support appropriate to their needs. Many of our disability-specific sessions are also an introduction to national competition and development structures, which tend to overwhelmingly be organised along disability-specific lines.

**Community fund**

Money raised through donations to support local community initiatives.

## 15. Analysis of net assets between funds

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Restricted funds (£) | Total Funds (£) |
| Tangible fixed assets | 31,586 | - | 31,586 |
| Current assets | 1,557,561 | 5,504 | 1,563,065 |
| Current liabilities | (866,692) | - | (866,692) |
| Total net assets | 722,455 | 5,504 | 727,959 |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

## 16. Related party transactions

Albion in the Community were charged by The Brighton and Hove Albion Football Club Ltd £54,000 (2021 - £30,000) for the rent of office facilities.

Albion in the Community were charged by The Brighton and Hove Albion Football Club Ltd £150,204 (2021 - £209,753) for programme delivery costs.

Included in creditors are amounts owed to The Brighton and Hove Albion Football Club Ltd amounting to £86,209 (2021 - £25,997).

The Brighton and Hove Albion Football Club Ltd were charged by Albion in the Community £40,985 (2021 - £35,000) for services provided.

Included in debtors are amounts owed from The Brighton and Hove Albion Football Club Ltd amounting to £24,772 (2021 - £5,833).

The Brighton and Hove Albion Football Club Ltd made donations to Albion in the Community totalling £380,000 (2021 - £982).

At the start of the financial year, 1 July 2021, three of the Trustees and Directors of Albion in the Community, were also Directors of The Brighton and Hove Albion Football Club Ltd, D A Jones, P J Mullen and M L Sugarman. On 26 July 2021 D A Jones resigned from his role as Trustee and Director of Albion in the Community, and on 20 June 2022 M L Sugarman resigned from his role as Trustee and Director of Albion in the Community.

P Bancroft and R A Read were appointed as Trustees and Directors of Albion in the Community on 26 July 2021. P Bancroft subsequently resigned her role as Trustee and Director of Albion in the Community on 26 September 2022. P Bancroft is employed by Brighton and Hove Albion Football Club Ltd as Women's and Girls' General Manager, R A Read is employed by Brighton and Hove Albion Football Club Ltd as Head of People and Culture.

In addition to P Bancroft and R A Read, two further Trustees and Directors of Albion in the Community, are also employed by Brighton and Hove Albion Football Club Ltd, P J Mullen, and M J Perry. P J Mullen is employed as Director and Chief Operating Officer, and M J Perry is employed as Honorary Vice President.

On 26 September 2022 L W Cooper was appointed as a Trustee and Director of Albion in the Community. L W Cooper is also employed by Brighton and Hove Albion Football Club Ltd as Finance Director.

Albion in the Community

albioninthecommunity.org.uk

Albion in the Community, American Express Community Stadium, Village Way, Brighton BN1 9BL. Tel: 01273 878265.
Company limited by guarantee in England and Wales (No. 5122343).
Registered charity in England and Wales (No. 1110978).

Registered with FUNDRAISING REGULATOR

**Brighton & Hove Albion Foundation**

England & Wales - Charity number 1110978

# Accounts

Albion in the Community

# TRUSTEES' REPORT
## AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

# Contents


| | Page |
|---|---|
| Message from the Chair and Chief Executive | 3 |
| The year at a glance | 4 |
| Trustees' Annual Report | 5 |
| – Charitable objectives | 5 |
| – Achievements and performance | 5 |
| – Plans for the future | 7 |
| Structure, governance and management | 8 |
| Finance review | 10 |
| Independent auditor's report | 12 |
| Statement of financial activities | 16 |
| Balance sheet | 17 |
| Statement of cash flows | 18 |
| Notes to the financial statements | 19 |

# Message from the Chair and Chief Executive

The past 12 months have been a year like no other for the families that we support in our community as they felt the impact of the pandemic and lockdown on their health, wellbeing, and social connections. Through these challenging months Albion in the Community has focussed on how we can best help people to get active, keep learning and staying well.

We have once again been reminded of how important our role is within the local community. As one family told us during the lockdown about their daughter who has spina bifida: "Lily doesn't cope very well with change and found lockdown very challenging, so Albion in the Community's support has been invaluable."

Albion in the Community currently delivers 60 different initiatives and projects in the local community. The charity is widely regarded as one of the leading sporting charities in the UK and is one of the largest third sector community football schemes in the country.

A recent social and economic impact report that we commissioned from experts at Marshal Regen Ltd and the University of Chichester found the charity was having a positive impact on the local community in Sussex worth more than £28million a year. Based on an annual investment by Albion in the Community of over £3million, the report found the charity created £8.84 of social value for every £1 it received in grants or donations.

