ACTIVE LUTON

England & Wales · Charity number 1111804

Details

Status	Registered
Legal form	Charitable company
Company number	05458934
Registered	2005-10-25
Register	View on the Charity Commission register

Contact

Address	Active Luton 2nd Floor Apex House 30-34 Upper George Street LUTON
Phone	01582400272
Email	info@activeluton.co.uk
Website	http://www.activeluton.co.uk

Activities

Objects: THE COMPANY HAS BEEN ESTABLISHED TO:3.1.1 PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES AND SERVICES FORRECREATIONAL, SPORTING OR OTHER LEISURE TIME OCCUPATION IN THE INTERESTS OFSOCIAL WELFARE, SUCH FACILITIES BEING PROVIDED TO THE PUBLIC AT LARGE SAVETHAT SPECIAL FACILITIES MAY BE PROVIDED FOR PERSONS WHO BY REASON OF THEIRYOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL OR ECONOMICCIRCUMSTANCES MAY HAVE NEED OF SPECIAL FACILITIES AND SERVICES; AND/OR3.1.2 PROMOTE COMMUNITY PARTICIPATION IN HEALTHY RECREATION; AND/OR3.1.3 ADVANCE THE EDUCATION OF THE PUBLIC OF THE BENEFIT OF ACTIVE LIFESTYLE ANDIN PARTICULAR THE VALUE OF PHYSICAL ACTIVITY FOR YOUNG PEOPLE AS PART OF THESCHOOL CURRICULUM; AND/OR3.1.4 SUCH OTHER CHARITABLE PURPOSES BENEFICIAL TO THE COMMUNITY CONSISTENTWITH THE OBJECTS ABOVE AS THE TRUSTEES SHALL IN THEIR ABSOLUTE DISCRETIONDETERMINE (THE 'OBJECTS').

Activities: Operation of sports facilities, development of sport in the community and assisting with the delivery of sport as part of the school curriculum. Also promoting the value of sport & physical activity in addressing the wider agendas of health improvement, lifelong learning & community well-being.Operates Library services.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment, Recreation, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** NOT DEFINED, IN PRACTICE LUTON
- Bedford
- Central Bedfordshire
- Luton

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£15,701,641	£15,420,047	£6,732,234	217
2024-03-31	£15,212,505	£14,427,962	£6,450,641	225
2023-03-31	£14,661,835	£13,979,923	£5,666,095	224
2022-03-31	£14,371,116	£13,485,941	£4,984,187	214
2021-03-31	£10,421,888	£9,401,708	£4,099,012	706

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Trustees

Name	Role	Appointed
Abdul Ghafoor		2025-01-29
Anthony Green		2025-01-29
Cllr Azizul Ambia		2024-04-10
Cllr Steve Barry Moore		2023-06-13
Councillor Mahmood Hussain		
Femy Annetta Lester		2018-07-11
Gagandeep Kashyap		2023-04-26
Helen Parkinson		2023-10-25
Kevin John Poulton		2018-07-11
Nicola Clare Monk		2023-07-19
Philippe Antoon Hucklesby		2021-01-27
Priya Chauhan		2020-01-22

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ACTIVE LUTON

England & Wales - Charity number 1111804

Accounts

Registered number: 05458934
Charity number: 1111804

ACTIVE LUTON

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

ACTIVE LUTON
(A company limited by guarantee)

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ACTIVE LUTON

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees	Aziz Ambia (appointed 10 April 2024) Mahmood Hussain Steve Moore Paul Seath (resigned 16 October 2024) Kevin Poulton Femy Lester Magdalena Golebiewska (resigned 16 October 2024) Emma Knowler (resigned 16 October 2024) Priya Chauhan Morag Stewart (resigned 16 October 2024) Glynis Yates Philippe Hucklesby Wayne Cullum Nicola Monk Nonyelum Alomaja (resigned 3 July 2024) Helen Parkinson Gagandeep Kashyap Daniel Coyle (resigned 27 August 2024) Stuart Miller (resigned 10 April 2024) Anthony Green (appointed 29 January 2025) Abdul Ghafoor (appointed 29 January 2025)
Company registered number	05458934
Charity registered number	1111804
Registered office	2nd Floor Apex House 30-34 Upper George Street Luton Bedfordshire LU1 2RD
Company secretary	Sue Jones
Chief Executive Officer	Helen Barnett (resigned 31 May 2024) Lawrence Kay (appointed 18 March 2024)
Independent auditor	Crowe U.K. LLP R+ Building 2 Blagrave Street Reading Berkshire RG1 1AZ

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Bankers

NatWest Bank
31 George Street
Luton
LU1 2YN

Bank of Scotland
2nd Floor
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The trustees (who are also directors of the charity for the purposes of the Companies Act 2006) present their report with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP") (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland; FRS 102) issued in October 2019.

OBJECTIVES AND ACTIVITIES

a. Objectives and aims

The charitable company has been established to:

- Provide or assist in the provision of facilities and services for recreational, sporting, or other leisure time occupation in the interests of social welfare, such facilities being provided to the public at large save that facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services.
- Promote community participation in healthy recreation.
- Advance the education of the public of the benefits of active lifestyle, and particularly the value of physical activity for young people as part of the school curriculum.
- Such other charitable purposes beneficial to the community, consistent with the objects above as the Trustees shall in their absolute discretion determine.

We believe that sport and physical activity are of benefit to the community for their physical, mental, and emotional health and wellbeing, and we aim to make a difference to the lives of the people of Luton, working in partnership with like-minded organisations.

b. Our Mission

Active Luton is an innovative community-focused charity committed to making a positive impact on the health and wellbeing of our community; inspiring, motivating, and offering opportunities for people of all ages and backgrounds to learn and take action to improve their lives.

We provide a wide range of high-quality programmes, activities, and facilities enabling residents to participate in physical activity; improve their health and wellbeing; enhance their education and skills through training; and create career opportunities. We are committed to being inclusive, accessible, and affordable, working closely with partners locally, across the region and nationally, continuously looking to bring the best to our diverse and vibrant community.

The charity also hosts Be Active, which is one of 43 Active Partnerships across England that work collaboratively with local partners to create the conditions for an active nation, using the power of sport and physical activity to transform lives. Active Partnerships are locally based, strategic organisations that recognise that activity levels are affected by a complex system of influences, and no single organisation or programme creates sustainable change at scale. By adopting a collaborative, whole-system approach, Active Partnerships seek to make active lifestyles the social norm for everyone to address inactivity in society.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES

a. Main achievements of the Charitable Company

Under the first year of a new CEO leadership, we have continued to deliver on our 5-year strategy. With a good deal of success in the past year now achieved, we are planning on building to extend on this and increase Active Luton's reach and delivery. A new Chair was also appointed in the last year, and we plan on revisiting and updating our strategy to ensure its relevance for the next 5 years.

Many achievements have been made during the year, and in particular, we were delighted with our successful outcome to secure the lease for Stockwood Golf for the next 25 years. We have intentions on further investment in the site while still ensuring we support accessibility for Luton residents.

There have been ongoing financial pressures affecting both the sector nationally and the Luton business, but Active Luton has remained resilient. A particular highlight of last year was working with independent economic consultants, Volterra Partners LLP, who evaluated the social value we deliver. Their report confirmed that for every £1 of funding received by Active Luton generates over £7.40 in social return for the Luton community. This is a powerful demonstration of the positive difference we make to the health, wellbeing, and life chances of local people.

Active Luton were delighted to be recognised nationally and locally for the organisation's work by winning a Community Leisure UK Seriously Social Award for the Power Our Minds mental health initiative, and a Luton Best award for Luton in Harmony, recognising our Energise Luton programme. Active Luton were again proud to be named a Great Place to Work for the second year running. These accolades are a tribute to the dedication, skill, and care shown by the teams every day.

Our community team has delivered some incredible projects over the last year, working with children in care, asylum seekers, older adults in faith centres, and many more groups. One particularly innovative project is delivering virtual sports in Pupil Referral Units, giving children access to sports they may not normally have.

In our leisure centres, we have continued to invest in equipment, redecoration, and refurbishment projects. Environmental sustainability is alsoa key driver for us.

We remain dedicated to promoting Health & Wellbeing in the community through various programmes, including Social Prescription, which connects vulnerable individuals to essential support and services.

As a key anchor institution in Luton, we are proud to be involved in the town-wide effort to make sure that the health and wellbeing of our community is everyone's business. Our values of teamwork, innovation, inclusivity, and excellence underpin everything we do to play our part.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

b. Leisure Centres

Health and wellbeing in 4 centres and 1 athletics centre.

Over 1.50 million visits to our centres. This increases year on year. 5,323 Go4Less Advantage cards allow people on low incomes to experience the benefits of physical activity. 15% more than last year.

Over 7,000 gym, swim, and group fitness members across our leisure centres.

Many of our activities and events across all our centres bring people together and include:

- Community events: Diwali, Eid, ComicCon, and Lego shows.
- Sports & recreation: Walking Football, School Games, judo, karate, badminton, dance, and more.
- Youth programmes: Energise Luton Camps, Active Retired Club.

Inspire: Luton Sports Village

£120,000 has been invested in the latest high-tech strength and resistance training equipment. This includes puck sensor technology for tracking progress and real-time technique feedback. As part of these works, a full review of the gym layout was completed to incorporate an enhanced functional training space which includes a multi-jungle gym, perimeter rig, sled and sprint track, and an improved stretch area. This helps all members of all abilities train smarter and better.

Host to many events, including 10 swimming galas and Luton's School Games competitions.

3,200 school children are participating in swimming lessons every week, and the site continues to support a range of disability swimming sessions, including our long-running Hydra Health programme.

Initiatives in the year included free e-cycle hire, which is now available until July 2026. Continued energy saving initiatives and sustainability efforts have been worked on during the year, including 18 energy-efficient show heads saving water and reducing the sites.

Lewsey Sports Park and Lea Manor Recreation Centre

In Lea Manor, we invested £25,000 to transform a studio space into a welcoming environment for holistic health and wellbeing classes. In addition, we installed air conditioning in a key meeting room, improving the comfort for all sessions and community meetings.

