

**REGISTERED COMPANY NUMBER: 05384234**  
**REGISTERED CHARITY NUMBER: 1111467**

**Group Report of the Trustees and**  
**Audited Financial Statements for the Year Ended 31 March 2022**  
**for**  
**Circadian Trust**

**Circadian Trust**

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for the Year Ended 31 March 2022**

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Circadian Trust

Group Report of the Trustees  
for the Year Ended 31 March 2022

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
05384234

**Registered Charity number**  
1111467

**Registered office**  
Bradley Stoke Leisure Centre  
Bradley Stoke  
Bristol  
South Gloucestershire  
BS32 9BS

**Company Secretary**  
Juliet Kilty – Resigned 1 July 2022

**Auditors**  
Moore  
Chartered Accountants and Statutory Auditor  
30 Gay Street, Bath, BA1 2PA

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Trustees**

<b>Name</b>	<b>Biography</b>	<b>Notes</b>
Derek Segger	Derek lives in Chepstow and worked in the aerospace industry in Filton, South Gloucestershire. He is a regular visitor to Circadian Trust facilities.	
Patrick Van Beek	Patrick is an actuary and works in the life insurance industry. He has previous experience as a non executive director while working overseas. He and his family are regular customers of Circadian Trust's facilities.	
Robert Wimbush	Rob works in the sales and marketing function in the finance and pensions industry. He lives in Downend and is a regular customer of Circadian Trusts facilities.	Resigned 11.11.21
Anthony Davis	Tony is a nominated trustee as a sitting Councillor of South Gloucestershire Council and is a member of Yate Council. He is retired and lives in Yate. For the last 30 years he has run a martial arts club at Yate Lifestyle Centre.	
Neil McKen	Neil is a management consultant and part-time lecturer. He has been involved in community activities for a number of years and is a regular user of Circadian Trust Lifestyle Centres.	
Peter Tuodolo	Peter lives in Thornbury and works for Essilor Ltd. one of the biggest lens and optical manufacturers in the world. He is also an SRA level 2 club coach in squash and a UEFA B License football coach and currently manages Thornbury Under 16's team.	



Circadian Trust

Report of the Trustees  
for the Year Ended 31 March 2022

**REFERENCE AND ADMINISTRATIVE DETAILS**  
**Trustees (Continued)**

Ben Hilton	Ben is the CEO for the Dame Kelly Homes Trust and is responsible for the overall running and impact of the charity. He is experienced in strategic planning, impact management and programme design to ensure maximum impact to the beneficiaries.	Resigned 07.02.21
Janet Raven	Janet works for the Lawn Tennis Association working with elite junior tennis players. She has over 20 years teaching experience within South Gloucestershire primary schools and was a Head Teacher for 11 years. She lives in Thornbury.	
Roland Sims	Prior to his retirement Roland was an Area Manager for Circadian Trust and was employed within the Lifestyle Centres for over 30 years. He is committed to working with local groups to benefit the local community and regularly volunteers as a Move Maker at Southmead Hospital.	
Junior Sheikh	Junior is CEO and co-founder of the prestigious MTM Awards, which celebrates the excellence and achievements of small, medium businesses and grass root communities, and has become the South West's premier Asian, Black & Ethnic Communities event. A key focus is building bridges and creating awareness of the importance of diversity, and celebrating excellence and achievements of our rich and diverse communities.	
James Griffiths	James is a South Gloucestershire District Councillor and a commercial manager, with a focus in the health sector, with two degrees in Sports Science and Cardio Physiology and experience working in the NHS and private health care sector, local government and health & fitness.	

Circadian Trust

Report of the Trustees  
for the Year Ended 31 March 2022

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Trustees (Continued)**

Peter Viney	Peter is an Associate member of Chartered Institute of Professional Development with a passion for Human Resource Management. With 21 years of retail management experience, Peter joined as a Trustee in 2021 to help shape and grow the facilities and customer experience to match the needs of the communities they serve. Peter has been a regular customer for many years, using the facilities at Longwell Green and Yate.	
Nalin Parmar	Chartered engineer and qualified accountant with extensive experience in railway infrastructure asset management and the industry regulatory model, gained in British Railways (1979 and 2010) and self-employed consultancy (from 2010 to date) combining engineering, finance, economic regulation and funding. Business Advisor to Group Finance Director of Network Rail (2005 to 2010). Trustee member to Sirona Care and Health Group C.I.C and Treasurer Director of Bristol and Gloucester Gliding Club Ltd. Educated at Imperial College with interests in power flying, gliding, badminton, swimming and reading.	
Suzanna Hinnell	Suzanna works for a consultancy managing commercial improvement programmes. With two young children who enjoy a range of sports, her family are regular centre users.	Resigned 19.05.22
Phil Boobier	Phil qualified as a Management Accountant in 1992 and before then had over 10 years' experience as an electrical engineer in the shipbuilding industry. He has worked in a range of different roles within the public sector but with a focus on investment project governance and accounting. Phil was a keen participant in sport when he was younger and is now a regular user of the leisure centres. He is also a supporter and season ticket holder at Plymouth Argyle. Having joined the Trust in November 2013 he hopes to use his financial experience to support the Trust in continuing to deliver high-quality facilities to the local community.	Resigned 11.11.21

Circadian Trust

Report of the Trustees  
for the Year Ended 31 March 2022

**REFERENCE AND ADMINISTRATIVE DETAILS**  
**Trustees (Continued)**

Valerie Lee	Valerie brings extensive commercial experience from a career in a variety of functions in leading UK retail and consumer companies. Valerie studied Economics at Warwick University and holds a Post Graduate Diploma. Valerie has a deep understanding of consumer marketing, as well as experience in strategic development, business transformation and property management. In addition to her role as Chair at Circadian Trust she works with a number of other organisations that strive to improve the health and well-being of local communities across the South West.	Appointed 11.11.21
Stacey Mead	Stacey is a Chartered Fellow of the CIPD and a Director of HR Dept. Bristol and HR Dept. Group Trust. Stacey has over 20 years of experience in HR which spans a range of sectors including public, private and charitable, working with organisations of all shapes and sizes.	Appointed 07.09.21
Andrew Parks	Andrew is Head of Global Consulting at Mayo Clinic and prior to this worked as a management consultant in a range of sectors. He has BSc in Economics and International Politics and an MBA from Warwick Business School. Andrew lives locally and is a keen Triathlete using Circadian facilities at Yate and Bradley Stoke.	Appointed 11.11.21
Chris Clarke	Chris is an experienced Marketing Manager and is based in South Gloucestershire and is an avid runner, cyclist and swimmer having completed a series of sponsored events. Chris uses Circadian facilities to train for his events.	Appointed 11.11.21
James Iles	James is a HR Director within the Telecoms sector majoring in Learning & Development with a strong focus on Customer Experience and Sales. Having seen his children benefit through active participation in sport (and learning to swim via the Trusts swimming school) James is keen to support the Trust's Social Value charitable aims and objectives within the local community. He is a regular user of Circadian Trust's Longwell Green facilities.	Appointed 06.12.21

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Structure of the Charity**

Circadian Trust ('the company') is a charity and company limited by guarantee. The governing documents are its Memorandum and Articles of Association which were adopted on incorporation with Companies House on 07 March 2005. The Memorandum and Articles of Association have been amended on 22 November 2005, 20 July 2006, 10 November 2011 and 17<sup>th</sup> September 2013.

The Members are the guarantors of the Company and each has undertaken to contribute such amount as may be required (but not exceeding £1) to the Company's assets if it should be wound up while he or she is a member or within one year after he or she should cease to be a member, for payment of the Company's debts and liabilities contracted before he or she ceased to be a member, and of the costs, charges and expenses of the winding up, and for the adjustments of the rights of the contributories among themselves.

### **The Trustees**

The Trustees are the Trustees of Circadian Trust (CT) in accordance with the Charities Act 2011 and they are also Trustees in accordance with the Companies Act 2006. The Board has positions for 19 Trustees: 6 with strategic and businesses skills, 4 representing community interests, 2 South Gloucestershire Councillors, 3 employees and 4 other Trustees.

New Trustees are interviewed to ensure that the Board has the necessary skills and depth of experience to run the business effectively. On appointment new Trustees meet with senior staff and are invited on an induction process and undertake a tour of the facilities. Training needs are established by completion of training questionnaires, the Human Resources & Remuneration Committee reviews the skills and training requirements of the organisation on a periodic basis.

### **Organisational structure and decision making process**

The full Board usually meets at least once a quarter to take decisions on strategic and development issues. It met 7 times during 21/22.

The charity structure allows for the creation of committees to scrutinise detailed policy decisions and proposals and carry out delegated tasks on behalf of the full Board. In 2021 - 22 Board committees were:

- Audit and Finance Committee with responsibility for scrutiny of the finances, risk and auditing of the organisation; this met five times to consider the significant impact of Covid-19 on the organisation's finances and monitor the recovery once facilities reopened from the final lockdown in April 2021.
- Human Resources & Remuneration Committee dealing with strategic employment issues such as terms and conditions of employment and the appointments of senior staff and Trustees. This met five times to consider important issues driven by the Covid-19 pandemic including completing the significant restructuring exercise, to cope with the implications of restricted trading during the pandemic. Following full reopening in August 2021, attention quickly turned to reviewing the organisations remuneration and employee benefits due to recruitment issues that continue in 2022.
- Health and Safety Committee to deal with strategic issues including monitoring external health and safety audits and the implementation of any recommendations. This also met four times to confirm compliance with health and safety and Covid-19 secure operating guidelines.
- Governance and Impact Committee reviewing Governance, Board Policy and looking at the measurement, evaluation and reporting aspects of the social impact of the charity. The G&I Committee met four times in the year main considerations included the new Strategic Plan – "Reset", reviewing the charity's corporate governance framework and recommending a revised Strategic

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

Decision and Delegation policy to the main Board.