The charity is also considered an example of best practice in its sector in terms of safeguarding and governance and has worked with the Premier League and the British Standards Institute to help develop a kite mark for charity governance.

In 2021, the charity was named Best Football Community Scheme: Premier League at the Football Business Awards; this is the fifth time in six years that Albion in the Community has won its category at the football industry's main annual showcase.

> **"Lily doesn't cope very well with change and found lockdown very challenging, so Albion in the Community's support has been invaluable."**

Despite the challenges in our society that have emerged because of the Covid pandemic, we are confident that this charity has the skills, resources, and expertise to continue to provide the vital support that is needed in these times. Football has the power to bring people together, inspire and engage in ways that many others cannot, and we are aware of the huge responsibility we hold to use this as an important engagement tool for our local communities.

Finally we would like to thank our staff and senior management team for their continuing hard work and commitment during the past very challenging 12 months. The importance of our role in the community has been heavily underlined throughout this period and everyone at AITC has worked exceptionally hard to ensure that those affected by the pandemic –particularly those who are most vulnerable have been contacted and have had support provided through this period.

Martin Perry
Chair of trustees

Matt Dorn
Chief Executive

## The year at a glance

**208**
online sessions delivered.

**4,902**
children participating in our community football programme.

**1,357**
people reached through our health initiatives.

**394**
participants in our disability football programme.

**15,807**
followers on social media.

**17,549**
participants in our programmes.

**Over 500**
volunteers support our work.

**6,627**
activity sessions delivered in person.

**172**
paid staff.

# Trustees' Annual Report

## Vision

Our vision is to see lives changed in our communities through the power of football. We believe that we will achieve this by helping people to get active, learn new skills and live well in our communities.

## Charitable objectives

Albion in the Community is the official charity of Brighton & Hove Albion, a Premier League football club based in the city of Brighton and Hove, in Sussex.

The charity uses the power of football and the popularity of Brighton & Hove Albion to inspire people to participate in physical activity, to raise the aspirations of our local community and to support people's wellbeing.

It has been providing vital support to its local community for almost 30 years, reaching more than 40,000 people each year. The charity's governing document, the memorandum and articles of association sets out its purposes for the benefit of the inhabitants of the City of Brighton and Hove, Sussex and elsewhere through:

- The advancement of education.
- The preservation and protection of good health.
- To provide or assist in the provision of facilities in the interests of social welfare for the recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.
- To promote such other purposes as are charitable under the law of England and Wales from time to time in particular through an association with football.

## Values

We deliver our charitable objectives and vision with the following values:

- Teamwork
- Exceeding expectations
- Aiming high
- Acting with integrity
- Making it special

## Achievements and performance

As with every charity, business and family in the UK, the Covid-19 pandemic has continued to cast a shadow over the work of Albion in the Community, its delivery, beneficiaries, and its finances during 2020-2021. Despite the operational and social challenges that the pandemic has created, we have still been able to deliver a rich programme of activities within our communities throughout Sussex. In total, delivering 6,627 activity sessions within the 12 month period.

### Football participation

Many of the people who attend Albion in the Community's regular sessions do so because they want to be more active. For example, 394 people took part in one of the charity's 30 regular football sessions for people with a disability, benefiting from specialist coaching support and the chance to have fun, learn new skills, and make new friends. For many of these junior and adult players, the ability to get active and play sport on such a regular basis is key to managing their conditions and improving their overall health and wellbeing. In some cases, working with Albion in the Community has also drastically improved participants' mobility and, while the focus is on getting active, the wider benefits of taking part in sport also have a huge impact on the lives of the charity's participants off the pitch - helping raise aspirations, provide respite and support for family members, and teaching important life skills which can help at school or in accessing employment.

Albion in the Community successfully continued its work targeting young people living in areas of deprivation. More than 800 children and teenagers have taken part in one of the charity's free football sessions which take place weekly at 40 venues across Sussex. Removing the financial barrier to regular participation in sport has proved vital in helping reach young people who may not otherwise engage with local support services. As well as providing free football, Albion in the Community's coaches also offer mentoring, support, and guidance, and the charity delivers regular workshops on subjects like substance-misuse and discrimination.

Albion in the Community has also worked hard to encourage more girls to play football and participate in sport. Throughout the year 1,233 girls played football at one of the charity's regular sessions.

More than 2,700 children and young people also attended a regular football session with Albion in the Community,

# Trustees' Report

including many for whom that weekly session was their only form of structured, regular exercise.