A record number of children and adults learning to swim has been achieved at Lewsey Pool. Nearly 1,000 a week are now engaged in the learn to swim programmes.

Due to customer demand, one of the squash courts has now been converted into an additional gym space, which forms phase one of improving the gym capacity at the site.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

c. Golf, Athletics and Community Centres

From elite development to grassroots community programmes, our athletics, golf, and community centre sites are playing a vital role in improving physical health, mental wellbeing, and inclusion across Luton.

Stockwood Park Athletics Centre

Stockwood Park Athletics Centre is a 400-metre track and infield facility with an on-site performance gym.

We hosted 11 Luton School Games events, including SEND school competition, plus 15 School Sports Days. We were proud to achieve the prestigious TrackMark Award from UK Athletics, which recognises the centres for many points, including being fully inclusive and welcoming to participants of all ages and abilities. We also upgraded our performance Gym on site, adding additional equipment.

Stockwood Park Golf Centre

Several young golfers coached at Stockwood are now competing at County level, which is an exciting testament to our player development pathway. We operate now with extended range hours to better meet local needs. Our Pro Shop has recently been revamped.

All competitions are inclusive, and together with Stockwood Golf Club, we introduced multi-level competitions designed so everyone, from beginners to experienced players, can win. We now have an ongoing working partnership with Luton Airport and Luton Town Football Club.

Stockwood is more than just Golf; it is a space for health, wellbeing, and inclusion. NHS partner HCRG delivers adult community health services from the site. Total Wellbeing Luton provides weight management and Stop Smoking courses.

Our maintenance Mates team (7 individuals with learning disabilities or additional needs) continues to thrive with a blend of paid and voluntary roles at the course.

Hart Hill Community Centre

With funding from BLCF, Hart Hill provided many activities for the local community, including coffee mornings, health ageing physical activity programmes, a prayer group, football, and boxing. They were also host to the local community interest group Grow Your Potential, working with young people across the borough.

Hightown Community Sports & Arts Centre

At Hightown, our spaces are used from early years to elderly care, by grassroots groups, schools, health partners, refugees, and women's networks. Activities include Belly Dancing, Zumba, Taekwondo, Dance School, Chair-based exercise and fitness for long-term conditions, and St Matthew's School PE.

Hightown is a truly multi-purpose venue that adapts to the changing needs of the local community.

Since installation in early 2024, the solar panels at Hightown have generated 43.75 MWh total to date.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Luton Libraries

As our first year of delivering under the new Luton Libraries contract, the library service has continued to thrive as a welcoming community hub. With a blend of investment, innovation, inclusive programming, and outreach, we are proud to serve everyone who lives, works, and studies in Luton.

We invested in the IT network and infrastructure at all the library sites during the year to allow for a better integrated service across the service.

Key Statistics

- 414,199 items borrowed, including 111,277 from the eLibrary.
- 317,812 library visits across Luton.
- 7,715 new library memberships.
- 12,802 attendances at regular children's activities.
- Library app usage up 16.8% from the previous year.
- 96% satisfaction achieved.
- Gold Award for customer service from Luton Bid.

We are very grateful to be working with over one hundred partners. Here is just a very small selection.

- Home Library Service receives 50%+ of referrals from the Stroke Association
- Stop Smoking surgeries weekly in four libraries.
- Happy Baby Groups at Leagrave Library (with Total Wellbeing Luton)
- The Well & Wise Room hosts:
- Healthwatch
- Menopause Alliance
- Keech Hospice
- Mind BLMK
- Talk Club and more.
- Welcomed 25 refugees via Care4Calais.
- Pop Along Library: The library services are taken into the community from pre-schools to care homes, sharing books, fun activities, and wellbeing resources.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Library Events

Summer Reading Challenge – Marvellous Makers 2,035 children took part – including 116 under 4s. Luton Literature Festival at Central Library with storytelling, crafts, local author showcases, workshops, and more.

Library Games at Stopsley Library is popular, with 14 children attending weekly and working together to build Lego creations, prompted by books and fuelled by their imaginations.

At Lewsey Library, the space was reorganised and enhanced, creating a more defined area for children and teenagers. As a result, activities like Rhyme Time have seen increased attendance.

New additions this year:

- SEND-inclusive Winter Energise Camp.
- Author talks and theatre visits.
- Digital Drop-ins, Stitch & Sew, and much more.
- Library Inclusivity.
- In partnership with community organisations, including EPIC, we've enhanced resources for children and young people with special educational needs.
- Created a Widgit Social Story about the changes at Luton Central Library.
- Introduced new sensory tools: digital magnifiers, symbol-based communication software, and disco balls with lights and speakers.

These changes help ensure libraries are safe, supportive spaces for all.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

d. Supporting our Community

We are incredibly grateful to our funding partners, whose support allows us to reach the children, families, and adults in our community who need it most.

Energise Luton

Energise Luton is Luton's Holiday Activity and Food (HAF) Programme, funded by the Department for Education and delivered in collaboration with the Public Health team at Luton Borough Council. It offers free access to physical activity, enriching activities, and nutritious food for school-age children up to 16 years who receive income-related Free School Meals.

We continue to work with over 40 local organisations to offer a wide variety of exciting activities, including: boxing, athletics, arts and crafts, swimming, music, dance, drama, and much more.

- 6,448 children accessed Energise Luton camps.
- 5,416 places filled by children on free school meals.
- 697 children with Special educational needs and Disabilities supported.
- 2,274 hygiene packs distributed.
- 1,080 food parcels delivered with The Food Bank

Children in need

We work in partnership with the Virtual Schools to support children in the social care system, helping them to become more active, to improve their wellbeing, and overall attainment.

Weekly physical activity sessions are delivered to small groups of children across a number of schools. The instructors work with the children to build confidence and resilience, focusing on relationships, self-worth, resilience, hope, optimism, and self-care.

Virtually Active

Funded by the Police and Crime Commissioner, this project delivered targeted support for young people in educational settings - including Pupil Referral Units.

Using virtual reality headsets and one-to-one support sessions, the programme provided: Structured physical activities, mentoring and anger management support, and emotional regulation workshops.

The outcomes achieved demonstrated improved student attendance and engagement, greater self-control and teamwork, reduced behavioural incidents, enrolment in FA coaching courses, and boosted self-esteem and resilience.

Navigating Local Systems

This project aims to embed physical activity within Luton's care system. This year, the focus was on Adult Social Care, and we built closer collaboration with teams at Luton Borough Council via the Stepping Into Their Shoes initiative.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Under this project, we delivered the following initiatives:

Fun & Games Sessions

A pilot movement session for adults with disabilities was held at Inspire: Luton Sports Village, attended by 90 individuals plus carers. Due to overwhelming positive feedback, these now run weekly at Lea Manor Recreation Centre. Some participants also now use their Go4Less cards for swim and pool access.

Faith Settings Chair-Based Aerobics

We collaborated with faith settings to launch accessible exercise sessions for worshippers, including Blenheim Baptist Church, the West Indian Community, and several mosques. Two volunteers at each location are now training for recognised qualifications in exercise delivery, first aid, and safeguarding, ensuring long-term sustainability.

Care Workers' Training Programme

We trained care workers across day and residential settings to deliver inclusive, fun movement sessions. The programme included training on games for all abilities, equipment usage, and creating sustainable routines resulting in increased activity levels across services.

Active Education

Our team of qualified teachers works with Luton's schools to develop PE excellence, and to incorporate more physical activity into the whole school day, supporting children in their overall development.

We are proud to partner with Luton Borough Council to deliver a tailored programme for Key Stage 5 pupils with Special Educational Needs. The initiative helps young adults build confidence, develop practical life skills, and strengthen their social and emotional wellbeing. By engaging in a diverse range of community-based activities, participants are supported on their journey towards greater independence.

School Games

- 95% of Luton schools have engaged in School Games events.
- 65,136 participants across all the sports.
- 80% were from diverse ethnicities.
- 10% had special educational needs & disabilities (SEND).
- 108 leagues, tournaments, and festivals offered.
- 32 different sports offered.
- 5 sports offered specifically for SEND pupils, including wheelchair rugby.
- 60 volunteers from clubs, community groups, and NGBs helped support events.
- 532 young leaders supported events.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Professional Development for School Staff

We are investing in the people who make PE possible. Over 177 school staff have taken part in professional development through our CPD programme, covering everything from gymnastics to dance and inclusive PE.

We have also run an accredited PE subject leaders' course, supporting 10 teachers to deepen their expertise and take their learning back to their schools to drive improvement.

Girls' Football – Breaking Barriers, Building Confidence

We're proud to be working in partnership with the Barclays Girls Football School Partnership to open up more opportunities for girls to play football. This year, 26 primary and 7 secondary schools in Luton registered with the scheme, and we're continuing to support many schools in the town to improve access to football for every girl who wants to take part.

Learning Outside the Classroom – Broadening Horizons

We have helped schools enrich the curriculum with 5,529 approved educational visits – a 4% increase on last year. These included:

- 107 residential.
- 17 overseas trips.
- 349 involving adventurous activities.
- Over 170,000 children and young people benefited from experiences beyond the classroom.

Environment and Sustainability

We are committed to supporting Luton Borough Council's 2040 long-term vision, with the key aim being to make Luton a carbon-neutral town.

At Active Luton, we continue to reduce our environmental impact through practical actions and community initiatives:

- We are now able to accept small electrical items to be recycled via Luton Borough Council.
- We support the charity One Impossible Thing, collecting used trainers and sports shoes at our sites so they can be re-homed, not sent to landfill.
- Team members took part in Luton Borough Council's Spring into Wellbeing Challenge, choosing active travel, walking, cycling, or scooting to work.
- During Keep Luton Tidy Week, our team joined lunchtime litter-picking sessions to help clean up the local area.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Solar

Our solar panels at Hightown have made a significant contribution to sustainability:

- 43.75 MWh of solar energy generated in the financial year.
- 55.38 tons of CO2 emissions prevented.

Health & Safety Audit

We were delighted to achieve an average Health & Safety score of 91% across our sites. This over and above the national average score of 82%.