- Board was in the process of organising a new Task and Finish Committee to act as the detailed overview committee working with the charity's executive to consider revised contract arrangements with South Gloucestershire Council and a review of our membership of the Local Government Pension Scheme. This committee did not meet in 2021-22 but committee membership was finalised in May 2022.

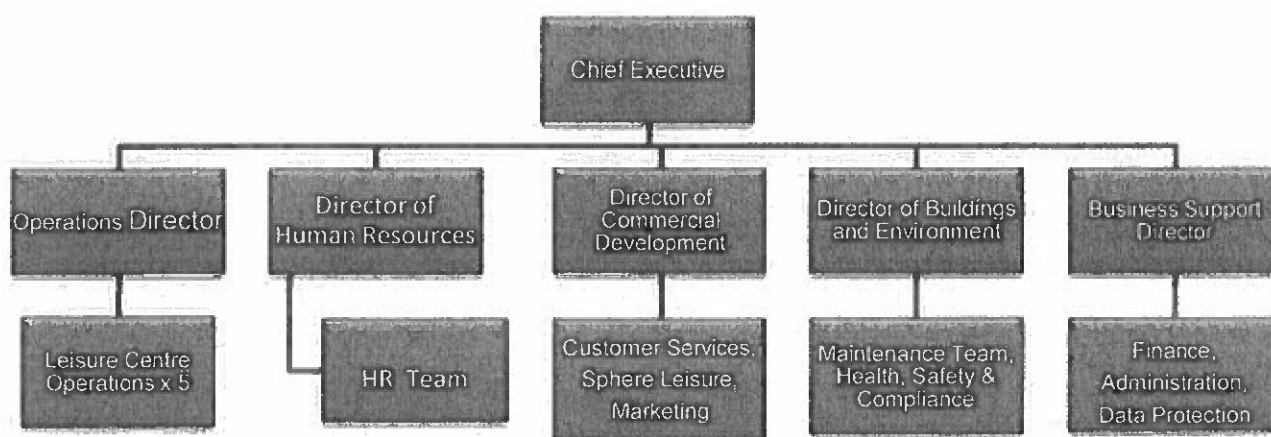
#### **Board Effectiveness:**

In March 2022, Circadian Trust Board instructed an external auditor to carry out a governance audit and board effectiveness review. This completed in May and the results were accepted by Board. The results showed that Circadian Trust is effectively governed and an improvement action plan was adopted to deal with the minor recommendations from the audit.

#### **Organisational structure and decision making process (Continued)**



The operational management of the company is delegated to the Chief Executive Team (CEOT) led by the Chief Executive. CEOT consists of the Chief Executive, Business Support Director, Operations Director, Director of Commercial Development, Director of Buildings and Environment and Director of Human Resources.



## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

#### **Risk Management**

The Covid-19 Pandemic continued to cause facilities to be closed for lockdown; the final “full” lockdown was between 4<sup>th</sup> January and April 12<sup>th</sup> 2021, cutting across the start of the financial year. Furthermore, the reopening on the 12<sup>th</sup> of April was phased with “full” operations only being restored at the end of July and even then, many restrictions including pre-registration, social distancing and the use of face coverings stayed in place.

Each re-opening phase required full risk assessments and changes to operational practices. Final Covid restrictions were not removed until 24<sup>th</sup> February 2022, 11 months into the financial year.

The Board and CEOT team developed a separate strategic Risk Matrix specifically for managing the impact of Covid-19. This was considered at every full Board meeting in 2021 -22 to ensure that financial, strategic and Covid-19 risks emanating from the pandemic were properly considered and managed.

In September 2021, the Board of Trustees reviewed the Risk Management Map and Matrix, which covers all risks and uncertainties to which the Company is exposed and this was updated.

The Charity has systems to ensure that the business, financial, operational and health and safety risks are regularly scrutinised in detail. The Health, Safety and Environment Committee of the Board review health and safety risks to staff and customers, which are specific to our operating environment, on a quarterly basis.

#### **Statement of Recommended Practice “Accounting and Reporting by Charities”**

The 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 2019) has been complied with.

#### **OBJECTIVES AND ACTIVITIES**

Circadian Trust is an independent Charitable Company based in South Gloucestershire managing a range of sports, leisure and lifestyle facilities and services for its local community.

##### **Our Mission**

- Inspiring Active Lifestyles.

##### **Our Vision**

- A Healthy, Active Community

Underneath the Mission and Vision statements are 3 “overarching” values which underpin the culture of the Trust and its planning and decision making processes, as well as linking, via stated actions, to the Charitable objects (see Public Benefit section below).

##### **Our Values**

- Customer First – We look at everything through our customer’s eyes and strive to give them the best possible experience.
- Empowerment – We develop our people to be experts in their field, to help our community develop active lifestyles, and to act like owners – spending money where it matters most.
- Inclusion – We offer services to our whole community and strive to ensure equality in everything we do.

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

At the beginning of the 2021-22 financial year, Circadian Trust launched a new Strategic Plan: 'Reset' to cover the years 2021/2023. The plan recognises that the impact of Covid has affected our previous long-term plans and places focus on the recovery and normalisation of our commercial business first; this is to enable the long terms sustainability of those facilities and services that require cross subsidy.

The key aims of the plan are:

1. Delivering a sustainable charitable business for our customers and communities;
2. Re-establishing the charity and the customer base;
3. Capitalising on new social value and business opportunities.

Achieving the strategic aims is the focus of the business with the ultimate aim of delivering our public benefit objectives. The purpose of this Annual Report is to demonstrate how we are working towards these aims and our charitable objects.

The impact of Covid-19 has severely affected the Charity since early 2020 and will continue to impact as we recover to a "new normal". This new normal has seen the emergence of new challenges in 2021 -22 – a recruitment crisis with a lack of available workforce as we attempt to gear up services and increase capacity continues past the end of the financial year.

Towards the end of the reporting period, economic pressures including higher than forecast inflation, energy costs and a "cost of living" crisis were beginning to significantly affect the Charity and it seems will continue to do so throughout 2022 and into 2023.

Circadian Trust prides itself on its business approach to generate funds to re-invest in services for public benefit. Our company structure is geared to ensuring that we offer services that are accessible to the whole community and this enshrined within our memorandum and articles of association.

Each week the charity delivers public benefit to thousands of visitors and the examples below provide a flavour of the work we carry out. This aim has been severely disrupted since February 2020 due to Covid-19.

The results for 2021 -22 show that the trust has survived the pandemic and is in better financial and organisational health than we thought we would be at the start of the period.

However, it remains the case that it will take many more months to recover services and finances to a position similar to that enjoyed prior to the first lockdown in March 2020. This will be exacerbated in the short to medium term by the headwinds affecting the economy – particularly rising costs to the business and the chilling effect of inflation on our customer's disposable income – on which we rely.

Trustees would like to place on record their thanks for the strong financial and partnership support displayed by the Charity's main stakeholder and commissioner, South Gloucestershire Council, throughout the pandemic.

## **EQUALITY AND DIVERSITY**

Circadian Trust has a comprehensive Equality and Diversity Policy which exceeds the standards laid down by the Equality Act 2010, and was last approved by Trustees in 2021 and is regularly reviewed. The principles of this policy are outlined below:



## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

#### **All service-users are valued equally**

All service-users and potential service-users are seen and treated as of equal value regardless of disability/impairment, ethnicity, colour, creed, nationality, national origin or status, culture, religion or belief, gender, sexual orientation, gender identity, marriage or civil partnership or pregnancy and maternity status.

#### **Welcoming and celebrating diversity**

Treating people equally does not necessarily mean treating them all *the same*. Our policies, procedures and activities must not discriminate, but are differentiated, as appropriate to take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantage which people may face; in relation to disability/impairment, medical needs, ethnicity, colour, creed, nationality, national origin or status, culture, religious affiliation, sex, sexual orientation, gender identity, marriage or civil partnership or pregnancy and maternity status.

#### **Fostering positive attitudes and relationships, and a shared sense of cohesion and belonging**

It is intended that our policies, procedures and activities should promote positive attitudes, an absence of harassment, positive interaction, good relations and dialogue between groups and communities different from each other, and the absence of prejudice-related bullying and harassment and mutual respect.

#### **Board Diversity**

The Circadian Trust board carefully considers diversity when recruiting to find new trustees, most recently in Autumn 2021.

The board received Equality, Diversity and Inclusion training in 2020 and all trustees will be offered this in 2023.

#### **Circadian Trust as an employer**

Policies and procedures should benefit all employees and potential employees, for example in recruitment, promotion, and in continuing professional development. Our policies and procedures will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximize the efficiency of the organisation.

#### **Proactively reviewing what we do in order to reduce and remove inequalities and barriers**

Circadian Trust proactively ensure that it makes progress in regard to ensuring equality of opportunity for all, and we regularly review our actions. Not simply seeking to avoid discriminatory practices, but take opportunities to maximise positive impacts by actively going about reducing and removing inequalities and barriers to equality and taking positive actions towards promoting and enhancing equality of opportunity for all.