### Education and employability

Albion in the Community has a long and proud history of working with local schools while also providing people with an alternative to traditional further education.

The charity's work with local schools involves a range of different projects and programmes including a thriving after school club programme which engaged 1,371 during the year.

It also delivers the hugely popular Premier League Primary Stars and Premier League Inspires initiatives in Sussex, both of which use football and the popularity of the Premier League and, in this case, Brighton & Hove Albion, to engage pupils and students in their academic studies.

1,143 local pupils took part in Premier League Primary Stars, and 386 in Premier League Inspires.

Albion in the Community also works hard to train and upskill local teachers, particularly in the area of school sport and physical education; 44 teachers benefited from this training during the pre-lockdown period of this report.

The charity also works hard to support further education and employability with 99 young people aged under 21 years old supported with qualifications and additional support. A further 54 people over 21 years old were also supported as part of a programme of 154 vocational qualifications provided to local people.

### Community wellbeing

Thousands of people benefit from Albion in the Community's wellbeing programmes each year. Nowhere is that impact felt more keenly than among the participants on the charity's Brighter Outlook project – an initiative which provides free, specialist support to anyone looking to stay active before, during, or after cancer treatment.

Research shows several significant benefits to staying active during this time, including improved mental health and a decreased risk of disease recurrence. Help is provided either on a one-to-one basis, or as a group activity, and anyone taking part is given on-going support by Albion in the Community after the initial ten-weeks of sessions has finished. During the year 238 people took part in Brighter Outlook.

Bespoke wellbeing support was also provided for 147 families to help improve healthy habits and follow a healthier diet. Support was provided on both a one-to-one basis and, in a group, setting to help people meet their health goals. In addition, 124 young people living in high need areas received one-to-one mentoring support who are referred to us by partner agencies to help them to develop the personal skills and support networks they need to achieve and move forward in their lives.

# Trustees' Report

## Plans for the future

While it has been a challenging year for Albion in the Community and the families that it supports because of the pandemic, there is no doubt that demand for activities that support wellbeing, in school learning and physical activity are needed more than ever as all aspects of our society recover from the impact of lockdown.

The charity heads into 2021/22 seeing an increase in demand for its activities and with a desire to meet the emerging needs of our communities.

A renewed focus on how the charity can use football to help people to get active, be used as engagement tool and context for learning in class and to support mental wellbeing is at the forefront of the charity's plans for 2021/22.

During the upcoming period there will be a refresh of the charity's long-term strategy, following the successful completion of the previous five-year plan, to drive significant and lasting change for the communities it serves post-pandemic.

# Structure, governance, and management

## Governing document

The organisation is a charitable company limited by guarantee, registered as a charity with the Charity Commission on 22 August 2005.

The company was established under a memorandum of association that established the objects and powers of the charitable company and it is governed under its articles of association.

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 June 2021.

## Trustees

New Trustees are appointed according to the charity's governing document, and to meet specified capability requirements. New Trustees go through a formal induction and training process and are encouraged to meet the charity's beneficiaries to hear their experiences first-hand.

All Trustees give their time voluntarily and receive no benefits from the charity. No trustee claimed expenses from the charity in 2020-21.

A chief executive is appointed by the trustees to manage the day-to-day operations of the charity.

There were no changes in the trustee board during the year in review, however on 26 July 2021 D A Jones resigned from his roles as Trustee and Company Secretary. Two new trustees, P Bancroft and R A Read were appointed to the board on the same date, and P Baldwin was appointed Company Secretary.

## Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

It is the opinion of the Trustees, that this report demonstrates how the charity provides public benefit.

## Fundraising

The charity's fundraising activities are vital to generate restricted and unrestricted funds to deliver its charitable objectives and continue to improve the lives of people in our community. This is achieved by providing a comprehensive fundraising programme through which people can pledge their support by direct donation and participation in challenge events.

Albion in the Community is registered with the Fundraising Regulator and adheres to the standards outlined in the Fundraising Code of Practice.

No third parties were paid to undertake fundraising activities on behalf of Albion in the Community and there were no complaints received during the 2020-21 reporting year relating to the fundraising practice of the charity.

# Structure, governance, and management

## Reference and administrative details

### Trustees

M J Perry (Chair)
P Bancroft (appointed 26 July 2021)
P C Frier
D A Jones (resigned 26 July 2021)
A R McCarthy
P J Mullen
R A Read (appointed 26 July 2021)
J Richards
S J Sheehan
M Sugarman

### Secretary

P Baldwin (appointed 26 July 2021)
D A Jones (resigned 26 July 2021)

### Senior Management Team

M Dorn – Chief Executive
P Baldwin – Head of Finance and Operations
M Barkaway – Head Marketing and Income Generation

### Principal Office

American Express Community Stadium
Village Way
Brighton
BN1 9BL

The charity is incorporated in England and Wales.