200 Free E-Cycle Loans

We are proud to continue our partnership with Luton Borough Council and Cycling UK to offer free e-cycle taster sessions and loan schemes from Inspire: Luton Sports Village. This initiative is helping to make active, low-carbon travel more accessible for local residents.

Chp Units – Smart Energy for big impact

Combined Heat and Power (CHP) units at Inspire: Luton Sports Village and Lea Manor Recreation Centre generate electricity and heat in a single, efficient process, significantly reducing waste. In 2024, running these systems consistently across both sites prevented 224 tonnes of CO2 emissions.

Print ReLeaf Exchange

In 2024, we joined the Print Releaf Exchange, a global reforestation and carbon offsetting initiative. In just seven months, Active Luton offset the equivalent of 93,384 standard sheets of paper, equal to 11.21 trees reforested through certified projects.

Low Flow Shower Units

Thanks to the Swimming Pool Support Fund (SPSF) via Sport England, in partnership with Luton Borough Council, we've replaced the 18 most-used showers at Inspire with Low Flow Shower Units. These reduce water consumption while maintaining a high-quality experience.

LED Lighting Upgrades

We've continued to invest in energy-efficient LED lighting across our estate - including in the Sports Hall at Hightown and Squash Courts at Lewsey Sports Park. We are continuing a site-by-site review and aim to complete LED upgrades across all remaining areas by March 2026.

Green Champions Leading the Change

Our Green Champions are team members from across the organisation who promote and support environmental sustainability in the workplace. Each has now completed an Environmental Culture, Awareness, and Management course, equipping them to advocate for positive change and engage colleagues in greener practices. We have also had team members attend the Carbon Literacy course.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Active Training and Development

Highlights

- 916 participants completed training courses.
- 7% were under 18 years old.
- 71% were female.
- 43% were from diverse ethnic backgrounds.
- 83 newly qualified lifeguards.
- 332 learners achieved Level 3 First Aid qualifications.

Apprenticeships

We have 14 current Apprentices across the organisations, including 10 Leisure Operations Apprentices, 3 Customer Service Apprentices, and one Finance Assistant Apprentice.

We continue to support and train all our teams and have an apprentice recruitment strategy.

Work Experience – Inspiring Future Careers

We have significantly increased our Work Experience opportunities this year, with 123 students from 31 schools and colleges completing placements across our organisation - from leisure centres and libraries to Head Office and the Total Wellbeing team.

Each student had a mentor, supporting them through the experience. Many expressed an interest in pursuing further qualifications. Our team also regularly attends career fairs and BESP events in schools to inspire the next generation.

Saving Lives

Members of the public in Luton now have access to Bleed Control Kits, which are available in key public locations across the borough. These kits were designed by the Daniel Baird Foundation and commissioned by the Bedfordshire Violence and Exploitation Reduction Unit. Active Luton delivered this project in partnership with the Office of the Police and Crime Commissioner.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

e. Health and Wellbeing

Working in partnership with Luton Borough Council, Public Health, and Turning Point, our Total Wellbeing Luton team continues to improve lives across Luton by delivering vital health, wellbeing, and exercise programmes in our centres and directly in the community. We were proud to meet or exceed all KPIs this year, a testament to the commitment of our team and the value of preventative, community-based support. We were also delighted to win the Community national award from Community Leisure UK for our Power our Minds programme.

A Year in Numbers

- 12,500 people referred into our Healthy Lifestyles programme.
- 70+ community trial exercise sessions in diverse venues, including a Hindu Temple, The Gurdwara, mosques, sheltered housing, and GP surgeries.
- 500+ professionals trained in Making Every Contact Count (MECC) to support healthier conversations.
- 96% of users would recommend our service.

Our Total Wellbeing Programmes

- Weight Management (adults, children, and families).
- Long Term Conditions and Exercise Referral.
- Making Every Contact Count (MECC).
- NHS Stop Smoking.
- Adult Social Prescription.
- Young People's Social Prescription.
- High Intensity Uses Programme.

Tackling Long Term Conditions Real Results

Our Long-Term Conditions programme empowers people to manage their health more effectively, improving quality of life and reducing pressure on NHS services.

- 80% reported fewer GP visits.
- 95% saw improved emotional wellbeing.
- 65% improved self-management of their condition.
- 90% increased their physical activity.

Social Prescription

We supported 1,772 individuals through our Social Prescription service, helping people with non-clinical needs improve their wellbeing. We were delighted to host an event at Inspire: Luton Sports Village to celebrate National Social Prescribing Day.

- 94% reduction in GP visits.
- 97% reduction in hospital attendances.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Stop Smoking

Through behavioural support, compassion, and expert advice, our team helped 1,416 people quit smoking in 2024 25. We also secured further funding to support higher targets of stopping people smoking.

- 333 with a mental health condition quit.
- 797 with a long-term health condition quit.

Weight Management

Our adult and children's weight management programmes focus on sustainable, long-term change.

Adults:

- 85% increased physical activity.
- 65% reduced waist circumference.
- 85% increased fruit and veg intake.
- 1,195 referrals.

Children:

- 379 children took part in Cook and Eat school sessions.

f. Volunteers

We are very grateful to our many volunteers who dedicate their time and expertise to Active Luton, including our current 14 Board Members, our 7 Maintenance Mates, and all of the incredible individuals working across our sites.

We were delighted to be part of Community Leisure UK and Sport England's Active Kindness project. This was a pilot project supporting four health & wellbeing trusts across England to enhance our volunteering offer.

We have had numerous volunteers across all areas of our organisation and delivery, with on average over the year, 13 volunteers being involved in addition to our Board Members and Maintenance Mates.

During the year, we rolled out the new Community Leisure volunteering system to allow us to better manage the onboarding, management, and recruitment of our volunteers.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

g. Be Active - OUR ACTIVE PARTNERSHIP

2024-2025 has seen Be Active make further significant strides in supporting our ambitions outlined in our strategy 'Moving Forwards Together'.

Our Opening School Facilities program has completed its delivery. £289,950 was distributed to schools across the three years of this work. 34 schools have received funding, with 14 of these receiving funding across the 3 years to develop their projects.

Our Girls into Coaching programne continued to grow and expand its impact. 190 girls enrolled in the Girls into Coaching Programme for the 2024-2025 academic year, a 67% increase in girls engaged compared to last year. 19 schools were involved this year, representing a 58% increase in the number of secondary schools involved from the previous academic year.

Our Couch to Coach program continues to grow with work undertaken during the year to establish schemes across all 3 unitary authorities. £5984 distributed over the last year, with 32 successful individuals supported to achieve qualifications, with over 90% started coaching straight away or having a coaching role lined up.

We were delighted to continue to develop our work with BPHA in Bedford and the swimming project. This project supports girls and families with children from some of the most deprived communities in the town to take part in swimming programmes. 37 girls attended the swim courses, and 61 people were engaged through the family swim sessions.

We have continued to lead in supporting the protection, enhancement, and development of sports and physical activity facilities across the county. Three longstanding projects have been successfully delivered: the Lancaster Avenue pavilion in Luton, Sharnbrook Bowls club to the north of Bedford, and Ampthill Cricket Club redevelopment in Central Bedfordshire.

We have also worked hard to support the development of significant new projects for cricket in Luton and football and cricket in Caddington.

We have continued to develop our environmental sustainability work, completing an internal carbon footprint assessment and action plan, and collaborating with the local authority and others to develop an educational piece for the sector locally. We will be prioritising the development of this work in 2025-26.

Our Sport Welfare Officer organised Safeguarding & Welfare Bystander Training. This was delivered in partnership with NWG to create a bespoke session aimed at delivering for sports clubs. 3 sessions delivered with key partners across our 3 local authority areas.

We continue to support community partners across the health system. YAWN Life identified that accessing public gyms was a barrier to their participants. They had unused cabin space that they wanted to repurpose. We supported them with securing £30,000 of funding through Luton Healthy Weight and Physical Activity Grants, along with sourcing equipment, training, and the necessary insurance, providing a bespoke gym space with machines, equipment, and a television that can be used to access other digital exercise resources.

We oversaw a Countywide Disability Networking Event with Talks from Activity Alliance, Disability Rights UK, and Thinklusive, supported by a Lived Experience panel made up of local people and organisations.

STRATEGIC REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE CHARITABLE ACTIVITIES (continued)

Our Navigating Local Systems, working alongside key strategic partners in Luton, saw the development of a strong working relationship with Adult Social Care, including the recruitment of a place-based ambassador working alongside their team in the Farley ward, and the establishment of weekly physical activity sessions for those with a range of disabilities, supported by carers.

We also saw the development, delivery, and expansion of the faith centre work with Streets and Active Luton, delivering a range of physical activity programmes and developing a trained volunteer workforce in 10 settings.

h. Be Active Financial Headlines 1st April 2024 – 31st March 2025

Income	**£000's**
Sport England Grant Funding	£577.20
Local Authority Donations & Services	£6.00
Project Development & Delivery	£90.00
Training & Other Services	£46.60
Interest	£4.10
Sub Total	**£723.90**
Expenditure	
Staffing & Subcontractors	£503.10
Staff Training	£4.50
Marketing	£7.30
Operating Costs	£73.10
Workforce Training & Development	£25.60
Children & Young People Projects	£59.30
Data development Projects	£26.40
Street Tag Project	£9.40
Professional Fees	£11.10
Sub Total	**£719.80**
Surplus	**£4.10**

STRATEGIC REPORT (continued)

FINANCIAL REVIEW

a. Active Luton Fundraising Activities

In the past year, we have made an unrestricted surplus from our activities amounting to £263,739. In the previous financial period, we had an operating surplus of £588,507. This year's continued financial surplus is a significant achievement in light of an increasing cost base and results from our diversification of services, continual growth in key income areas and tight control of our cost base.

Incoming resources for the whole organisation have increased to £15,701,641 (£15,212,505 in 2024). Earned income continues to grow to cover the increasing costs of delivering our activities. We have also received increased funding for Stop Smoking services and received Sport England grants during the year. The donation received from Luton Rising remained consistent with the prior year, with £1.2m of this ring-fenced to support the Library contract.