#### **Creating Opportunity**

By recognising the needs of every individual along with our commitment to enabling them to achieve their full potential.

#### **Consulting widely**

People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones.



## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

#### **Society as a whole should benefit**

It is intended that the Trust's policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation.

#### **DISABLED PERSONS**

The charity will employ disabled persons when they are suitable for a particular vacancy and every effort is made to ensure that they are given full and fair consideration when such vacancies arise. There is a redeployment scheme in operation so that employees who have been injured or disabled during their period of employment can, where possible, continue in employment with the Charity.

During employment the charity seeks to work with employees, taking into account their personal circumstances, to ensure appropriate training, development and advancement opportunities are available to enable them to reach their full potential.

#### **PUBLIC BENEFIT**

The Trustees confirm that they have complied with the duties in public benefit requirement outlined in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. The objects for which the Charity is established are to undertake and promote for the benefit of the general public and in particular, but without limitation, the people who live and work in South Gloucestershire and its environs:

- The provision of facilities for sport, recreation or other physical activity or leisure time occupation of individuals who have need of such facilities and services by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving their condition of life and to advance their education in leisure and health activities;
- The promotion and protection of good health through community participation in healthy recreation;
- The maintenance, improvement or provision of public amenities and the provision of schemes to assist and encourage the use of such amenities by members of the public;
- The advancement of education and training in leisure and sport related subjects;
- Such other charitable purposes for the benefit of the community consistent with the objects above as the Trustees shall determine.

#### **ACCESS AND COMMUNITY PROGRAMMES**

##### **Pricing**

The Trust's pricing strategy for customers without need for further support is firmly based in the value for money category. This is also underpinned by a range of payment methods including a "pay as you play" philosophy for most activities we provide.

Furthermore, a comprehensive "concessionary" pricing offering discounts of up to 50% for those in need of special assistance related to age, health or socio economic circumstances is made. The majority of concessionary prices offer access to facilities and services at a cost of less than the cost of providing the service.

The inclusive pricing policy also extends to local sports clubs who use our facilities with junior and disability sports clubs benefiting from concessionary prices for the facilities they hire from the charity.

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

#### **Programming**

Priority is given to programming our facilities to meet the needs of a diverse community and make special efforts to offer programmes for customers who require access because of age, disability, sex or other needs. Examples of this include older people's activities, junior programmes, disability access sessions and sex specific sessions where appropriate. However, this has significantly been affected over the last two years due to the Covid-19 restrictions.

#### **Access and Inclusivity**

The Trust works hard to make the facilities accessible to customers who are disabled. All of our changing facilities are developed to "changing places" standards; with hoists and equipment up to the standard of being able to deal with quadriplegic disability. All of our facilities have ramps and internal lifts making over 90% of our floor areas accessible to wheel chair users.

Carer partnership concessions prices are offered so that customers requiring a carer to accompany them can participate at no cost to the carer.

The charity usually ensure that staff undertake access and inclusivity training; however, this has had to be put on hold this year due to Covid-19 and will be reinstated for all new starters and staff requiring training in 2022-23.

The Trust also works with groups such as Paul's Place, Avon Autistic Group and South Gloucestershire Chinese Association all of whom have returned to the Centres following the removal of restrictions.

#### **Clubs and Groups**

Prior to Covid-19 our facilities provided a home to over 200 local sports clubs and community groups providing everything from Aikido to Water Polo; and also hosted training sessions and competitions up to national standard on their behalf. These are all voluntary organisations – just like Circadian Trust. Unfortunately, they had nowhere to meet, practice or play for part of 2021/22 due to the pandemic. In 2021/22 approximately 180 Clubs have returned to sites following the lifting of Covid-19 restrictions. However, several clubs did not survive the pandemic.

**GB Representative Athletes** – The Trust offers complimentary memberships given to local individuals representing Great Britain at various sport, most GB athletes receive no funding to pursue their success. In 2021-22, 37 sportsmen or women including Gymnasts, Paralympians and Badminton players receive memberships whilst they represent their country to help them maintain their fitness.

#### **Healthy Lifestyle Management and Partnerships**

The 'Healthy Lifestyle on Referral' (HLOR) project at our five Lifestyle Centres was created to help and support people with medical or long term conditions become more active has become a great success.

There are now referral pathways to all 27 local GP surgeries, Sirona Care and Health, North Bristol Trust, Southmead and Cosham Hospital. Some of these have been achieved in 2021-22.

The target within our Active Lifestyle Strategy is to engage with 2,500 referral clients per annum by 2021. Unfortunately, due to Covid-19 the target had to be extended to year 2022-23.

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

In 2019-20, 1240 Referrals used our services; an excellent achievement and on track to hit target by 2021. In 2020-21, it was not possible to provide this service at all due to Covid-19 restrictions.

In 2021-22, the Trust delivered 850 referrals, which is a great achievement considering the fact no referrals took place until August and many higher risk people did not start to be referred until January 2022.

In respect of actual Referral patients continued to use services, which are now back to over 100% of the level we were in 2019-20 with 502 referrals converting to memberships by Q4 of 2021-22.

### Sirona Care and Health

Sirona Care and Health is a local large not for profit health care provider commissioned to deliver a range of services by the NHS in the sub region. They relocated to Thornbury Active Lifestyle Centre in 2018 having previously been based at Thornbury Hospital and are seeing over a thousand clients a month. Sirona confirm this partnership has been a real success.

The site and Sirona care are working together to offer options for Sirona patients to come into the Trust's gyms, swimming pools and classes to continue strengthening and rehabilitation after their treatments.

### Other Access and Community Groups

A number of groups including Active in Life, Dementia Social Groups, Active Breathing, Reach, Impact Mentoring, Breakthrough Mentoring, Choices 4U, Osteoarthritis Exercise, Multiple Sclerosis/ Parkinson Disease Classes, and Post Natal Classes that have been unable to use our facilities in 2020-21 due to Covid-19.

In 2021-22 the majority of these groups and classes have resumed and operate following government and UK Active guidelines to take account of the needs of clients.

### **Aquatics Management**

As the major provider of public swimming facilities in the district, the Trust continues to work in partnership with Swim England to deliver our Aquatics Strategy; which aims to:

- Increase participation in all aquatic areas; but with special focus on adult swimming
- Improve Access and Opportunity for all
- Successful Development (Learn to Swim to club) pathways.

This year, post Covid reopening, the opportunity has been taken to further reprogram all 5 Centres swimming pools.

This was undertaken following consideration of the customer data from the last two years to better relate to our target markets; the fact that pools had to reprogram due to Covid-19 restrictions and due to a lack of Lifeguards (Leisure Assistants) and Swim Teachers due to the ongoing staff and recruitment issues affecting the whole industry.

Schools learn to swim and disability swim groups were restricted in 2020/21 due to Covid-19 but are all now re-engaged in 2021-22.

### Free Swimming to Pregnant Women

This activity was started to offer free swimming to pregnant women during public swim sessions across all Active Lifestyle Centres. The 12-month pilot scheme began on 1<sup>st</sup> February 2020. This was suspended throughout 2020-21 financial year.

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

The scheme has been set up to help overcome the increasing prevalence of obesity and in particular the effects of obesity during pregnancy, which increases the risk of adverse health outcomes to both mother and child. This has been identified as a particular problem in South Gloucestershire.

In addition, obesity during pregnancy increases the risk of life-long health problems in children, including obesity, type 2 diabetes, and heart disease. The scheme restarted again in April 2021 with over 450 women enrolled up until end March 2022. The Board made the decision to continue with this scheme on a permanent basis in May 2022.

#### **Community Impact**

Besides Health, Sports and Education our facilities managed and offered services to a wide range of community partners / organisations in 2019 – 20. These services were cancelled in 2020-21 due to Covid-19 but have now started again in 2021-22.

Active Play (previously Play on Prescription) – Relaunched in September 2021.

U3A – U3A stands for University of the Third Age. Yate LC provides activities to this group who are formed of retired and semi-retired people. This restarted in September 2021.

## **ACHIEVEMENTS AND PERFORMANCE**

The Trustee Board approved a new strategic plan “Reset” in May 2021. The focus for years 2021-23 is to RESET the business following the significant disruption to our organisation due to Covid-19. The Trust worked very hard to keep the charity viable for the future and to recover its customer base, to this end in 2021 – 22 the Trust:

- Managed to reopen and operate all our facilities and as many services as remain feasible given current operating restraints such as labour shortages.
- Continued to operate our facilities safely and within Covid-19 operating guidelines earning plaudits from customers, staff and commissioners for our approach.
- Ensured adherence to all guidelines applied regarding the grant from Sport England’s National Leisure Recovery Fund (NRLF) in partnership with South Gloucestershire Council to help our business and services recover in the post-pandemic restrictions period this has included bringing back all activities for which the funding was specifically granted.
- Continued to review the staff structure programme, which previously saw us reduce staffing requirements by over 1600 hours per week.
- Managed staffing shortages due to Covid-19 illness and the fact that there is a nationwide shortage of staff across the country, in this and the remainder of the leisure and hospitality sector.
- Undertook a full staff pay and benefits review to ensure that the Trust remains competitive within our marketplace and continues to attract and retain staff.
- Continued to improve customer service with new customer booking and entry systems.
- Had a full IT network systems review, went to tender for a new supplier, and now have a new supplier. This supplier is now underway with network and system upgrades.
- Further improved our staff systems including communications and payroll to keep our staff involved, informed and consulted.
- Completed and submitted a bid to operate a facility at Filton once the Covid-19 restrictions have been eased.