### Company Registration Number

05122343

### Charity Registration Number

1110978

### Auditor

Chisnall Comer Ismail & Co
Chartered Accountants & Registered Auditors
Maria House
35 Millers Road
Brighton
BN1 5NP

# Finance review

The charity generated £3,142,810 (2020: £3,438,564) of income during the financial year, enabling it to invest £3,114,945 (2020: £3,406,936) of funds into delivering its work throughout Sussex. The charity generated a surplus of £27,865 (2020: £31,628) and increased its reserves to £685,963 at the year end. The charity has worked hard to develop sustainable income streams to ensure the long-term impact of its work remains secure, and this is reflected in a strong financial performance within a challenging economic climate.

The establishment of Brighton & Hove Albion FC as a Premier League club continues to have a positive effect on the charity through an increase in profile, both locally and nationally. It is not considered the charity's long-term financial sustainability is dependent on the club's top-flight status.

## How the pandemic impacted the charity's finances

As a result of the restrictions imposed from the national lockdown, the charity faced a considerable loss of income from charitable activity through the suspension of fee-based football programmes, the cancellation of scheduled mass participation fundraising events, the closure of schools and other venues for community delivery and the restrictions in place on social interaction.

The charity's senior management and board of trustees were able to mitigate the financial risk to the charity by adapting delivery models, reducing costs, accessing the government's Job Retention Scheme and successful fundraising for emergency funds.

Albion in the Community was able to ensure it fully delivered against its contractual targets for existing projects which had received grants and funding from external organisations. This not only meant that participants were given vital support in line with what had been expected and was needed, but also meant the charity was not left in the position of having to reimburse awarded funding.

Albion in the Community also played a key role in facilitating a local campaign to raise and distribute funds for local causes to help them navigate the pandemic through the creation of the Albion As One fund – an initiative launched by players of Brighton & Hove Albion FC and the club's board of directors. After an initial donation by the players and club board members, Brighton & Hove Albion fans contributed by making donations or by waiving the right to ticket refunds to matches now forced to be played behind closed doors. This money was then distributed as a crisis fund to local charities including Albion in the Community.

As a result of these interventions, the good governance structures in place, and the dedication of staff, the charity has been able to mitigate against the financial loss incurred without the need to draw down the financial reserves of the organisation. It is anticipated that through good management we will continue to deliver these vital services into 2022 without seeing the charity's reserves fall outside of the reserve policy range.

## Financial instruments

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

## Working capital

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity may use a mixture of long-term and short-term debt finance. Further details regarding liquidity risk can be found in the Statement of Accounting Policies in the financial statements.

The charity currently has no working capital facilities with any bank.

Cash flow is reviewed weekly with a monthly rolling forecast for the next 12 months.

No working capital deficiencies have been identified in the coming years.

## Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables.
An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a

# Finance review

reduction in the recoverability of the cash flows. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

## Remuneration – How we decide how much to pay our staff

Albion in the Community has a remuneration committee, comprising of the Chair of trustees and an elected member of the board of trustees. This committee meets annually to determine the remuneration for the entire staff team. The committee takes responsibility for ensuring that the charity pay levels are appropriate and competitive, and to recommend any potential annual cost of living increase.

This committee sets the salaries of the key management staff and reviews these arrangements on an annual basis. These salaries are benchmarked against comparative roles within the sector.

## Reserves policy

The charity's policy is to maintain an appropriate level of reserves to support the ongoing activities of the organisation. This is in order to:

- Provide a sustainable and appropriate level of working capital.
- Allow for periods of unexpected drops in planned income.
- Cope with unexpected and short-term increases in planned expenditure.
- Provide cover for other risks, contingencies, or unforeseen events.

The charity's policy and determination of the required level of reserves are set in accordance with Charity Commission guidelines and are reviewed by the trustees at each board meeting.

The current policy is to hold reserves within a range from £470,000 to £950,000 and that this is adequate for the charity to operate and considers any risks to which the charity is exposed, along with the current and projected future levels of income and expenditure.

The charity's available reserves at year end totalled £685,963, of which £679,340 were unrestricted. This is in line with the charity's reserves policy.

Despite the financial impact of the Covid-19 pandemic, the charity's reserve policy continues to remain within the same range for the year ahead. The policy will be reviewed on a regular basis in 2021/2022 by the Board of Trustees in light of the rapidly changing situation with the pandemic.