The main trading income continued to increase during the year as growth in numbers was achieved. Membership numbers by March 2025 have continued to increase and met our target levels. An increasing yield has also been achieved, and the success of the membership income levels has allowed us to continue to invest in our gym facilities. Learn to Swim programme numbers and income continue to grow with improved space and timetable planning. Active Luton prides itself on offering high-quality swimming teaching at affordable prices, and this has continued to result in increasing demand for this programme.

Total resources for 2024-25 increased to £15,420,047 (£14,427,964 in 2023-2024). This includes an increase in staff costs as annual pay rises were awarded. Supporting the Real Living Wage at entry-level continued to result in a significant increase in employee costs overall. We continued to have staff shortages at the operational leisure sites, and there was continued pressure on the recruitment of team members with relevant skills. Management of utility costs has been key, and utility usage savings have been a key focus at all sites.

The Energise Programme continued to expand with further delivery by partners, with funding delivery costs managed by Active Luton.

Due to its financially secure position, Active Luton continued to make and plan significant capital investments to ensure all facilities and services on offer are of a high quality and support future income growth.

The balance on the Be Active restricted fund at the year ended 31 March 2025 is £302,598 (2023/24: £298,483). The total unrestricted fund now shows a surplus of £6,359,876 (2023/24: £6,096,137).

Principal Funding Sources

The charitable parent company obtained a donation from Luton Rising, which this year totaled £2.6m. This specifically includes £1.2m as a donation to support the library services.

Luton Borough Council now provides limited support services to the charity. This continues to reduce year on year. Human Resources advice and services continue to be provided.

The Public Health contract subcontracted from Turning Point continued, with income of £1.2m for the core contract. We are continuing to deliver under this extended core contract to March 2026, as well as continuing under the further 5 years of ongoing Stop Smoking funding due to our success in the delivery of targets.

Grant income levels remained fairly constant. Delivery continued under the Sport England Navigating Local systems grant, which helped support the delivery of physical activity to older people, those with SEND/disabilities, and long-term health.

£1m was again received to run the Energise Holiday and Food camps. This money supported pupil premium children across the town in 6 main camps within Active Luton, with an increased delivery through our partners working with us on our programmes. 6,448 children attended these camps, which have again been highly successful in feeding children during the school holidays.

Our highest income is from running our leisure facilities, and income significantly increased for memberships and our Learn to Swim programmes. Membership numbers continued to increase over the year following some very successful marketing campaigns. Increased and reviewed pricing helped support a higher yield. Efficient timetable planning allowed Learn to Swim numbers to grow with higher numbers on the programme than ever before at all sites.

Price increases were sensible but necessary to work towards helping Active Luton cover an increasing cost base. Concessionary prices, though, remain low and continue to support engagement in the relevant groups in our community. We continue to offer our Go4Less advantage card free to support those groups in most need and to ensure our services remain accessible to all.

The charity operates from buildings and uses equipment leased at peppercorn rents from Luton Borough Council, although this will be changing in the future. No adjustment has been made to bring in the market value of those rents.

b. Reserves Policy

The Board reviews the reserve policy on an annual basis to ensure that the reserves are maintained at a level that is consistent with the group having sufficient funds to operate at its planned activity levels, taking into account the various financial risk factors that have been identified. The target is to operate with reserves at a level that equates to between one and three months of future anticipated operating costs plus the net book value of fixed assets funded out of reserves. The aim is to hold a minimum reserve value of £1.2m. It is considered sensible to create a designated reserve for future capital commitments currently being planned.

Free reserves held at the year-end (excluding fixed assets) are in line with the target of 3 months of expenditure and will be held to support the organisation over the next few years. This level of reserves would allow us to meet our employees' and other committed costs for three months. This would allow us to be able to make key strategic decisions in the event of unplanned scenarios that would significantly affect the trading position.

The significant increase in operating costs and continual pressure on pay rises at entry point continue to affect the finances. What is key is to still be able to invest in our teams and our facilities to be able to ensure we can deliver our new strategy and continue to generate increased income and support our existing customer base. The Board is committed to supporting the Real Living Wage across the organisation.

The Board plans to use the reserves where necessary for future investments and to support the organisation in maintaining and growing its customer base and services. This includes future diversification to increase profitability on returns to allow other areas of the organisation to continue to be subsidised. This year, a designated reserve of £1.7m has been held. This is specifically to support continued capital works at our gyms with a full gym refurbishment planned at Lewsey Sports Centre, a full gym build at Hightown, and further investments at our other sites. Other plans include a significant investment in Stockwood Golf following the allocation of the new lease. We are also considering and planning for key energy-saving capital projects that not only help to support Luton's net zero targets and our own environmental strategies but also look to save increasing energy revenue costs, with further investment in Inspire Solar project being committed by Active Luton.

c. Future Plans

Our new 5-year strategy was finalised and launched in April 2023. This 5-year plan has 6 key priorities:

1) Supporting children in our communities to get the best start in life.
2) Supporting the wellbeing of our community.
3) Developing skills and lifelong learning.
4) Developing further as a great place to work.
5) Strengthening financial viability and sustainability.
6) Conducting our business in an environmentally sustainable manner.

The strategy has been converted into more detailed annual plans each year, with different executive directors being accountable for the different areas of delivery. This is then regularly fed back to the main trustee board.

The current Board is reconsidering the current strategy with the intention to still be aligned to Luton's 2040 vision but to ensure it remains relevant with current delivery and priorities.

Following the success of the new 25-year golf lease, we have also extended the Athletics and Lewsey Pool lease to March 2028. We are now looking to secure a further extension on the Turning Point subcontract from Public Health. This was originally due to expire in March 2023, then extended to March 2025, and has been further successfully extended to March 2026. Consideration of an extension to March 2028 is now being discussed. Along with this, funding for different health work continues to grow, particularly in areas of Stop Smoking, Social Prescription, and Link Work support. Also, further work contributing to the Family Hub programme is now a key part of delivery. The Energise programme delivery continues with confirmed funding from the Government until March 2026. All these activities involved further management to increase volumes and service to exceptionally high standards, and increasing engagement under all these programmes and delivering against agreed targets will be the priority.

We continue to be proud to be a Real Living Wage Employer, but this puts pressure on finances and overall operating costs. It is key to drive income at all our sites forward with the added pressures of rental payments to the Local Authority. Careful management of purchasing is key, as is tight budgetary control. Ongoing diversification of services is being considered.

Continued investment in sites is key, with priorities replacing gym equipment at several sites planned for the next year. The major refit at Lewsey Sports Park is to be completed in April 2025, and the launch of a new gym in the Autumn at the renamed Hightown Gym and Wellbeing Centre is an exciting development for the area. We also need to be able to continue to offer high-quality leisure activities to our customers to be able to support our price point and remain competitive in our main income area of gym membership. Investment is to continue in energy-saving initiatives with Active Luton, further supporting previously obtained Sport England investment to install Solar Panels at Inspire. Various solutions at some of our sites are now being investigated. Funding secured from Sport England for solar installation on our Inspire site via Luton Borough Council, with installation planned for October 2025.

Risk management continues to be a priority.

Clear succession planning and composition for the Trustee Board has also been discussed and is ongoing. A further year also allows the recent changes in Executive Management to establish priorities and impact.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Governing Document

Active Luton is a company limited by guarantee incorporated on 20th May 2005, governed by its Memorandum and Articles of Association that were recently revised in July 2023. It is a registered charity with the Charity Commission. In the event of the parent charitable company being wound up, members are required to contribute an amount not exceeding £1. This liability remains for one year after ceasing to be a member in respect of debts incurred whilst a member.

b. Recruitment and Appointment of new Trustees

As set out in the Memorandum and Articles, there shall be at least sixteen and a maximum of eighteen trustees comprised of:

- up to three Local Authority trustees; and
- up to fifteen Ordinary trustees
- provided that at least 25% of the Trustees at any one time shall be independent Trustees.

Candidates for the office of an Ordinary Trustee shall be appointed by the Board following an open, formal, publicly advertised, and transparent selection process by the nominations committee, taking into account of the individual's ability, experience, and expertise.

c. Organisation

The Board of Trustees, which can have up to 18 members, administers the charity. The Board normally meets quarterly, and there are sub-committees covering Be Active, Finance, Audit & Risk, Marketing, Health & Safety, and HR. The Trustees appoint the Chief Executive to manage the day-to-day operations of the charity. To facilitate effective operations, the Board delegates the day-to-day operation of the charity to the Director Leadership Team, consisting of the following officers:

- Chief Executive
- Director of Finance & Resources
- Director of Group Operations
- Director of Learning & Skills
- Director of Marketing & Business Development
- Director of Community, Health & Wellbeing
- Director of Be Active

d. Induction and training of Trustees

Training is provided as soon as practicable after appointment, including visits to facilities and meetings with key management personnel. Trustees are encouraged to attend training events that facilitate the undertaking of their role. Briefings are also provided as relevant.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

e. Related Parties

None of our Trustees receive remuneration or other benefits from their work with the charity.

The following organisations represent the group's related parties:

- Luton Rising provides a donation which represents approximately 17% of total income.
- Luton Borough Council provides a library management fee, some support services and nominates three trustees.

f. Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Active Luton holds a current risk register, which is fully rewritten annually by the Senior Executive Team, and then reviewed and approved at the Board Level. This risk register scores the level of risk, which is then ranked. The top 10 risks are allocated to the management team as owners who ensure the risks are mitigated with scoring updated regularly, from monthly to annually, depending on the level of risk.

During the year, the length of future contracts are being discussed and assessed as something that could impact Active Luton's ability to continue to contribute to the health and wellbeing of Luton's community. Current plans are looking to extend the current Healthy Lifestyles contract to March 2028. The successful extension of the lease at Stockwood Golf on a commercial basis helps drive income generation, and further lease extensions at Lewsey Pool and Stockwood Athletics have now been agreed. Further contracts are up for renewal in the next 12 months and are identified as the highest risk.

Another key risk during the year is that it has been difficult to ensure adequate staffing numbers and skills. Key teams have been affected by their inability to recruit high-calibre team members. This can affect resources overall to support and operate the organisation.