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

- Continued to nurture successful partnerships with:
  - South Gloucestershire Council
  - Sirona Health and Care
  - Bristol, Bath, North Somerset and South Gloucestershire CCG
  - Southern Brooks Community Partnerships
  - Swim England
  - Local GP Practices

These partnerships continue to develop, and will enable the creation of new services in Health and education to deepen our social impact delivery in future.

## **STRATEGIC REPORT**

### **BUSINESS PERFORMANCE**

The Executive Management Team (consisting of the Chief Executive and 5 Directors) review performance of the Charity on a monthly basis to ensure that the organisation is hitting key targets in relation to business performance and other factors.

Performance and results are scrutinised in on a quarterly basis by Trustees.

#### **Coronavirus (Covid-19) and its impact**

Business performance in 2021 – 22 continued to be affected by the final Covid-19 lockdown and ongoing restrictions, the last of which were not removed until March 2022. The pandemic continues to affect the business performance with income forecast to be at 92% of pre pandemic levels in 2022-23 after returning to 77% of pre-pandemic levels in 2021 -22.

The business reopened successfully in mid-April 2021 with most activities re-commenced by August. A downsizing in staff and less customers meant that some programmes were limited but the business exceeded its financial targets throughout the year; and by the end of 2021 was covering all monthly operating costs. This was three months earlier than forecast at the start of the year.

Prior to the pandemic, trustees and management used a balanced scorecard as one of the tools to assess performance and this was regularly reviewed to take into account strategies adopted. The scorecard looked at a range of measures, which are related either to our strategy or agreed business plan, and show that the Charity is on track. Due to the effect of Covid-19, it was not possible to use this scorecard.

The Trust' management team is in the process of developing a new full format balanced scorecard for use from 2022 – 23 when it is hoped that our services are all measurable and unaffected by the pandemic.

The decision this year was again to focus on customer “physical activity” visits during the pandemic, as this area is critical to ensuring we have a sustainable business moving forward. The visits can be related to the lockdown dates and phases stated previously in our 2020 – 21 annual report:

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

Visits	Q1	Q2	Q3	Q4	Total	2020 – 21
<b>Health and Fitness (Gym)</b>	107,020	100,960	83,778	167,535	459,023	<b>156,278</b>
<b>Swimming Lessons</b>	75,315	104,961	99,539	121,878	401,693	<b>76,581</b>
<b>Group Exercise Classes</b>	17,005	34,217	34,300	45,682	131,304	<b>48,477</b>
<b>Swimming Activities</b>	64,282	119,698	99,252	117,644	400,876	<b>64,242</b>
<b>Sports Hall Hire</b>	10,613	16,176	18,419	23,299	68,507	<b>23,935</b>
<b>Other Activities (Inc. Commercial)</b>	77,485	87,698	111,623	135,084	411,890	<b>16,995</b>
<b>Total</b>	<b>351,720</b>	<b>463,440</b>	<b>447,011</b>	<b>611,122</b>	<b>1,873,293</b>	<b>386,508</b>

These figures show the growth achieved in our attendances in 2021 – 22 when compared to 2020 - 21.

These figures correlate well with the national average return rates, which are available from Sport England via its Moving Communities portal.

In 2019 – 20 (pre-pandemic), the charity had 2.65 million physical activity visits to our facilities; our visitor “return rate” over the whole year therefore, is at around 70%. The return rate has been affected by the phased return of activities between 12<sup>th</sup> April and the end of July 2021, a “lull” between December 2021 and February 2022 caused by the Omicron wave, and general Covid restrictions including facemasks and social distancing being applied for most of the year. All of this has led to an impact on customer confidence.

The fact that visitor numbers dropped to 0.387 million in 2020 -2021 show the devastation caused to our charity’s business. These figures are stark but hide other shocks to the business. Health and Fitness memberships dropped from over 17,000 pre-pandemic to less than 10,000 by April 2021, these had recovered to 12,500 by the end of the financial year – still some way short of previous levels.

Our learn to swim academy reopened with 6,000 pupils, well short of the 9,750 pupils prior to lockdown 1. This service had fully recovered members by the end of the financial year and this shows the resilience and demand for these services.

In 2020-21, the real effort was to keep the business afloat. In 2021-22, the trust was able to start focussing on both rebuilding the commercial performance and social value / community-subsidised activities to re-establish true sustainability for the Charity. This is within reach by the end of the financial year, but it should be recognised there is still a distance to travel to reach pre-pandemic performance levels.

### **Capital Investment**

The company is committed when funds allow; to invest in improvements to the facilities it manages, the equipment it provides for customers and staff; and the services it delivers across the business.

However, in 2020-21 due to the loss of income from Covid-19, Circadian Trust was not in a position to invest any capital into the business for a second year.



## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

We have budgeted for a capital investment programme in 2022-23, and this is covered in the plans for the future section below.

#### **FINANCIAL REVIEW**

Total income for the year rose to £10.1m due to the leisure centres reopening on a phased basis following the final Covid-19 lockdown.

The centres were closed for 12 days in April and not all services resumed until the end of July 2021. As a result trading income was over £4.4m higher than in 2020 -21; although remained £2.7m lower than 2019-20. The Company continued to make significant expenditure savings through reducing staffing levels, utilisation of the Furlough scheme until it closed and support including business rates savings and Covid reopening grants.

Overall the Charity made a surplus of £0.05m in its unrestricted funds with net current assets increasing by over 22%. Cash Balances had been high at the beginning of the pandemic due to an unpaid rent debt to the council. South Gloucestershire Council have supported the charity by converting the debt to a long-term liability thus ensuring the solvency of the charity. Cash Balances at the end of the year were at just over £2.3m.

After the FRS 102 adjustment to take account of the Pension Deficit the group showed a surplus for the year of £1.2m. The Board are reviewing Pension arrangements as part of their long-term strategy to meet the challenges of rising staff costs due to increases in the national minimum and living wages.

The Company intends to begin to rebuild its reserves and net current assets to protect the business during 2022 – 3; and has budgeted to make a surplus of £300k.

The Trustees expect the charity to continue making surpluses, returning to pre-pandemic surplus levels during the financial year 2023-24. Trustees continue to meet regularly to review finances and ensure the solvency of the Company.

#### **Reserves Policy**

The Trustees have reviewed the risks to the company and established a Reserves Policy to ensure that the Company has sufficient “free reserve” funds to guard against long term risk.

In the short term reserves will continue to be built to cover the shortfall of income because of the ongoing effects of the Covid-19 Pandemic. This has been set at C.£950k.

In the longer term, the Company will aim to rebuild free reserves of up to 3 months trading expenses. However, it is recognised that given the current economic operating environment, this will be very difficult to achieve.

The general reserve at the end of the year was £1.5m (before FRS102 pension adjustments). This year the FRS102 Pension Valuation showed a pension deficit of £6.2m. This is higher than our general reserves and Trustees continue to review the pension arrangements and ways to limit the costs of the scheme are being explored.

## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

#### **PLANS FOR THE FUTURE**

##### **Short Term (2022–23)**

- Manage the continuing implications of the Covid-19 pandemic as effectively as the Trust can, working closely with South Gloucestershire Council, although the Trust recognises that the impact is likely to be severe and will continue to require strategic changes in the short to medium term;
- Completion of outstanding lease and contract documentation with SGC; and as part of this review our membership of the Local Government Pension Scheme;
- Continue consultation and planning with South Gloucestershire Council and other stakeholders for a scheme at Kingswood High Street, which may include the approval for, and construction of, a new leisure centre to replace the original 1961 building in the community.
- Continue developing our new customer journey to encompass our new product suite including developing its structure, developing our workforce to deliver this and reframing the messages to our customers;
- Work hard to recover the customer and membership base in those services which have historically provided our sound finances, in order to support the charity in its further objectives;
- Continue to improve customer booking and entry systems to simplify processes for our customers with a special focus to Yate and Kingswood Active Lifestyle Centres.
- Invest in upgraded ICT networks including replacement of all servers, Wi-Fi networks and telephony systems. We aim to be “Cyber Essentials Plus” accredited by late 2022.
- Ensure that our HR, Time and Attendance systems triangulate and are optimised for maximum efficiency and effectiveness;
- Invest in environmental and energy projects such as replacing CHP units and installing PV units across our centres.
- Managing increasing costs including energy costs, the National Living Wage, pension costs and increased inflation.
- Working up any bids for new or extended contracts where this is in our interest.
- Working with partners and stakeholders to ensure that lessons and opportunities arising from the Covid-19 pandemic are applied locally. For example, the very important part that physical activity and fitness play in physical and mental resilience both preventing and reducing the severity of illness and improving mental health and wellbeing.

##### **Medium Term (2023–25)**

To continue to work towards delivery of the mission, vision and longer-term objectives agreed in the Strategic Plan and revise our strategic plan for the period after 2022 - 23.

Develop our teams so that we “grow our own” technically qualified and professional staff.

Working with partners and stakeholders to ensure that lessons and opportunities arising from the Covid-19 pandemic are applied locally. For example, the very important part that physical activity and fitness play in physical and mental resilience both preventing and reducing the severity of illness and improving mental health and wellbeing across the population.

##### **Long Term**

To continually improve the range of services available to our customers and ensure they match demand including significant facility development (as our estate of facilities is ageing).