## Statement of Trustees' Responsibilities

The trustees (who are also the directors of Albion in the Community for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The annual report was approved by the trustees of the charity on 22 April 2022 and signed on its behalf by:

M J Perry - Trustee

# Independent Auditor's Report to the Members of Albion in the Community

## Opinion

We have audited the financial statements of Albion In The Community (the 'charity') for the year ended 30 June 2021, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's trustees, 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 charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 30 June 2021 and of its results for the year then 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## Other information

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

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

We have nothing to report in this regard.

## Opinion on other matters prescribed by the Companies Act 2006

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

# Independent Auditor's Report to the Members of Albion in the Community

- The information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the light of our knowledge and understanding of the 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 where the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The 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 (set out on page 11), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with management and those charged with governance, and from our knowledge and experience of charitable concerns;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2022, the Charity SORP, the Companies Act 2006, the Child Protection Act, Disability Discrimination Act, data protection, anti-bribery, employment and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;

# Independent Auditor's Report to the Members of Albion in the Community

- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators. and the charity's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of those charged with governance and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

## 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.

# Independent Auditor's Report to the Members of Albion in the Community

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.

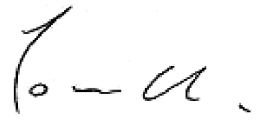
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity audit. We remain solely responsible for our audit opinion.

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.



T G Humphries ACA FCCA (Senior Statutory Auditor)
For and on behalf of Chisnall Comer Ismail & Co,
Statutory Auditor

Maria House
35 Millers Road
Brighton
East Sussex
BN1 5NP

Date: 22 April 2022

# Statement of Financial Activities for the Year Ended 30 June 2021

**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2021 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,649,413 | 997,997 | 2,647,410 |
| Investment income | 4 | 3,665 | - | 3,665 |
| Fundraising | | 447,322 | 44,413 | 491,735 |
| Total Income | | 2,100,400 | 1,042,410 | 3,142,810 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (1,974,703) | (1,040,300) | (3,015,003) |
| Governance costs | 5 | (21,786) | - | (21,786) |
| Support costs | 6 | (78,156) | - | (78,156) |
| Total expenditure | | (2,074,645) | (1,040,300) | (3,114,945) |
| Net income / (expenditure) | | 25,755 | 2,110 | 27,865 |
| Net movement in funds | | 25,755 | 2,110 | 27,865 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 653,586 | 4,513 | 658,099 |
| **Total funds carried forward** | **14** | **679,341** | **6,623** | **685,964** |

| | Note | Unrestricted funds (£) | Restricted funds (£) | Total 2020 (£) |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Activities for generating funds | 3 | 1,821,120 | 1,003,048 | 2,824,168 |
| Investment income | 4 | 5,012 | - | 5,012 |
| Fundraising | | 327,047 | 282,337 | 609,384 |
| Total Income | | 2,153,179 | 1,285,385 | 3,438,564 |
| **Expenditure on:** | | | | |
| Charitable activities | 5 | (2,029,239) | (1,288,163) | (3,317,402) |
| Governance costs | 5 | (24,612) | - | (24,612) |
| Support costs | 6 | (64,922) | - | (64,922) |
| Total expenditure | | (2,118,773) | (1,288,163) | (3,406,936) |
| Net income / (expenditure) | | 34,406 | (2,778) | 31,628 |
| Net movement in funds | | 34,406 | (2,778) | 31,628 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 619,180 | 7,291 | 626,471 |
| **Total funds carried forward** | **14** | **653,586** | **4,513** | **658,099** |

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2021 is shown in note 14.

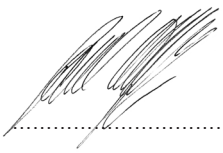
# Balance Sheet

**Balance Sheet as at 30 June 2021**

| | Note | 2021 (£) | 2020 (£) |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 11 | 75,824 | 119,670 |
| **Current assets** | | | |
| Debtors | 12 | 294,332 | 414,543 |
| Cash at bank and in hand | | 1,101,188 | 790,120 |
| | | 1,395,520 | 1,204,663 |
| **Creditors: Amounts falling due within one year** | 13 | (785,380) | (666,234) |
| **Net current assets** | | 610,140 | 538,429 |
| **Net assets** | | 685,964 | 658,099 |
| **Funds of the charity:** | | | |
| **Restricted funds** | | 6,623 | 4,513 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 679,341 | 653,586 |
| **Total funds** | **14** | **685,964** | **658,099** |

These accounts are prepared in accordance with the special provision of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements on pages 16 to 26 were approved by the trustees, and authorised for issue on Friday 22 April 2022 and signed on their behalf by:



P J Mullen - Trustee

# Statement of Cash Flows for the Year Ended 30 June 2021

| | Note | 2021 (£) | 2020 (£) |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net cash income | | 27,865 | 31,628 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | 6 | 48,156 | 34,678 |
| Investment income | 4 | (3,665) | (5,012) |
| | | 72,356 | 61,294 |
| **Working capital adjustments** | | | |
| Decrease / (increase) in debtors | 12 | 120,211 | 163,171 |
| (Decrease) / increase in creditors | 13 | 119,146 | (151,514) |
| Net cash flows from operating activities | | 311,713 | 72,951 |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 4 | 3,665 | 5,012 |
| Purchase of tangible fixed assets | 11 | (4,310) | (40,431) |
| Net cash flows from investing activities | | (645) | (35,419) |
| Net increase in cash and cash equivalents | | 311,068 | 37,532 |
| Cash and cash equivalents at 1 July | | 790,120 | 752,588 |
| Cash and cash equivalents at 30 June | | 1,101,188 | 790,120 |

All of the cash flows are derived from continuing operations during the above two periods.

# Notes to the Financial Statements for the Year Ended 30 June 2021

## 1. Charity Status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

## 2. Accounting policies

### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

### Statement of compliance

The financial statements 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

### Basis of preparation

Albion in the Community meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

### Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts held is recognised when the charity has entitlement to the funds and any performance conditions attached to the contract have been meet.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition is met.

Donations and other receipts from fundraising are reported gross and are accounted for on a receivable basis.
Grant income received from HMRC for the Jobs Retention Scheme are to cover administration costs and are shown as charitable activities within the unrestricted funds.

### Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

### Gift Aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

### Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

### Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

# Notes to the Financial Statements for the Year Ended 30 June 2021

**Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Plant and machinery | 25% on cost |
| Computer costs | 33% on cost |
| Motor vehicles | 25% on cost |

**Trade debtors**

Trade debtors are recognised when funding or donations arise that transfer economic benefits to the charity. These are measured at transaction value.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

**Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## 3. Activities for generating funds

**Income from charitable activities**

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted funds (£) | Total 2021 (£) | Total 2020 (£) |
| Health | 323,292 | 112,277 | 435,569 | 370,153 |
| Schools | 157,218 | 217,248 | 374,466 | 388,977 |
| Disability | 150,193 | 100,492 | 250,685 | 254,464 |
| Skills training and employability | 440,166 | - | 440,166 | 504,856 |
| Football pathway | 413,470 | 29,553 | 443,023 | 615,908 |
| Inclusion | 52,513 | 297,426 | 349,939 | 393,362 |
| HMRC Grant for Job Retention Scheme | 353,562 | - | 353,562 | 296,448 |
| | 1,890,414 | 756,996 | 2,647,410 | 2,824,168 |

## 4. Investment income

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2021 (£) | Total 2020 (£) |
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 3,665 | 3,665 | 5,012 |

# Notes to the Financial Statements for the Year Ended 30 June 2021

## 5. Expenditure on charitable activities

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2021 (£) | Total 2020 (£) |
| Governance costs | 7 | 21,786 | 21,786 | 24,612 |

| | Unrestricted funds | | | |
|---|---|---|---|---|
| | General (£) | Restricted (£) | Total 2021 (£) | Total 2020 (£) |
| Staff and coaching costs | 1,350,629 | 1,040,300 | 2,390,929 | 2,503,735 |
| Programme delivery costs | 289,383 | - | 289,383 | 626,538 |
| Operational costs | 244,691 | - | 244,691 | 187,129 |
| Charitable activities | 1,884,703 | 1,040,300 | 2,925,003 | 3,317,402 |

£1,884,703 (2020 - £2,029,239) of the above expenditure was attributable to unrestricted funds and £1,040,300 (2020 - £1,288,163) to restricted funds.

## 6. Support costs

| | | Unrestricted funds | | |
|---|---|---|---|---|
| | Note | General (£) | Total 2020 (£) | Total 2020 (£) |
| Rent and rates | | 30,000 | 30,000 | 30,000 |
| Depreciation of plant and machinery | | 18,638 | 18,638 | 6,604 |
| Depreciation of office equipment | | 29,518 | 29,518 | 28,318 |
| | | 78,156 | 78,156 | 64,922 |

## 7. Analysis of governance and support costs

**Governance costs**

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Total 2021 (£) | Total 2020 (£) |
| Audit fees | | | |
| The audit of the charity's annual accounts | 9,600 | 9,600 | 9,300 |
| Accountancy fees | 12,186 | 12,186 | 15,312 |
| | 21,786 | 21,786 | 24,612 |