The current method of review of the risk by the Executive Team has been established, with highly scored risks now monitored and addressed every month.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

g. Public Benefit

The trustees of the group have considered the Charity Commission's guidance on public benefit. There are two main Public Benefit principles:

1) There must be an identifiable benefit or benefits
2) The benefit must be to the public or a section of the public.

Within each, there are sub principles:

a) It must be clear what the benefits are
b) The benefits must be related to the aims
c) Benefits must be balanced against any detriment or harm
d) The beneficiaries must be appropriate to the aims
e) And, where the benefit is to a section of the public, the opportunity to the benefit must not be unreasonably restricted

Each of the objectives of the group is for the public benefit, and the charity continues to achieve its objectives as demonstrated through the increased utilisation of the services provided by each facility as well as increased outreach programmes.

Activities provided include support for the community through:

- Programmes supporting physical, mental, and emotional wellbeing are provided under the Total Wellbeing brand.
- Employment programmes with partner organisations such as Luton Adult Community Learning.
- Programmes for disabled people, including Navigating Local Systems programmes.
- Library services extend to a community offering for various groups and a public service.
- Extensive work with schools to help achieve the objectives associated with the PE Premium funding, as well as supporting the provision of high-quality PE and school sport within and beyond the National Curriculum.

The charity also demonstrated increased activity in support of specific targeted groups such as women, older people, and people with disabilities.

The charity gives consideration to the affordability and accessibility of the services it provides by offering concessionary prices for those on low incomes.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

h. Employment of Disabled Persons

Active Luton employed an average of 217 (FTE) employees in FY25 (FY24 225). Through its equality policy, the Company seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Active Luton is committed to employment policies which follow best practices, based on equal opportunities for all employees, irrespective of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Active Luton adopts a fair recruitment policy and gives full and fair consideration to applications for employment from people with disabilities, having regard to their particular aptitudes and abilities. We do not condone or tolerate any form of discrimination in our recruitment or employment practices. Active Luton has been awarded the Disability Confident Employer accreditation.

Our policies and procedures fully support our disabled colleagues.

Active Luton is responsive to the needs of its employees. As such, should any employee become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible. To ensure equity and fair access to career and personal/professional development opportunities, training opportunities are provided that reasonably accommodate a disabled employee's needs.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

i. Engagement with Employees

Regular communications are ongoing and provided to our employees and volunteers. A regular quarterly newsletter is issued to all staff, and other announcements are delivered to all employees as and when. Regular communications give updates on the Charity's progress, and managers regularly touch base with their own teams. A staff intranet is further used for communication and is available at all sites.

In addition, our staff are encouraged to speak out and express views, and employees are welcome to join the Employee Feedback Forum. This forum is held at a minimum every quarter, where representatives from all areas of the organisation come together and discuss issues and ideas with the Chief Executive.

Weekly Huddle communications are also cascaded by the Director team down every week.

A key part of our overall strategy and to support our overall aim of making Active Luton an employer of choice and being a great place to work. This has been identified as a key objective in our 5-year strategy. Active Luton again conducted a workplace survey with over 240 employees earlier this year, and as a result of the responses received, we were delighted to be awarded as a 'Great Place to Work' for the second year running.

Our training team works hard to ensure all training requirements are met, and we excel at continuing to develop and give our teams ongoing opportunities.

Our GEM (Going the Extra Mile) award celebrates colleagues who show exceptional commitment, initiative, or creativity. Team members are nominated regularly, with standout nominees recognised quarterly and annually.

We believe that a culture of positive wellbeing is the foundation of a high-performing, engaged team - and an organisation people are proud to be part of. This year, we launched a new Wellbeing Strategy, co-created with colleagues across Active Luton. It is built around four key pillars: Physical, Mental, Financial, and Social Wellbeing.

We have committed to supporting every member of our team and volunteer network by promoting good health, breaking down barriers to access, and embedding wellbeing into the fabric of our workplace.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' report including the Strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

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

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditor

The auditor, Crowe U.K. LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Abdul Ghafoor
(Chair of Trustees)
Date: 6th November 2025

Gagandeep Kashyap
(Trustee)
6th November 2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTIVE LUTON

Opinion

We have audited the financial statements of Active Luton (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charitable Company balance sheet, the Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTIVE LUTON (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 Trustees' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTIVE LUTON (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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 Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We obtained an understanding of the legal and regulatory frameworks within which the group and parent charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the group and parent charity for fraud. The laws and regulations we considered in this context for the UK operations were Health and Safety, General Data Protection Regulations, Safeguarding and Food Standards. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Governors and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the override of controls by management. Our audit procedures to respond to the risk of management override included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Auditor's responsibilities for the audit of the financial statements (continued)

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce (Senior statutory auditor)

for and on behalf of
Crowe U.K. LLP

Statutory Auditor

R+ Building

2 Blagrave Street

Reading

Berkshire

RG1 1AZ

Date: 18 **November** 2025

ACTIVE LUTON

(A company limited by guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds - Other 2025 £	Restricted funds - Be Active 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income:						
Donations, legacies and grants	4	**2,913,947**	**114,917**	**653,658**	**3,682,522**	*3,665,834*
Charitable activities	5	**11,526,132**	**40,583**	**66,172**	**11,632,887**	*11,094,599*
Commercial trading activities	6	**168,910**	**-**	**-**	**168,910**	*256,125*
Investments	7	**213,167**	**-**	**4,155**	**217,322**	*195,947*
Total income		**14,822,156**	**155,500**	**723,985**	**15,701,641**	*15,212,505*
Expenditure on:						
Commercial trading		**101,766**	**-**	**-**	**101,766**	*148,578*
Charitable activities	10	**14,456,651**	**141,760**	**719,870**	**15,318,281**	*14,279,386*
Total expenditure		**14,558,417**	**141,760**	**719,870**	**15,420,047**	*14,427,964*
Net movement in funds		**263,739**	**13,740**	**4,115**	**281,594**	*784,541*
Reconciliation of funds:						
Total funds brought forward		**6,096,137**	**56,020**	**298,483**	**6,450,640**	*5,666,099*
Net movement in funds		**263,739**	**13,740**	**4,115**	**281,594**	*784,541*
Total funds carried forward		**6,359,876**	**69,760**	**302,598**	**6,732,234**	*6,450,640*

ACTIVE LUTON

(A company limited by guarantee)
REGISTERED NUMBER: 05458934

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	15		**1,239,503**		*1,393,858*
			1,239,503		*1,393,858*
Current assets					
Stocks		**22,959**		*23,035*	
Debtors	17	**594,158**		*913,415*	
Cash at bank and in hand		**6,962,614**		*6,895,358*	
		7,579,731		*7,831,808*	
Current liabilities					
Creditors: amounts falling due within one year	18	**(1,792,351)**		*(2,524,644)*	
Net current assets			**5,787,380**		*5,307,164*
Total assets less current liabilities			**7,026,883**		*6,701,022*
Provisions for liabilities	19		**(294,649)**		*(250,382)*
Total net assets			**6,732,234**		*6,450,640*
Group funds					
Restricted funds - Be Active	20		**302,598**		*298,483*
Restricted fund - Other	20		**69,760**		*56,020*
Unrestricted funds					
Designated fund - Future capital expenditure	20	**2,000,000**		*1,000,000*	
Designated fund - Sinking fund	20	**(294,649)**		*(250,382)*	
General funds	20	**4,654,525**		*5,346,519*	
Total unrestricted funds	20		**6,359,876**		*6,096,137*
Total funds			**6,732,234**		*6,450,640*

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Abdul Ghafoor
(Trustee)
Date: 6th November 2025

Gagandeep Kashyap
(Trustee)

The notes on pages 39 to 67 form part of these financial statements.

ACTIVE LUTON

(A company limited by guarantee)
REGISTERED NUMBER: 05458934

CHARITABLE COMPANY BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	15		**1,235,634**		*1,382,623*
Investments	16		**1**		*1*
			1,235,635		*1,382,624*
Current assets					
Debtors	17	**810,917**		*1,171,763*	
Cash at bank and in hand		**6,945,310**		*6,850,582*	
		7,756,227		*8,022,345*	
Current liabilities					
Creditors: amounts falling due within one year	18	**(1,780,875)**		*(2,517,646)*	
Net current assets			**5,975,352**		*5,504,699*
Total assets less current liabilities			**7,210,987**		*6,887,323*
Provisions for liabilities	19		**(294,649)**		*(250,382)*
Total net assets			**6,916,338**		*6,636,941*
Charity funds					
Restricted funds - Be Active	20		**302,594**		*298,483*
Restricted funds - Other	20		**69,760**		*56,020*
Unrestricted funds					
Designated funds - Future capital expenditure	20	**2,000,000**		*1,000,000*	
Designated funds - Sinking fund	20	**(294,649)**		*(250,382)*	
General funds		**4,838,633**		*5,532,820*	
Total unrestricted funds			**6,543,984**		*6,282,438*
Total funds			**6,916,338**		*6,636,941*

CHARITABLE COMPANY BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

The Charitable Company's net movement in funds for the year was £279,397 *(2024 - £739,645)*.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Abdul Ghafoor
(Trustee)
Date: 6th November 2025

Gagandeep Kashyap
(Trustee)

The notes on pages 39 to 67 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	*2024 £*
Cash flows from operating activities			
Net cash used in operating activities	23	**69,299**	*865,461*
Cash flows from investing activities			
Dividends, interests and rents from investments		**217,322**	*195,947*
Proceeds from the sale of tangible fixed assets		**1,000**	*21,800*
Purchase of tangible fixed assets		**(220,365)**	*(696,442)*
Net cash used in investing activities		**(2,043)**	**(478,695)**
Cash flows from financing activities			
Net cash provided by financing activities		**-**	**-**
Change in cash and cash equivalents in the year		**67,256**	**386,766**
Cash and cash equivalents at the beginning of the year		**6,895,358**	*6,508,592*
Cash and cash equivalents at the end of the year	24	**6,962,614**	*6,895,358*

The notes on pages 39 to 67 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. General information

Active Luton's principal activities are to manage several leisure and sports facilities in Luton, including gyms, swimming pools and other facilities such as Golf. Active Luton also delivers health programmes under the Total Wellbeing brand and manages the Luton Library service.