## Circadian Trust

### Group Report of the Trustees for the Year Ended 31 March 2022

To continue to develop and deliver activities which encourage all sections of the population to undertake healthy active lifestyles, being innovative in our approach and intervening for public benefit where necessary to do so.

To ensure that our long term strategy is congruent with our stakeholders' plans.

To develop the range of Business and Partnerships opportunities to improve the overall business performance of Circadian Trust.

#### **STATEMENT OF TRUSTEES RESPONSIBILITIES**

The trustees (who are also the directors of Circadian Trust for the purposes of company law) are responsible for preparing the Group Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 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 which 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 the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

#### **AUDITORS**

The auditors, Moore, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Group Report of the Trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 9 November 2022 and signed on the board's behalf by:



V Lee - Chair

**Report of the Independent Auditors to the Members of  
Circadian Trust**

**Opinion**

We have audited the financial statements of Circadian Trust (the group and the parent charity) for the year ended 31 March 2022 which comprise the consolidated Statement of Financial Activities, the consolidated Statement of Financial Position, the charity Statement of Financial Position, the consolidated 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 applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable group and charity's affairs as at 31 March 2022 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors 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.

## **Report of the Independent Auditors to the Members of Circadian Trust**

### **Other information**

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **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 of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 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, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Our 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 a Report of the Independent Auditors 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.

**Report of the Independent Auditors to the Members of  
Circadian Trust**

**Explanation as to what extent the audit was considered capable of detecting Irregularities, including fraud**

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, Charities Act 2011, UK Financial Reporting Standards and UK taxation legislation.

We obtained an understanding of how the company complies with these requirements by discussions with management and those charged with governance.

We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members and the charity's Trustees those matters we are required to state to them in an auditors' 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, the charitable company's members as a body, and its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Powell (Senior Statutory Auditor)  
for and on behalf of Moore  
Chartered Accountants and Statutory Auditor  
30 Gay Street  
Bath  
BA1 2PA

Date: 11 / 11 / 2022

Circadian Trust

Group Statement of Financial Activities  
for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Pension reserve £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>						
Donations and grants	2	96,956	-	201,486	298,442	3,399,795
Charitable activities	4					
Leisure activities		9,009,442	-	-	9,009,442	2,200,165
<b>Generated Funds</b>						
Commercial Trading		840,176	-	-	840,176	141,117
Investment income	3	16	-	-	16	190
<b>Total</b>		<b>9,946,590</b>	<b>-</b>	<b>201,486</b>	<b>10,148,076</b>	<b>5,741,267</b>
<b>EXPENDITURE ON</b>						
<b>Generated Funds</b>	12					
Commercial Trading		347,271	-	-	347,271	87,774
Charitable activities	5					
Leisure activities		9,547,119	281,000	265,984	10,094,103	8,064,728
<b>Total</b>		<b>9,894,390</b>	<b>281,000</b>	<b>265,984</b>	<b>10,441,374</b>	<b>8,152,502</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>52,200</b>	<b>(281,000)</b>	<b>(64,498)</b>	<b>(293,298)</b>	<b>(2,411,235)</b>
<b>Transfers between funds</b>	18	-	-	-	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains/losses on defined benefit schemes		-	1,556,000	-	1,556,000	(1,125,000)
<b>Net movement in funds</b>		<b>52,200</b>	<b>1,275,000</b>	<b>(64,498)</b>	<b>1,262,702</b>	<b>(3,536,235)</b>
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>		<b>1,501,568</b>	<b>(7,514,000)</b>	<b>388,405</b>	<b>(5,624,027)</b>	<b>(2,087,792)</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,553,768</b>	<b>(6,239,000)</b>	<b>323,907</b>	<b>(4,361,325)</b>	<b>(5,624,027)</b>

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities.

Circadian Trust

Group Statement of Financial Position  
At 31 March 2022

	Notes	Unrestricted funds £	Pension reserve £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
<b>FIXED ASSETS</b>						
Intangible assets	13	-	-	-	-	1,107
Tangible assets	13a	1,465,697	-	323,907	1,789,604	2,056,537
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
		1,465,697	-	323,907	1,789,604	2,057,644
<b>CURRENT ASSETS</b>						
Stocks		80,228	-	-	80,228	97,315
Debtors	15	428,896	-	-	428,896	1,112,575
Cash in hand		2,302,375	-	-	2,302,375	1,032,981
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
		2,811,499	-	-	2,811,499	2,242,871
<b>CREDITORS</b>						
Amounts falling due within one year	16	(1,393,428)	-	-	(1,393,428)	(961,375)
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>		<u>1,418,071</u>	<u>-</u>	<u>-</u>	<u>1,418,071</u>	<u>1,281,496</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		2,883,768	-	323,907	3,207,675	3,339,140
<b>CREDITORS</b>						
Amounts falling due after more than one year	16	(1,330,000)	-	-	(1,330,000)	(1,449,167)
<b>PENSION LIABILITY</b>	19	-	(6,239,000)	-	(6,239,000)	(7,514,000)
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>NET ASSETS/(LIABILITIES)</b>		<u>1,553,768</u>	<u>(6,239,000)</u>	<u>323,907</u>	<u>(4,361,325)</u>	<u>(5,624,027)</u>
<b>FUNDS</b>						
Unrestricted funds:	18					
General fund					1,553,768	1,501,568
Pension reserve					(6,239,000)	(7,514,000)
					<hr/>	<hr/>
					(4,685,232)	(6,012,432)
Restricted funds					323,907	388,405
					<hr/>	<hr/>
<b>TOTAL FUNDS</b>					<u>(4,361,325)</u>	<u>(5,624,027)</u>

Circadian Trust

Statement of Financial Position - continued  
At 31 March 2022

The financial statements were approved by the Board of Trustees on 9 November 2022 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'V. Lee', is written over a horizontal dotted line.

V Lee - Chair

**Circadian Trust Ltd**

**Statement of Financial Position**  
**31 March 2022**

	Notes	Unrestricted funds £	Pension reserve £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
<b>FIXED ASSETS</b>						
Intangible assets	13	-	-	-	-	1,107
Tangible assets	13a	1,421,846	-	323,907	1,745,753	2,006,079
Investments	14	<u>1</u>	<u>-</u>	<u>-</u>	<u>1</u>	<u>1</u>
		1,421,847	-	323,907	1,745,754	2,007,187
<b>CURRENT ASSETS</b>						
Stocks		53,322	-	-	53,322	57,605
Debtors	15	656,510	-	-	656,510	1,262,007
Cash in hand		<u>2,048,808</u>	<u>-</u>	<u>-</u>	<u>2,048,808</u>	<u>940,026</u>
		2,758,640	-	-	2,758,640	2,259,638
<b>CREDITORS</b>						
Amounts falling due within one year	16	(1,319,212)	-	-	(1,319,212)	(951,223)
		<u>1,439,428</u>	<u>-</u>	<u>-</u>	<u>1,439,428</u>	<u>1,308,415</u>
<b>NET CURRENT ASSETS</b>						
		<u>1,439,428</u>	<u>-</u>	<u>-</u>	<u>1,439,428</u>	<u>1,308,415</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>						
		2,861,275	-	323,907	3,185,182	3,315,602
<b>CREDITORS</b>						
Amounts falling due after more than one year	16	(1,330,000)	-	-	(1,330,000)	(1,449,167)
<b>PENSION LIABILITY</b>	19	-	(6,239,000)	-	(6,239,000)	(7,514,000)
		<u>1,531,275</u>	<u>(6,239,000)</u>	<u>323,907</u>	<u>(4,383,818)</u>	<u>(5,647,565)</u>
<b>NET ASSETS/(LIABILITIES)</b>						
		<u>1,531,275</u>	<u>(6,239,000)</u>	<u>323,907</u>	<u>(4,383,818)</u>	<u>(5,647,565)</u>



**Circadian Trust Ltd**

**Statement of Financial Position - continued**  
**31 March 2022**

<b>FUNDS</b>	<b>18</b>		
Unrestricted funds:			
General fund		1,531,275	1,478,030
Pension reserve		<u>(6,239,000)</u>	<u>(7,514,000)</u>
		(4,707,725)	(6,035,970)
Restricted funds		<u>323,907</u>	<u>388,405</u>
<b>TOTAL FUNDS</b>		<u><b>(4,383,818)</b></u>	<u><b>(5,647,565)</b></u>

The Charity has taken exemption from presenting its individual statement of financial activities under section 408 of the Companies Act 2006. The amount of the net income for the year dealt with in the Charity's entity-only financial statements is £1,262,702 (2021: net expenditure £3,536,235).

The financial statements were approved by the Board of Trustees and authorised for issue on 9 November 2022 and were signed on its behalf by:

  
.....  
V Lee - Chair

Circadian Trust

Statement of Cash Flows  
for the Year Ended 31 March 2022

	Notes	31.3.22 £	31.3.21 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	21	<u>1,433,443</u>	<u>(1,901,271)</u>
<b>Net cash provided by operating activities</b>		<u>1,433,443</u>	<u>(1,901,271)</u>
<b>Cash flows from investing activities:</b>			
Purchase of intangible and tangible fixed assets		(165,664)	(6,533)
Sale of intangible and tangible fixed assets		1,600	-
Interest received		<u>15</u>	<u>190</u>
<b>Net cash used in investing activities</b>		<u>(164,049)</u>	<u>(6,343)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>1,269,394</u>	<u>(1,907,614)</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>1,032,981</u>	<u>2,940,595</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>2,302,375</u>	<u>1,032,981</u>

## Circadian Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006 and where applicable Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

Under FRS 102, the deficit on the Charity's pension scheme has been included in the Financial Statements and the Charity's funds have therefore been reduced by the pension deficit. The Trustees are satisfied that the Charity will be able to meet all of its obligations as and when they fall due.