# Notes to the Financial Statements for the Year Ended 30 June 2021

## 8. Net incoming/outgoing resources

**Net incoming resources for the year include:**

| | 2021 (£) | 2020 (£) |
|---|---|---|
| Operating leases - other assets | 30,000 | 30,000 |
| Audit fees | 9,300 | 9,300 |
| Depreciation of fixed assets | 48,156 | 34,292 |

## 9. Staff costs

**The aggregate payroll costs were as follows:**

| | 2021 (£) | 2020 (£) |
|---|---|---|
| Staff costs during the year were: | | |
| Staff and coaching costs | 2,099,800 | 2,193,026 |
| Staff NIC (Employers) | 162,113 | 189,399 |
| Staff pensions | 58,220 | 66,170 |
| Consultancy and other staff costs | 70,796 | 55,140 |
| | 2,390,929 | 2,503,735 |

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

| | 2021 (No) | 2020 (No) |
|---|---|---|
| Permanent Staff | 72 | 75 |
| Casual Staff | 100 | 101 |
| | 172 | 176 |

The number of employees whose emoluments fell within the following bands was:

| | 2021 (No) | 2020 (No) |
|---|---|---|
| £60,001 - £70,000 | 1 | 1 |
| £80,001 - £90,000 | 1 | 1 |

## 10. Taxation

The charity is a registered charity and is therefore exempt from taxation.

# Notes to the Financial Statements for the Year Ended 30 June 2021

## 11. Tangible fixed assets

| | Office furniture and equipment (£) | Motor vehicles (£) | Total (£) |
|---|---|---|---|
| **Cost** | | | |
| At 1 July 2020 | 274,765 | 45,650 | 320,415 |
| Additions | 4,310 | - | 4,310 |
| At 30 June 2021 | 279,075 | 45,650 | 324,725 |
| **Depreciation** | | | |
| At 1 July 2020 | 155,095 | 45,650 | 200,745 |
| Charge for the year | 48,156 | - | 48,156 |
| At 30 June 2021 | 203,251 | 45,650 | 248,901 |
| **Net book value** | | | |
| At 30 June 2021 | 75,824 | - | 75,824 |
| At 30 June 2020 | 119,670 | - | 119,670 |

## 12. Debtors

| | 2021 (£) | 2020 (£) |
|---|---|---|
| Trade debtors | 114,782 | 45,957 |
| Prepayments | 5,344 | - |
| Other debtors | 174,206 | 368,586 |
| | 294,332 | 414,543 |

## 13. Creditors: amounts falling due within one year

| | 2021 (£) | 2020 (£) |
|---|---|---|
| Trade creditors | 161,377 | 37,182 |
| Other taxation and social security | 62,067 | 175,817 |
| Other creditors | 37,055 | 17,718 |
| Accruals | 524,881 | 435,517 |
| | 785,380 | 666,234 |

# Notes to the Financial Statements for the Year Ended 30 June 2021

## 14. Funds

| | Balance at 1 July 2020 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2021 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 653,586 | 2,100,400 | (2,074,645) | 679,341 |
| **Restricted funds** | | | | |
| Inclusion programmes | - | 288,309 | (288,309) | - |
| Football participation programmes | - | 63,766 | (63,766) | - |
| Education programmes | 929 | 286,787 | (287,716) | - |
| Health programmes | - | 146,347 | (140,962) | 5,385 |
| Disability programmes | 3,584 | 212,788 | (216,372) | - |
| Community fund | - | 44,413 | (43,175) | 1,238 |
| **Total restricted funds** | **4,513** | **1,042,410** | **(1,040,300)** | **6,623** |
| **Total funds** | **658,099** | **3,142,810** | **(3,114,945)** | **685,964** |

| | Balance at 1 July 2019 (£) | Incoming resources (£) | Resources expended (£) | Balance at 30 June 2020 (£) |
|---|---|---|---|---|
| **Unrestricted funds** | | | | |
| **General** | | | | |
| General fund | 619,180 | 2,153,179 | (2,118,773) | 653,586 |
| **Restricted funds** | | | | |
| Inclusion programmes | - | 404,983 | (404,983) | - |
| Football participation programmes | - | 63,360 | (63,360) | - |
| Education programmes | - | 223,360 | (222,431) | 929 |
| Health programmes | 7,291 | 152,613 | (159,904) | - |
| Disability programmes | - | 158,732 | (155,148) | 3,584 |
| Community fund | - | 282,337 | (282,337) | - |
| **Total restricted funds** | **7,291** | **1,285,385** | **(1,288,163)** | **4,513** |
| **Total funds** | **626,471** | **3,438,564** | **(3,406,936)** | **658,099** |

The specific purposes for which the funds are to be applied are shown on page 24:

# Notes to the Financial Statements for the Year Ended 30 June 2021

### Inclusion programmes

We provide free weekly football and mentoring to people facing barriers to regular participation, including teenagers living in areas of deprivation, adults with historic substance misuse problems, or people experiencing challenges with their mental health. Many of our inclusion projects combine free weekly football with mentoring, regular lifestyle workshops and personal development courses. Funding is obtained from a variety of sources, including, but not limited to, the Premier League Charitable Fund and FIFA.