The Charitable Company (registered number 05458934 and charity number 1111804), is incorporated and domiciled in the UK. The address of the registered office is 2nd Floor, Apex House, 30-34 Upper George Street, Luton, Bedfordshire, England, LU1 2RD.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Active Luton meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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

The Charitable Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2 Going concern

As part of their normal risk management process, the Trustees have examined the major risks to the group and the mitigating actions both taken and available to be taken. The Trustees consider there are no material uncertainties relating to going concern and that the group has adequate resources to continue its activities for at least the twelve months from the date the financial statements where finalised. Accordingly, they continue to operate the going concern basis in preparing the financial statements.

2. Accounting policies (continued)

2.3 Income

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

Grants (including government grants) and donations
Income received by way of grants and donations is included in full in the Statement of Financial Activities when receivable.

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

Grants, where entitlement is not conditional on the delivery of a specific performance by the Charitable Company, are recognised when the Charitable Company becomes unconditionally entitled to the grant.

Trading activities

Incoming resources from commercial trading activity are accounted for when earned.

Investment income

Investment income is included when receivable.

Charitable activities

Incoming resources from charitable activities are accounted for when earned.

All income is stated after trade discounts, other sales taxes and net of VAT.

2.4 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charitable Company 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.

Raising Funds

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities

Charitable expenditure comprises of those costs incurred by the group in the delivery of its activities and services for the beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature to support them.

2. Accounting policies (continued)

2.4 Expenditure (continued)

Grants

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Allocation and apportionment of costs

Costs which are not wholly attributable to an expenditure category have been apportioned based on the activity to which they relate.

2.5 Tangible fixed assets and depreciation

Items of equipment are capitalised where the purchase price exceeds £5,000. Irrecoverable VAT costs are included in the capitalised costs once a project exceeds £100k.

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets and depreciated over the shorter of the lease term and their useful lives. Obligation under such agreements are included in creditors net of the finance charged allocated to future periods. The finance element of the rental payment is charged to the profit and loss account to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Leasehold property improvements	- the lower of 10% or over the remaining life of the lease
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Sports equipment	- 20% on cost
Computer equipment	- 20% on cost (laptops treated as revenue expenditure)
Energy saving initiatives	- To be reviewed on project basis due to different UEL expected. Plan to be between 10% and 5%

2. Accounting policies (continued)

2.6 Investments

Investments in subsidiaries are valued at cost less provision for impairment.

2.7 Stocks

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

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

2.11 Financial instruments

The Group 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.

2.12 Pensions

The charitable company operates a defined benefit pension scheme. The regular pension cost is charged to the statement of financial activities and is based on the expected pension costs over the service life of employees.

The charitable company operates a defined contribution scheme. The pension cost is charged to the statement of financial activities.

2. Accounting policies (continued)

2.13 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Provisions: Estimating the likelihood and amount of potential future liabilities is a critical accounting estimate.

Asset Lives and Residual Values: When depreciating assets, the Charity estimates their useful lives and residual values. These estimates affect the amount of depreciation expense recognised each period.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

4. Income from donations, legacies and grants

	Unrestricted funds 2025 £	Restricted funds - Other 2025 £	Restricted funds - Be Active 2025 £	Total funds 2025 £
Donations	2,622,000	4,000	-	**2,626,000**
Grants (excluding energise camps)	291,947	110,917	653,658	**1,056,522**
	2,913,947	114,917	653,658	**3,682,522**

	Unrestricted funds 2024 £	*Restricted funds - Other 2024 £*	*Restricted funds - Be Active 2024 £*	*Total funds 2024 £*
Donations	*2,622,000*	*4,000*	-	*2,626,000*
Grants (excluding energise camps)	*229,911*	*130,754*	*679,169*	*1,039,834*
	2,851,911	*134,754*	*679,169*	*3,665,834*

5. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds - Other 2025 £	Restricted funds - Be Active 2025 £	Total funds 2025 £
Use of sports facilities	7,189,313	9,898	-	**7,199,211**
Coaching and education	344,756	-	25,800	**370,556**
Delivery of library services	769,143	-	-	**769,143**
Miscellaneous	202,754	30,685	-	**233,439**
Delivery of health services	1,864,947	-	-	**1,864,947**
Delivery & management of energise camps	1,005,996	-	-	**1,005,996**
Support services	149,223	-	40,372	**189,595**
	11,526,132	40,583	66,172	**11,632,887**

5. Income from charitable activities (continued)

	Unrestricted funds 2024 £	*Restricted funds - Other 2024 £*	*Restricted funds - Be Active 2024 £*	*Total funds 2024 £*
Use of sports facilities	*6,756,332*	*5,755*	-	*6,762,087*
Coaching and education	*359,476*	-	*38,861*	*398,337*
Delivery of library services	*757,857*	-	-	*757,857*
Miscellaneous	*213,244*	*19,908*	*375*	*233,527*
Delivery of health services	*1,685,531*	-	-	*1,685,531*
Delivery & management of energise camps	*1,092,879*	*2,915*	*19,656*	*1,115,450*
Support services	*137,120*	*(16,260)*	*20,950*	*141,810*
	11,002,439	*12,318*	*79,842*	*11,094,599*

6. Income from commercial trading activities

Income from non charitable trading activities

	Unrestricted funds 2025 £	**Total funds 2025 £**
Commerical trading operations	168,910	**168,910**

	Unrestricted funds 2024 £	*Total funds 2024 £*
Commerical trading operations	*256,125*	*256,125*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

7. Investment income

	Unrestricted funds 2025 £	Restricted funds - Be Active 2025 £	Total funds 2025 £
Deposit account interest	213,167	4,155	**217,322**

	Unrestricted funds 2024 £	*Restricted funds - Be Active 2024 £*	*Total funds 2024 £*
Deposit account interest	*191,006*	*4,941*	*195,947*

8. Expenditure on raising funds

	2025 £	*2024 £*
Commercial trading operations	**101,766**	*148,578*
	101,766	*148,578*

9. Analysis of grants

	Grants to Institutions 2025 £	Total funds 2025 £
Grants payable	735,354	**735,354**

	Grants to Institutions 2024 £	*Total funds 2024 £*
Grants payable	*730,599*	*730,599*

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds - Other 2025 £	Restricted funds - Be Active 2025 £	Total 2025 £
Charitable activities	14,456,651	141,760	719,870	**15,318,281**

	Unrestricted funds 2024 £	*Restricted funds - Other 2024 £*	*Restricted funds - Be Active 2024 £*	*Total 2024 £*
Charitable activities	*13,564,397*	*91,774*	*623,215*	*14,279,386*

10. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2025 £	Depreciation 2025 £	Other costs 2025 £	Total 2025 £
Charitable activities	8,657,054	367,353	6,293,874	**15,318,281**

	Staff costs 2024 £	*Depreciation 2024 £*	*Other costs 2024 £*	*Total 2024 £*
Charitable activities	*8,053,357*	*308,043*	*5,917,986*	*14,279,386*

11. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Grant funding of activities 2025 £	Support costs 2025 £	Total funds 2025 £
Charitable activities	14,296,544	735,354	286,383	**15,318,281**

	Activities undertaken directly 2024 £	*Grant funding of activities 2024 £*	*Support costs 2024 £*	*Total funds 2024 £*
Charitable activities	*13,225,326*	*730,599*	*323,461*	*14,279,386*

Included within support costs above are governance costs of £32,000 (*2024:* £29,950).

11. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2025 £	Total funds 2025 £
Staff costs	8,657,054	**8,657,054**
Depreciation	367,353	**367,353**
Rent, rates, heat and light	1,233,720	**1,233,720**
Insurance	146,897	**146,897**
Telephone	120,690	**120,690**
Postage and stationery	22,495	**22,495**
Advertising and marketing	204,746	**204,746**
Sundries	50,031	**50,031**
Facility hire	47,167	**47,167**
Other staff costs	119,257	**119,257**
Motor and travelling	140,811	**140,811**
Repairs and maintenance	957,449	**957,449**
Security costs	3,378	**3,378**
Computer costs	317,593	**317,593**
Hire of equipment	35,354	**35,354**
Licenses and subscriptions	242,938	**242,938**
Project delivery	127,017	**127,017**
Freelancer costs	238,875	**238,875**
Purchase of equipment	235,466	**235,466**
Direct selling costs	90,468	**90,468**
Delivery of libraries	285,372	**285,372**
Profit on sale of assets	(1,000)	**(1,000)**
Irrecoverable VAT	604,394	**604,394**
Interest payable and similar charges	49,019	**49,019**
	14,296,544	**14,296,544**

11. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Activities 2024 £	*Total funds 2024* £
Staff costs	*8,053,357*	*8,053,357*
Depreciation	*308,043*	*308,043*
Rent, rates, heat and light	*1,202,544*	*1,202,544*
Insurance	*133,884*	*133,884*
Telephone	*90,228*	*90,228*
Postage and stationery	*43,506*	*43,506*
Advertising and marketing	*189,818*	*189,818*
Sundries	*30,103*	*30,103*
Facility hire	*33,812*	*33,812*
Other staff costs	*176,828*	*176,828*
Motor and travelling	*150,155*	*150,155*
Repairs and maintenance	*881,399*	*881,399*
Security costs	*5,883*	*5,883*
Computer costs	*219,983*	*219,983*
Hire of equipment	*60,401*	*60,401*
Licenses and subscriptions	*175,872*	*175,872*
Project delivery	*96,535*	*96,535*
Freelancer costs	*226,165*	*226,165*
Purchase of equipment	*195,522*	*195,522*
Sinking fund	*10,000*	*10,000*
Direct selling costs	*103,382*	*103,382*
Delivery of libraries	*258,532*	*258,532*
Profit on sale of assets	*(21,800)*	*(21,800)*
Irrecoverable VAT	*547,518*	*547,518*
Interest payable and similar charges	*53,656*	*53,656*
	13,225,326	*13,225,326*