Having taken into consideration the level of employer contributions required to fund the defined benefit obligation for the foreseeable future, the Trustees consider that contributions do not compromise the Charity's ability to operate. Accordingly, the Trustees have concluded that it remains appropriate to prepare the accounts on the basis that the Charity is a going concern.

##### **Going concern**

During the period under review and continuing to the date that the Financial Statements were approved, the Covid-19 outbreak has caused extensive disruptions to the charitable group as well as to businesses and economic activities globally.

The trustees have considered the financial resources and commitments of the charity, particularly in light of the Covid-19 pandemic and have concluded that they have sufficient resources to meet liabilities as they fall due for a period of at least 12 months from the date of signing these financial statements. The trustees therefore consider it appropriate to prepare the financial statements on the going concern basis.

In arriving at this conclusion, the trustees have considered a number of factors including the regularly updated forecasts for cashflow and profits, the financial facilities currently available to the charity and the agreed deferral of rent payments by the council.

##### **Income**

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Membership income is deferred over the life of the membership period. Swimming lessons are deferred over the course duration.

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**1. ACCOUNTING POLICIES - continued**

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Tangible fixed assets**

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

Amortisation and depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 10% on cost
Fixtures and fittings	- 10% on cost
Sports equipment	- 20% on cost
Computer equipment	- 33% on cost
Computer Software (Intangible)	- 33% on cost

**Stocks**

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

**Critical Accounting Estimates**

The only significant accounting estimates are the depreciation policy and the defined benefit pension scheme. The details of which are expressed in the notes to the financial statements below.

**Pension costs and other post-retirement benefits**

The Charity operates a local government pension scheme providing benefits based on final pensionable pay. The trust also operates a defined contribution scheme for auto enrolment purposes.

The Avon Pension Fund is a multi-employer defined benefit scheme administered for the benefit of Local Authorities and other bodies and is managed in accordance with the Local Government Pension Scheme Regulations 1997 (as amended). Past and present employees are covered by the provisions of the County Pension Scheme.

For defined benefit retirement benefit plans, the cost of providing benefits is determined using the Projected Unit Credit Method, with actuarial valuations being carried out at each reporting date. Actuarial gains and losses arising from experience adjustments and changes in assumptions are recognised immediately in other comprehensive income. All costs related to the defined benefit plan are recognised in the income statement within employee benefit costs.

The retirement benefit obligation recognised in the statement of financial position represents the present value of the defined benefit obligation as reduced by the fair value of plan assets. Any asset resulting from this calculation is limited to the present value of available refunds and reductions in future contributions to the plan.

## Circadian Trust

### Notes to the Financial Statements - continued for the Year Ended 31 March 2022

#### **1. ACCOUNTING POLICIES - continued**

##### **Group Financial Statements**

The financial statements consolidate the results of the charity and its wholly owned subsidiary Sphere Ltd on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity have not been presented because the Trust has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

##### **Fund accounting**

Unrestricted funds are available for use at the discretion of the Trustees, in furtherance of the general objectives of the Charity. Restricted funds are subject to specific restrictive conditions imposed by donors. The purpose and use of each restricted fund are set out in the notes to the financial statements. When the conditions attached to the donation have been met, a transfer is made to Unrestricted Income Funds. All income and expenditure is shown in the Statement of Financial Activities.

##### **Operating leases**

The charity classifies the lease of printing, service agreements and gym equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Longer operating lease agreements of 15 years are in place for CHP equipment which is standard for this type of equipment.

##### **Creditors and provisions**

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

##### **Financial instruments**

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

##### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

##### **Legal status of the Trust**

The Trust is a company limited by guarantee and incorporated in the UK. It has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The Registered office is:

Bradley Stoke Leisure Centre  
Bradley Stoke  
Bristol  
South Gloucestershire  
BS32 9BS

## Circadian Trust

### Notes to the Financial Statements - continued for the Year Ended 31 March 2022

#### **2. DONATIONS AND LEGACIES**

	31.3.22	31.3.21
	£	£
Donations	3,533	143,943
Grants	<u>294,909</u>	<u>3,255,852</u>
	<u>298,442</u>	<u>3,399,795</u>

During the year when the leisure centres were unable to open, some customers chose to continue to support the charity by gifting their monthly membership fees to Circadian Trust as donations.

Grants received, included in the above, are as follows:

	31.3.22	31.3.21
	£	£
Government Covid Job Retention Scheme	201,486	2,482,249
South Gloucestershire Council	93,423	121,070
National Leisure Recovery Fund	-	650,000
Other grants	<u>-</u>	<u>2,533</u>
	<u>294,909</u>	<u>3,255,852</u>

#### **3. INVESTMENT INCOME**

	31.3.22	31.3.21
	£	£
Deposit account interest	<u>16</u>	<u>190</u>
	<u>16</u>	<u>190</u>

#### **4. INCOME FROM CHARITABLE ACTIVITIES**

	Activity	31.3.22	31.3.21
		£	£
Leisure income	Leisure activities	<u>9,009,442</u>	<u>2,200,165</u>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**5. CHARITABLE ACTIVITIES COSTS**

	Direct costs	Support costs (See note 6)	Totals
	£	£	£
Leisure activities – 31.03.22	<u>6,894,808</u>	<u>3,199,295</u>	<u>10,094,103</u>
Leisure activities – 31.03.21	<u>5,767,374</u>	<u>2,297,354</u>	<u>8,064,728</u>

**6. SUPPORT COSTS**

	Management	Information technology	Central Support Costs	Governance costs	Totals
	£	£	£	£	£
Leisure activities – 2022	<u>1,170,041</u>	<u>1,301,623</u>	<u>566,631</u>	<u>161,000</u>	<u>3,199,295</u>
Leisure activities – 2021	<u>1,193,041</u>	<u>666,338</u>	<u>299,975</u>	<u>138,000</u>	<u>2,297,354</u>

**7. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	31.3.22	31.3.21
	£	£
Auditors' remuneration	12,347	11,425
Depreciation and amortisation	433,704	544,639
Rental costs	<u>370,000</u>	<u>370,000</u>

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There was no trustee remuneration paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**9. STAFF COSTS**

	31.3.22	31.3.21
	£	£
Wages and salaries	4,110,098	4,218,773
Social security costs	235,027	206,420
Other pension costs	793,849	406,849
	<u>5,138,974</u>	<u>4,832,042</u>

Included within wages, salaries and pension costs is £Nil (2021 £102,124) in redundancy costs.

The average monthly number of employees during the year was as follows:

	31.3.22	31.3.21
Number of leisure staff	138	164
Number of marketing staff	1	1
Number of support staff	<u>34</u>	<u>28</u>
	<u>173</u>	<u>193</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.22	31.3.21
£60,000 - £69,999	-	-
£80,000 - £89,999	<u>1</u>	<u>1</u>
	<u>1</u>	<u>1</u>

**Key Management Personnel**

The aggregated earnings and benefits of the key management personnel was £340,240 (2021 - £288,243).



Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Pension reserve £	Restricted funds £	31.3.21 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and legacies	917,546	-	2,482,249	3,399,795
<b>INCOME AND ENDOWMENTS FROM</b>				
Charitable activities				
Leisure activities	2,200,165	-	-	2,200,165
<b>Generated Funds</b>				
Commercial Trading	141,117	-	-	141,117
Investment income	<u>190</u>	<u>-</u>	<u>-</u>	<u>190</u>
<b>Total Income</b>	<b>3,259,018</b>	<b>-</b>	<b>2,482,249</b>	<b>5,741,267</b>
<b>EXPENDITURE ON</b>				
Generated Funds				
Commercial Trading	87,774	-	-	87,774
Charitable activities				
Leisure activities	<u>5,336,981</u>	<u>181,000</u>	<u>2,546,747</u>	<u>8,064,728</u>
<b>Total Expenditure</b>	<b>5,424,755</b>	<b>181,000</b>	<b>2,546,747</b>	<b>8,152,502</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b><u>(2,165,737)</u></b>	<b><u>(181,000)</u></b>	<b><u>(64,498)</u></b>	<b><u>(2,411,235)</u></b>
<b>Other recognised gains/(losses)</b>				
Actuarial gains/losses on defined benefit schemes	<u>-</u>	<u>(1,125,000)</u>	<u>-</u>	<u>(1,125,000)</u>
<b>Net movement in funds</b>	<b>(2,165,737)</b>	<b>(1,306,000)</b>	<b>(64,498)</b>	<b>(3,536,235)</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>3,667,305</b>	<b>(6,208,000)</b>	<b>452,903</b>	<b>(2,087,792)</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b><u>1,501,568</u></b>	<b><u>(7,514,000)</u></b>	<b><u>388,405</u></b>	<b><u>(5,624,027)</u></b>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**11. FINANCIAL PERFORMANCE OF THE CHARITY**

The consolidated statement of financial activities includes the results of the charity's wholly owned subsidiary, Sphere Leisure, which operates the Cafe and bar facilities as well as the retail and lease income.