### Football participation programmes

We endeavour to encourage people - particularly children and teenagers - to be physically active on a regular basis. This is often achieved by using the popularity of football or the appeal of Brighton & Hove Albion to motivate and encourage our participants. Sessions run throughout Sussex, with particular emphasis on increasing participation in traditionally under-represented groups, such as teenage girls.

### Education programmes

Among our varied education programmes are football themed numeracy and literacy lessons for local pupils, a project encouraging more girls to continue studying STEM subjects, and several nationally accredited further education qualifications offered to local people.

### Health programmes

The health programmes aim to improve the mental and physical health of local people of all ages. Each programme is specifically tailored to address the bespoke health needs of communities in hyper-local geographical areas. Support and funding comes from several partner organisations.

### Disability programmes

We are the largest provider of football opportunities to people with a disability living in Sussex, with 30 regular sessions now taking place. These are aimed at adult and junior players and offer participation at several stages of competitiveness, including regional and national levels. Our work is split into pan-disability sessions which are open to anyone with a disability, and disability-specific sessions, which allow participants to play within their own peer group and with tailored support appropriate to their needs. Many of our disability-specific sessions are also an introduction to national competition and development structures, which tend to overwhelmingly be organised along disability-specific lines.

### Community fund

Money raised through donations to support local community initiatives.

## 15. Analysis of net assets between funds

| | Unrestricted funds | | |
|---|---|---|---|
| | General (£) | Restricted funds (£) | Total Funds (£) |
| Tangible fixed assets | 75,824 | - | 75,824 |
| Current assets | 1,388,896 | 6,623 | 1,395,519 |
| Current liabilities | (785,380) | - | (785,380) |
| Total net assets | 679,340 | 6,623 | 685,963 |

# Notes to the Financial Statements for the Year Ended 30 June 2021

## 16. Related party transactions

Albion in the Community were charged by The Brighton and Hove Albion Football Club Ltd £30,000 (2020 - £30,000) for the rent of office facilities.

Albion in the Community were charged by The Brighton and Hove Albion Football Club Ltd £209,753 (2020 - £135,214) for programme delivery costs.

Included in creditors are amounts owed to The Brighton and Hove Albion Football Club Ltd amounting to £25,997 (2020 - £12,894).

The Brighton and Hove Albion Football Club Limited were charged by Albion In the Community £35,000 (2020 - £53,082) for services provided.

Included in debtors are amounts owed from The Brighton and Hove Albion Football Club Ltd amounting to £5,833 (2020 - £2,917).

The Brighton and Hove Albion Football Club Limited made donations to Albion In the Community totalling £982 (2020 - £58,786).

Three of the Trustees and Directors of Albion in the Community, are also Directors of The Brighton and Hove Albion Football Club Ltd, D A Jones, P Mullen and M L Sugarman. On 26 July 2021 D A Jones resigned from his role as Trustee and Director of Albion in the Community.

P Bancroft and R A Read were appointed as Trustees and Directors of Albion in the Community on 26 July 2021. Four of the Trustees and Directors of Albion in the Community, are also employed by Brighton & Hove Albion Football Club Ltd. P Mullen is employed by Brighton & Hove Albion Football Club Ltd as Chief Operating Officer, P Bancroft is employed by Brighton & Hove Albion Football Club Ltd as Women's and Girls' General Manager, R A Read is employed by Brighton & Hove Albion Football Club Ltd as Head of People and Culture, and M Perry is employed by Brighton & Hove Albion Football Club Ltd as Honorary Vice President.

Albion in the Community received £Nil (2020 - £62,500) in grants from a charity, the Bloom Foundation. Mr M Sugarman and Mr A G Bloom are trustees of the Bloom Foundation.

Albion in the Community

Albion in the Community, American Express Community Stadium, Village Way, Brighton BN1 9BL. Tel: 01273 878265.
Company limited by guarantee in England and Wales (No. 5122343). Registered charity in England and Wales (No. 1110978).