12. Auditor's remuneration

	2025 £	2024 £
Fees payable to the Charitable Company's auditor for the audit of the Charitable Company's annual accounts	**32,000**	*29,950*
Fees payable to the Charitable Company's auditor in respect of:		
All non-audit services	**7,100**	*5,000*

13. Staff costs

	Group 2025 £	Group 2024 £	Charitable Company 2025 £	Charitable Company 2024 £
Wages and salaries	**7,305,764**	*6,788,428*	**7,305,764**	*6,788,428*
Social security costs	**583,439**	*540,113*	**583,439**	*540,113*
Contribution to defined contribution pension schemes	**767,851**	*724,816*	**767,851**	*724,816*
	8,657,054	*8,053,357*	**8,657,054**	*8,053,357*

The average number of persons employed by the Charitable Company during the year was as follows:

	Group 2025 No.	Group 2024 No.
Total employees	**402**	*396*

The average headcount expressed as full-time equivalents was:

	Group 2025 No.	Group 2024 No.
Leisure, Health and Communities	**156**	*164*
Education and Training	**7**	*9*
Management and support	**23**	*20*
Libraries	**31**	*32*
	217	*225*

13. Staff costs (continued)

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

	Group 2025 No.	*Group 2024 No.*
In the band £60,001 - £70,000	**2**	-
In the band £80,001 - £90,000	**1**	*1*
In the band £100,001 - £110,000	**1**	-
In the band £110,001 - £120,000	**-**	*1*

These employees are members of the defined benefit scheme. The key management personnel of the Charitable Company comprise the Chief Executive Officer, Director of Finance & Resource, Director of Be Active, Director of Marketing & Business Development, Directors of Operations, Director of Learning & Skills and the Directors of Community Health & Wellbeing. The total employee benefits of the key management personnel were £675,799 (2024: £630,597).

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2024 - £NIL)*.

During the year ended 31 March 2025, no Trustee expenses have been incurred *(2024 - £NIL)*.

15. Tangible fixed assets

Group

	Energy £	Leasehold property improvement £	Plant, equipment & machinery £	Fixtures & fittings £	Sports equipment £	Computer equipment £	Total £
Cost or valuation							
At 1 April 2024	79,500	2,650,570	406,731	118,661	807,026	114,896	4,177,384
Additions	-	19,296	12,000	80,055	102,603	6,411	220,365
Disposals	-	-	-	-	-	(75,827)	(75,827)
At 31 March 2025	79,500	2,669,866	418,731	198,716	909,629	45,480	4,321,922
Depreciation							
At 1 April 2024	442	1,778,576	295,482	65,837	528,293	114,896	2,783,526
Charge for the year	5,300	221,444	38,683	30,151	78,288	854	374,720
On disposals	-	-	-	-	-	(75,827)	(75,827)
At 31 March 2025	5,742	2,000,020	334,165	95,988	606,581	39,923	3,082,419

15. Tangible fixed assets (continued)

Group (continued)

	Energy £	Leasehold property improvement £	Plant, equipment & machinery £	Fixtures & fittings £	Sports equipment £	Computer equipment £	Total £
Net book value							
At 31 March 2025	**73,758**	**669,846**	**84,566**	**102,728**	**303,048**	**5,557**	**1,239,503**
At 31 March 2024	*79,058*	*871,994*	*111,249*	*52,824*	*278,733*	*-*	*1,393,858*

15. Tangible fixed assets (continued)

Charitable Company

	Energy £	Leasehold property improvement £	Plant, equipment & machinery £	Fixtures & fittings £	Sports equipment £	Computer equipment £	Total £
Cost or valuation							
At 1 April 2024	79,500	2,583,352	400,255	63,959	807,026	114,896	4,048,988
Additions	-	19,296	12,000	80,055	102,603	6,411	220,365
Disposals	-	-	-	-	-	(75,827)	(75,827)
At 31 March 2025	79,500	2,602,648	412,255	144,014	909,629	45,480	4,193,526
Depreciation							
At 1 April 2024	442	1,711,358	289,006	22,370	528,293	114,896	2,666,365
Charge for the year	5,300	221,444	38,683	22,785	78,288	854	367,354
On disposals	-	-	-	-	-	(75,827)	(75,827)
At 31 March 2025	5,742	1,932,802	327,689	45,155	606,581	39,923	2,957,892

15. Tangible fixed assets (continued)

Charitable Company (continued)

	Energy £	Leasehold property improvement £	Plant, equipment & machinery £	Fixtures & fittings £	Sports equipment £	Computer equipment £	Total £
Net book value							
At 31 March 2025	**73,758**	**669,846**	**84,566**	**98,859**	**303,048**	**5,557**	**1,235,634**
At 31 March 2024	*79,058*	*871,994*	*111,249*	*41,589*	*278,733*	*-*	*1,382,623*

16. Fixed asset investments

Charitable Company	Investments in subsidiary companies £
Cost or valuation	
At 1 April 2024	**1**
At 31 March 2025	**1**
Net book value	
At 31 March 2025	**1**
At 31 March 2024	*1*

Principal subsidiaries

The following was a subsidiary undertaking of the Charitable Company:

Name	Company number	Registered office or principal place of business	Principal activity
Active Luton Enterprises	05509883	2nd Floor, Apex House 30-34 Upper George Street, Luton, Bedfordshire, LU1 2RD	Operates the bars and catering facilities at Active Luton's centres

Class of shares	Holding	Included in consolidation
Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net liabilities £
Active Luton Enterprises	**168,771**	**(166,713)**	**2,197**	**(184,103)**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

17. Debtors

	Group 2025 £	*Group 2024 £*	Charitable Company 2025 £	*Charitable Company 2024 £*
Due within one year				
Trade debtors	**218,093**	*518,822*	**218,093**	*516,013*
Amounts owed by group undertakings	**-**	*-*	**216,904**	*264,678*
Other debtors	**28,073**	*33,580*	**28,073**	*33,580*
Prepayments and accrued income	**347,992**	*361,013*	**347,847**	*357,492*
	594,158	*913,415*	**810,917**	*1,171,763*

18. Creditors: Amounts falling due within one year

	Group 2025 £	*Group 2024 £*	Charitable Company 2025 £	*Charitable Company 2024 £*
Trade creditors	**482,812**	*786,942*	**479,874**	*781,113*
Other taxation and social security	**219,649**	*204,314*	**219,649**	*204,314*
Other creditors	**2,312**	*56,593*	**2,312**	*56,592*
Pensions	**74,942**	*73,036*	**74,942**	*73,036*
Accruals and deferred income	**1,012,636**	*1,403,759*	**1,004,098**	*1,402,591*
	1,792,351	*2,524,644*	**1,780,875**	*2,517,646*

	Grant Income 2025 £	Activity Income 2025 £	*Grant Income 2024 £*	*Activity Income 2024 £*
DEFERRED INCOME				
Deferred income at 1 April 2024	**25,156**	**191,690**	*123,091*	*488,826*
Resources deferred during the year	**-**	**193,706**	*25,156*	*191,690*
Amounts released from previous periods	**(25,156)**	**(174,394)**	*(123,091)*	*(488,826)*
Deferred income at 31 March 2025	**-**	**211,002**	*25,156*	*191,690*

Grant income is deferred if the Charitable Company is not entitled to the income until certain conditions are met.Updated

Activity income is deferred if the Charitable Company is not entitled to the income until the activity is provided.

19. Provisions

Group and Charitable Company

	Sinking fund provision £
At 1 April 2024	**250,382**
Additions	**44,267**
	294,649

Following investment by the English Football Association in 2015 of the provision of a new 3G pitch at our Lea Manor site, Active Luton committed to be able to resurface the facility, as necessary. This was expected to originally be completed in 2023, but due to successful ongoing maintenance and following FA inspection, this is now planned for the summer of 2026. An updated estimate of this cost is £294,649. Active Luton is building a provision for this and is shown in the accounts as a Sinking Fund and Designated Reserve. As of March 2025, £294,649 has been provided. Security is provided by way of a legal charge over the property to which it relates.

20. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Unrestricted funds					
Designated funds					
Future capital expenditure	1,000,000	-	-	1,000,000	2,000,000
Sinking fund	(250,382)	-	(44,267)	-	(294,649)
	749,618	-	(44,267)	1,000,000	1,705,351
General funds					
General Fund	5,346,519	14,822,156	(14,514,150)	(1,000,000)	4,654,525
Total Unrestricted funds	6,096,137	14,822,156	(14,558,417)	-	6,359,876
Restricted funds					
Be Active	298,483	723,985	(719,870)	-	302,598
Restricted funds					
Other	56,020	155,500	(141,760)	-	69,760
Total of funds	6,450,640	15,701,641	(15,420,047)	-	6,732,234

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Designated funds					
Future capital expenditure	500,000	-	-	500,000	1,000,000
Energy saving capital expenditure	750,000	-	-	(750,000)	-
Sinking fund	(240,382)	-	(10,000)	-	(250,382)
	1,009,618	-	(10,000)	(250,000)	749,618
General funds					
General Fund	4,498,013	14,301,481	(13,702,975)	250,000	5,346,519
Total Unrestricted funds	5,507,631	14,301,481	(13,712,975)	-	6,096,137
Restricted funds					
Be Active	157,746	763,952	(623,215)	-	298,483
Restricted funds					
Other	722	147,072	(91,774)	-	56,020
Total of funds	5,666,099	15,212,505	(14,427,964)	-	6,450,640

20. Statement of funds (continued)

Purpose for the Designated Funds:
In the current year, the Board of Trustees has decided to designate £2m for future initiatives and investments across and outside of our main leisure sites. This will include and support Active Luton's current strategic purpose and to grow Active Luton's reach in the future. This will include various gym improvements and developments, including the Hightown Community Centre Gym build, Gym refurbishment at Lewsey Sports Park, and further refurbishments planned for Lea Manor Recreation Centre. Other work planned includes developments at Stockwood Golf Centre following the allocation of a new 25-year lease to Active Luton from Luton Borough Council.