The summary financial performance of the charity alone is:

	<b>31.3.22</b>	<b>31.3.21</b>
	<b>Total funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>
<b>INCOME</b>	<b>9,545,554</b>	<b>5,624,589</b>
Investment Income from subsidiary company	<u>256,296</u>	<u>44,281</u>
<b>Total</b>	<b>9,801,850</b>	<b>5,668,870</b>
 <b>EXPENDITURE</b>	 <u><b>10,094,103</b></u>	 <u><b>8,064,728</b></u>
 <b>NET INCOME/(EXPENDITURE)</b>	 <b>(292,253)</b>	 <b>(2,395,858)</b>
 <b>Other recognised gains/(losses)</b>		
Actuarial gains/losses on defined benefit schemes	<u>1,556,000</u>	<u>(1,125,000)</u>
<b>Net Movement in funds</b>	<b>1,263,747</b>	<b>(3,520,858)</b>
 <b>Total funds brought forward</b>	 <u><b>(5,647,565)</b></u>	 <u><b>(2,126,707)</b></u>
 <b>TOTAL FUNDS CARRIED FORWARD</b>	 <u><b>(4,383,818)</b></u>	 <u><b>(5,647,565)</b></u>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**12. INCOME EARNED FROM OTHER TRADING ACTIVITIES**

The wholly owned trading subsidiary Sphere Leisure Limited is incorporated in the United Kingdom (company number 05449293) and pays profits up to its taxable threshold to the charity through dividends. Sphere Leisure Limited operates the cafes and all other commercial trading operations on behalf of the Trust. A summary of the trading results is shown below.

The summary financial performance of the subsidiary alone is:

	31.3.22	31.3.21
	£	£
<b>TURNOVER</b>	840,176	141,117
Cost of sales	(418,242)	(71,142)
Administrative expenses	(166,699)	(41,261)
Interest receivable and similar income	14	190
<b>PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION</b>	<u>255,249</u>	<u>28,904</u>
 <b>PROFIT FOR THE FINANCIAL YEAR</b>	 255,249	 28,904
	31.3.22	31.3.21
	£	£
<b>FIXED ASSETS</b>	43,851	50,458
<b>CURRENT ASSETS</b>	319,887	141,720
<b>CURRENT LIABILITIES</b>	<u>(341,244)</u>	<u>(168,639)</u>
<b>TOTAL NET ASSETS</b>	22,494	23,539
 <b>CAPITAL AND RESERVES</b>		
Called up share capital	1	1
Retained earnings	<u>22,493</u>	<u>23,538</u>
 <b>SHAREHOLDERS' FUNDS</b>	 <u>22,494</u>	 <u>23,539</u>

On 23rd July 2018 a deed of memorandum was signed stating the company wishes to make covenanted donations of its annual profits to its parent Circadian Trust.

The dividend in respect of the 21/22 year is £256,294 (20/21 £44,281).

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**12. INCOME EARNED FROM OTHER TRADING ACTIVITIES (Cont.)**

	Called up share capital £	Retained earnings £	Total equity £
<b>Balance at 1 April 2020</b>	<b>1</b>	<b>38,915</b>	<b>38,916</b>
Total comprehensive income	-	28,904	28,904
Dividends	-	(44,281)	(44,281)
<b>Balance at 31 March 2021</b>	<b>1</b>	<b>23,538</b>	<b>23,539</b>
Total comprehensive income	-	255,249	255,249
Dividends	-	(256,294)	(256,294)
<b>Balance at 31 March 2022</b>	<b>1</b>	<b>22,493</b>	<b>22,494</b>

**13. INTANGIBLE FIXED ASSETS**

<b>Group and Charity</b>	Computer software £
<b>COST</b>	
At 1 April 2021	64,498
Additions	-
At 31 March 2022	64,498
<b>AMORTISATION</b>	
At 1 April 2021	63,391
Charge for year	1,107
At 31 March 2022	64,498
<b>NET BOOK VALUE</b>	
At 31 March 2022	-
At 31 March 2021	1,107

**Circadian Trust**  
**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**13a. TANGIBLE FIXED ASSETS**

**i) Group**

	Improvements to property £	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>				
At 1 April 2021	1,848,027	3,382,210	497,674	5,727,911
Additions	-	145,450	20,214	165,664
Disposals		(79,491)	(80,930)	(160,421)
At 31 March 2022	<u>1,848,027</u>	<u>3,448,169</u>	<u>436,958</u>	<u>5,733,154</u>
<b>DEPRECIATION</b>				
At 1 April 2021	1,201,947	1,983,703	485,724	3,671,374
Charge for year	234,011	179,898	18,688	432,597
Eliminated on disposal	-	(79,491)	(80,930)	(160,421)
At 31 March 2022	<u>1,435,958</u>	<u>2,084,110</u>	<u>423,482</u>	<u>3,943,550</u>
<b>NET BOOK VALUE</b>				
At 31 March 2022	<u>412,069</u>	<u>1,364,059</u>	<u>13,476</u>	<u>1,789,604</u>
At 31 March 2021	<u>646,080</u>	<u>1,398,507</u>	<u>11,950</u>	<u>2,056,537</u>
<b>ii) Charity</b>				
	Improvements to property £	Fixtures & fittings £	Computer equipment £	Totals £
<b>COST</b>				
At 1 April 2021	1,848,027	3,046,085	497,674	5,391,786
Additions	-	131,464	20,214	151,678
Disposals		(77,910)	(80,930)	(158,840)
At 31 March 2022	<u>1,848,027</u>	<u>3,099,639</u>	<u>436,958</u>	<u>5,384,624</u>
<b>DEPRECIATION</b>				
At 1 April 2021	1,201,947	1,698,036	485,724	3,385,707
Charge for year	234,011	159,305	18,688	412,004
Eliminated on disposal	-	(77,910)	(80,930)	(158,840)
At 31 March 2022	<u>1,435,958</u>	<u>1,779,431</u>	<u>423,482</u>	<u>3,638,871</u>
<b>NET BOOK VALUE</b>				
At 31 March 2022	<u>412,069</u>	<u>1,320,208</u>	<u>13,476</u>	<u>1,745,753</u>
At 31 March 2021	<u>646,080</u>	<u>1,348,049</u>	<u>11,950</u>	<u>2,006,079</u>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**14. FIXED ASSET INVESTMENTS**

**Charity**

Shares in  
group  
undertakings  
£

**MARKET VALUE**

At 1 April 2021 and 31 March 2022

1

**NET BOOK VALUE**

At 31 March 2022

1

At 31 March 2021

1

There were no investment assets outside the UK.

See note 12 for more information on the subsidiary undertaking relating to this investment.

**15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Group		Charity	
	31.3.22	31.3.21	31.3.22	31.3.21
	£	£	£	£
Trade debtors	71,301	872,461	33,962	863,406
Amounts owed by subsidiary undertaking	-	-	267,028	158,487
Other debtors	2,075	-	-	-
Prepayments	<u>355,520</u>	<u>240,114</u>	<u>355,520</u>	<u>240,114</u>
	<u>428,896</u>	<u>1,112,575</u>	<u>656,510</u>	<u>1,262,007</u>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Charity</b>	
	31.3.22	31.3.21	31.3.22	31.3.21
	£	£	£	£
Trade creditors	183,659	250,614	163,195	249,818
Social security and other taxes	83,542	60,136	83,542	57,108
Other creditors	91,649	38,749	37,897	32,421
Accruals and deferred income	<u>1,034,578</u>	<u>611,876</u>	<u>1,034,578</u>	<u>611,876</u>
	<u>1,393,428</u>	<u>961,375</u>	<u>1,319,212</u>	<u>951,223</u>

**CREDITORS: AMOUNTS FALLING DUE GREATER THAN ONE YEAR**

<b>Group and Charity</b>	<b>31.3.22</b>	<b>31.3.21</b>
	£	£
Accruals and deferred income	<u>1,330,000</u>	<u>1,449,167</u>

The amount above reflects 4 years rent accrual owed to South Gloucestershire Council. Due to Covid and the ongoing lease discussions, agreement has been made to withhold the demand for payment until at least 31 March 2022. At this point the annual charge of £370,000 will begin to be repaid and the built up arrears will be spread as per the agreement over a 9 year period.

**17. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

<b>Group and Charity</b>	<b>31.3.22</b>	<b>31.3.21</b>
	£	£
Within one year	526,239	659,844
Between one and five years	906,391	1,252,498
In more than five years	<u>252,932</u>	<u>332,932</u>
	<u>1,685,562</u>	<u>2,245,273</u>

**Circadian Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**18. MOVEMENT IN FUNDS**

Group	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	1,501,568	52,200	-	1,553,768
Pension reserve	<u>(7,514,000)</u>	<u>1,275,000</u>	<u>-</u>	<u>(6,239,000)</u>
	(6,012,432)	1,327,200	-	(4,685,232)
<b>Restricted funds</b>				
ESC Grant	388,405	(64,498)	-	323,907
<b>TOTAL FUNDS</b>	<u>(5,624,027)</u>	<u>1,262,702</u>	<u>-</u>	<u>(4,361,325)</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	9,946,589	(9,894,389)	-	52,200
Pension reserve	<u>-</u>	<u>(281,000)</u>	<u>1,556,000</u>	<u>1,275,000</u>
	9,946,589	(10,175,389)	1,556,000	1,327,200
<b>Restricted funds</b>				
ESC Grant	-	(64,498)	-	(64,498)
Government Covid Job Retention Scheme	<u>201,486</u>	<u>(201,486)</u>	<u>-</u>	<u>-</u>
	<u>201,486</u>	<u>(265,984)</u>	<u>-</u>	<u>(64,498)</u>
<b>TOTAL FUNDS</b>	<u>10,148,075</u>	<u>(10,441,373)</u>	<u>1,556,000</u>	<u>1,262,702</u>

**ESC Grant fund**

The Esc Grant is a restricted fund from the English sports council to provide energy saving efficiencies, through the use of harvesting rainwater and the recollection of heat to generate electricity and heat for the client.



Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**18. MOVEMENT IN FUNDS (Cont.)**

**Charity**

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
<b>Unrestricted funds</b>			
General fund	1,478,030	53,245	1,531,275
Pension reserve	<u>(7,514,000)</u>	<u>1,275,000</u>	<u>(6,239,000)</u>
	(6,035,970)	1,328,245	(4,707,725)
<b>Restricted funds</b>			
ESC Grant	388,405	(64,498)	323,907
	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS</b>	<u>(5,647,565)</u>	<u>1,263,747</u>	<u>(4,383,818)</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	9,600,363	(9,547,119)	-	53,245
Pension reserve	<u>-</u>	<u>(281,000)</u>	<u>1,556,000</u>	<u>1,275,000</u>
	9,600,363	(9,828,119)	1,556,000	1,328,245
<b>Restricted funds</b>				
ESC Grant	-	(64,498)	-	(64,498)
Government Covid Job Retention Scheme	<u>201,486</u>	<u>(201,486)</u>	<u>-</u>	<u>-</u>
	<u>201,486</u>	<u>(265,984)</u>	<u>-</u>	<u>(64,498)</u>
<b>TOTAL FUNDS</b>	<u>9,801,849</u>	<u>(10,094,103)</u>	<u>1,556,000</u>	<u>1,263,747</u>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**18. MOVEMENT IN FUNDS (Cont.)**

Comparative movement in Funds  
Group

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	3,667,305	(2,165,737)	-	1,501,568
Pension reserve	<u>(6,208,000)</u>	<u>(1,306,000)</u>	<u>-</u>	<u>(7,514,000)</u>
	(2,540,695)	(3,471,737)	-	(6,012,432)
<b>Restricted funds</b>				
ESC Grant	452,903	(64,498)	-	388,405
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS</b>	<u>(2,087,792)</u>	<u>(3,536,235)</u>	<u>-</u>	<u>(5,624,027)</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	3,259,018	(5,424,755)	-	(2,165,737)
Pension reserve	<u>-</u>	<u>(181,000)</u>	<u>(1,125,000)</u>	<u>(1,306,000)</u>
	3,259,018	(5,605,755)	(1,125,000)	(3,471,737)
<b>Restricted funds</b>				
ESC Grant	-	(64,498)	-	(64,498)
Government Covid Job Retention Scheme	2,482,249	(2,482,249)	-	-
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS</b>	<u>5,741,267</u>	<u>(8,152,502)</u>	<u>(1,125,000)</u>	<u>(3,536,235)</u>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**18. MOVEMENT IN FUNDS (Cont.)**

Comparative movement in Funds  
Charity

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	3,628,390	(2,150,360)	-	1,478,030
Pension reserve	<u>(6,208,000)</u>	<u>(1,306,000)</u>	-	<u>(7,514,000)</u>
	(2,579,610)	(3,456,360)	-	(6,035,970)
<b>Restricted funds</b>				
ESC Grant	452,903	(64,498)	-	388,405
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS</b>	<u>(2,126,707)</u>	<u>(3,520,858)</u>	<u>-</u>	<u>(5,647,565)</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	3,186,621	(5,336,981)	-	(2,150,360)
Pension reserve	<u>-</u>	<u>(181,000)</u>	<u>(1,125,000)</u>	<u>(1,306,000)</u>
	3,186,621	(5,517,981)	(1,125,000)	(3,456,360)
<b>Restricted funds</b>				
ESC Grant	-	(64,498)	-	(64,498)
Government Covid Job Retention Scheme	2,482,249	(2,482,249)	-	-
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS</b>	<u>5,668,870</u>	<u>(8,064,728)</u>	<u>(1,125,000)</u>	<u>(3,520,858)</u>

Circadian Trust

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**19. EMPLOYEE BENEFIT OBLIGATIONS**

The Charity is an admitted body to the Avon Pension Fund, a defined benefit pension scheme for all permanent employees.

Contributions to the scheme are based on pension costs determined by independent qualified actuaries and are charged to the income and expenditure account so as to spread the cost of pensions over members' working lives.

In accordance with actuarial advice to the trustees of the scheme, pension contributions were set at 21.2% from April 2020.

Each year end the administrators undertake an actuarial valuation of the scheme according to the provisions of Financial Reporting Standard (FRS) 102: Retirement Benefits.

The FRS102 valuation was carried out by the actuaries of the fund, Mercer Human Resource Consulting Ltd, as at 31 March 2021.

South Gloucestershire Council has given a legal undertaking indemnifying the Charity in respect of the pension contributions in so far as and to the extent that these may affect pension benefits accrued before 1 November 2005, the transfer date of the leisure services from South Gloucestershire Council to the Charity.

At 1 November 2005 the pension liability for which the Council has indemnified the Charity amounted to £911,000. As this indemnity represents a contingent asset it has not been reflected in within the financial statements.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Present value of funded obligations	(20,206,000)	(19,974,000)
Fair value of plan assets	<u>13,967,000</u>	<u>12,460,000</u>
Liability	<u>(6,239,000)</u>	<u>(7,514,000)</u>

Circadian Trust Ltd

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**19. EMPLOYEE BENEFIT OBLIGATIONS**  
**- continued**

The amounts recognised in the statement of financial activities are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Current service cost	450,000	377,000
Net interest from net defined benefit asset/liability	161,000	138,000
Admin Expenses	7,000	7,000
Curtailments	12,000	-
Less Employer Contributions	(349,000)	(341,000)
Past Service Costs	-	-
	<u>281,000</u>	<u>181,000</u>
Actual return on plan assets	<u>(1,255,000)</u>	<u>(1,818,000)</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Defined benefit obligation b/f	19,974,000	16,571,000
Current service cost	450,000	377,000
Contributions by scheme participants	77,000	77,000
Interest cost	438,000	380,000
Benefits paid	(168,000)	(131,000)
Past Service Costs	-	-
Curtailments	12,000	-
Remeasurement on Experience (gain) / loss	44,000	(279,000)
Remeasurement on assumptions (gain) / loss	-	-
Actuarial losses/(gains)	<u>(621,000)</u>	<u>2,979,000</u>
Defined benefit obligation c/f	<u>20,206,000</u>	<u>19,974,000</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**19. EMPLOYEE BENEFIT OBLIGATIONS**  
**- continued**

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Fair value of scheme assets b/f	12,460,000	10,363,000
Interest on plan assets	277,000	242,000
Contributions by employer	349,000	341,000
Contributions by scheme participants	77,000	77,000
Administration Expenses	(7,000)	(7,000)
Benefits paid	(168,000)	(131,000)
Remeasurement on plan assets (excluding interest income)	<u>979,000</u>	<u>1,575,000</u>
Fair value of scheme assets c/f	<u>13,967,000</u>	<u>12,460,000</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Remeasurement on liability assumptions	(2,535,000)	(2,700,000)
Remeasurement on plan assets (excluding interest income)	<u>979,000</u>	<u>1,575,000</u>
	<u>(1,556,000)</u>	<u>(1,125,000)</u>

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**19. EMPLOYEE BENEFIT OBLIGATIONS**  
**- continued**

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Equities	5,656,000	4,673,000
Bonds - Government	1,732,000	1,757,000
Bonds - Other	1,048,000	1,059,000
Cash	223,00	361,000
Property	936,000	897,000
Other	<u>4,372,000</u>	<u>3,713,000</u>
	<u>13,967,000</u>	<u>12,460,000</u>

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages)

	31.3.22	31.3.21
Inflation	3.20%	2.7%
Rate of increase in pensions	3.30%	2.8%
Discount rate of liabilities	2.80%	2.2%
Rate of increase in salaries	2.20%	1.7%

**20. RELATED PARTY DISCLOSURES**

The charity has a close relationship with South Gloucestershire Council, who provide funding and support services to enable the charity to carry out its financial objectives and have nominated trustees on the board.

The following related party transactions occurred during the year ended:

**2022**

Entity	Income (£'000)	Purchases (£'000)	Debtor (£'000)	Creditor (£'000)
South Gloucestershire Council	210	370	-	1,841

**2021**

Entity	Income (£'000)	Purchases (£'000)	Debtor (£'000)	Creditor (£'000)
South Gloucestershire Council	99	371	-	1,473

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**21. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.22 £	31.3.21 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(293,298)	(2,411,235)
Adjustments for:		
Depreciation and amortisation charges	433,704	544,639
Interest received	(15)	(190)
Decrease/(Increase) in stocks	17,087	33,315
Decrease/(Increase) in debtors	683,679	(730,891)
Increase/(Decrease) in creditors	311,286	482,091
Difference between pension charge and cash contributions	<u>281,000</u>	<u>181,000</u>
Net cash used in operating activities	<u>1,433,443</u>	<u>(1,901,271)</u>

**22. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	<u>1,032,981</u>	<u>1,269,394</u>	<u>2,302,375</u>
Total	<u>1,032,981</u>	<u>1,269,394</u>	<u>2,302,375</u>