Last year, £1m was held as a designated reserve for future investment initiatives in the leisure sites including further gym investments at Inspire which were completed during the year

Purpose for the restricted funds:
Two restricted funds are held, firstly the BeActive Fund of £302,598 which is the net position carried forward of the Active Partnership for Bedfordshire that Active Luton hosts. All activity is funded through Sport England. The other restricted fund of £69k is further funding received from Sport England under its Transition Funding for the delivery of physical activity to specific targeted groups. Funding was received but delivery is planned for the following financial year.

21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Designated funds	**749,618**	**-**	**(44,267)**	**1,000,000**	**1,705,351**
General funds	**5,346,519**	**14,822,156**	**(14,514,150)**	**(1,000,000)**	**4,654,525**
Restricted funds - Be Active	**298,483**	**723,985**	**(719,870)**	**-**	**302,598**
Restricted funds - Other	**56,020**	**155,500**	**(141,760)**	**-**	**69,760**
	6,450,640	**15,701,641**	**(15,420,047)**	**-**	**6,732,234**

21. Summary of funds (continued)

Summary of funds - prior year

	Balance at 1 April 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Balance at 31 March 2024* £
Designated funds	*1,009,618*	-	*(10,000)*	*(250,000)*	*749,618*
General funds	*4,498,013*	*14,301,481*	*(13,702,975)*	*250,000*	*5,346,519*
Restricted funds - Be Active	*157,746*	*763,952*	*(623,215)*	-	*298,483*
Restricted funds - Other	*722*	*147,072*	*(91,774)*	-	*56,020*
	5,666,099	*15,212,505*	*(14,427,964)*	-	*6,450,640*

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	**Restricted funds - Other 2025** £	**Restricted funds - Be Active 2025** £	**Total funds 2025** £
Tangible fixed assets	1,239,503	-	-	**1,239,503**
Current assets	7,207,373	69,760	302,598	**7,579,731**
Creditors due within one year	(1,792,351)	-	-	**(1,792,351)**
Provisions for liabilities and charges	(294,649)	-	-	**(294,649)**
Total	6,359,876	69,760	302,598	**6,732,234**

22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	*Restricted funds - Other 2024 £*	*Restricted funds - Be Active 2024 £*	*Total funds 2024 £*
Tangible fixed assets	*1,393,858*	-	-	*1,393,858*
Current assets	*7,477,305*	*56,020*	*298,483*	*7,831,808*
Creditors due within one year	*(2,524,644)*	-	-	*(2,524,644)*
Provisions for liabilities and charges	*(250,382)*	-	-	*(250,382)*
Total	*6,096,137*	*56,020*	*298,483*	*6,450,640*

23. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2025 £	*Group 2024 £*
Net income for the year (as per Statement of Financial Activities)	**281,594**	*784,541*
Adjustments for:		
Depreciation charges	**374,720**	*315,552*
Dividends, interests and rents from investments	**(217,322)**	*(195,947)*
Profit on the sale of fixed assets	**(1,000)**	*(21,800)*
Decrease in stocks	**76**	*12,739*
Decrease/(increase) in debtors	**319,257**	*(91,666)*
(Decrease)/increase in creditors	**(732,293)**	*52,042*
Sinking fund	**44,267**	*10,000*
Net cash provided by operating activities	**69,299**	*865,461*

24. Analysis of cash and cash equivalents

	Group 2025 £	*Group 2024 £*
Cash in hand	**6,962,614**	*6,895,358*
Total cash and cash equivalents	**6,962,614**	*6,895,358*

25. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	**6,895,358**	**67,256**	**6,962,614**
	6,895,358	**67,256**	**6,962,614**

26. Operating lease commitments

At 31 March 2025 the Group and the Charitable Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2025 £	*Group 2024 £*
Not later than 1 year	**202**	*2,528*
Later than 1 year and not later than 5 years	**-**	*169*
	202	*2,697*

27. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

28. Related party transactions

During the year the Active Luton recieved £64,947 (2024: £62,652) from transactions with its trading subsidiary Active Luton Enterprises. At the year end, Active Luton was owed £216,904 *(2024: £264,278)*. The balance is repayable on demand and non-interest bearing.

During the year the charitable company was invoiced £Nil *(2024: £840)* for legal costs from Bates Wells LLP, an LLP where Paul Smith (a former Trustee) is a partner. There were no amounts outstanding at the year end.

During the year Mahmood Hussain, Femy Lester, Philippe Hucklesby, Wayne Cullum and Nicola Monk all paid membership fees of £60 and Paul Seath paid £246 in membership fees all Trustees of the Charitable Company. There were no amounts outstanding at the end of the year.

29. Controlling party

There is no ultimate controlling party. The charitable company is controlled by the board of trustees.

ACTIVE LUTON

England & Wales - Charity number 1111804

Accounts

REGISTERED COMPANY NUMBER: 05458934 (England and Wales)
REGISTERED CHARITY NUMBER: 1111804

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

FOR

ACTIVE LUTON

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for the Year Ended 31 MARCH 2024

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ACTIVE LUTON

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2024

The trustees serving during the year and since the 31 March 2024 are as follows:

Local Authority Trustees
Aziz Ambia (appointed - 10 April 2024)
Mahmood Hussain
Steve Moore (appointed - 13 June 2023)

Ordinary Trustees
Mark Cattle (Resigned - 25 October 2023)
Paul Seath
Kevin Poulton
Femy Lester
Ali Haider (Resigned - 25 October 2023)
Magdalena Golieblewska
Emma Knowler
Priya Chauhan
Morag Stewart
Glynis Yates
Philippe Hucklesby
Wayne Cullum
Nicola Monk (appointed - 19 July 2023)
Noneyelum Alomaja (Resigned - 03 July 2024)
Helen Parkinson (appointed - 25 October 2023)
Gagandeep Kashyap (appointed - 26 April 2023)
Daniel Coyle (appointed - 25 October 2023 and Resigned - 27 August 2024)
Stuart Miller (appointed - 17 July 2023 and Resigned - 10 April 2024)

Chief Executive Officer
Helen Barnett (Resigned - 03 May 2024)
Lawrence Kay (appointed - 18 March 2024)

Company Secretary
Sue Jones

REGISTERED OFFICE
2nd Floor
Apex House
30-34 Upper George Street
Luton
Bedfordshire
LU1 2RD

REGISTERED COMPANY NUMBER
05458934 (England and Wales)

REGISTERED CHARITY NUMBER
1111804

AUDITORS
Crowe U.K. LLP
R+ Building
2 Blagrave Street
Reading
Berkshire
RG1 1AZ

ACTIVE LUTON

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2024

Bankers
Metro Bank
10-20 Castle Street
Luton
Beds
LU1 3AJ

Bank of Scotland
2nd Floor
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

NatWest Bank
31 George Street
Luton
LU1 2YN

REPORT OF THE TRUSTEES
for the Year Ended 31 MARCH 2024

The trustees (who are also directors of the charity for the purposes of the Companies Act 2006) present their report with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP") (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland; FRS 102) issued in October 2019.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable company has been established to:

- Provide or assist in the provision of facilities and services for recreational, sporting or other leisure time occupation in the interests of social welfare, such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services;
- Promote community participation in healthy recreation.
- Advance the education of the public of the benefit of active lifestyle and in particular the value of physical activity for young people as part of the school curriculum.
- Such other charitable purposes beneficial to the community consistent with the objects above as the Trustees shall in their absolute discretion determine.

We believe that sport and physical activity is of benefit to the community for their physical, mental, and emotional health and wellbeing and we aim to make a difference to the lives of the people of Luton, working in partnership with like-minded organisations.

Our Mission

Active Luton is an innovative community focused charity committed to making a positive impact on the health and wellbeing of our community; inspiring, motivating and offering opportunities for people of all ages and backgrounds to learn and take action to improve their life changes.

We provide a wide range of high-quality programmes, activities and facilities enabling residents to participate in physical activity; improve their health and wellbeing; enhance their education and skills through training; and create career opportunities. We are committed to being inclusive, accessible, and affordable, working closely with partners locally, across the region and nationally, continuously looking to bring the best to our diverse and vibrant community.

The charity also hosts Be Active (formerly Team Beds & Luton) which is one of 43 Active Partnerships across England which work collaboratively with local partners to create the conditions for an active nation, using the power of sport and physical activity to transform lives. Active Partnerships are locally based, strategic organisations that recognise that activity levels are affected by a complex system of influences and no single organisation or programme create sustainable change at scale. By adopting a collaborative, whole-system approach, Active Partnerships seek to make active lifestyles the social norm for everyone to address inactivity in society.

STRATEGIC REPORT

Achievement and performance

Charitable activities

Over the past year we have further worked under our 5-year strategy and with the year coming to a close and a change in leadership with a new CEO, the board and management team are excited for the future for Active Luton.

Many achievements have been made during the year and in particular, we were delighted with our successful tender outcome to run the libraries and are working hard to continue to improve the service. This will support and strengthen our reach and impact across the community.
Our community team have delivered some incredible projects over the last year, working with children in care, asylum seekers, older adults in faith centres and many more groups. One particularly innovative project is delivering virtual sports in Pupil Referral Units, giving children access to sports they may not normally have.

In our leisure centres and the athletics centre, we have continued to invest in equipment, redecoration and refurbishment projects. Environmental sustainability is a key driver for us and this year we installed solar panels at Hightown Community Sports & Arts Centre.
We remain dedicated to promoting Health & Wellbeing in the community through various programmes, including Social Prescription, which connects vulnerable individuals to essential support and services. After achieving our best-ever KPIs over the past year, we have been awarded an extension to our health and wellbeing work.

As a key anchor institution in Luton, we are proud to be involved in the town-wide effort to make sure that the health and wellbeing of our community is everyone's business. Our values of teamwork, innovation, inclusivity and excellence underpin everything we do to play our part. Active Luton's team was particularly proud that following a team survey, we were officially certified as a 'Great Place to Work©'

Leisure and Community Centres

Health and wellbeing in 3 leisure centres, 2 community centres and 1 athletics centre, plus golf course.

Over 1.45 million visits to our centres. 10% more than last year.

4,601 Go4Less Advantage cardholders to allow people on low incomes to experience the benefits of physical activity. 25% more than last year.
Nearly 7,000 gym, swim, and group fitness members across our leisure centres.

Inspire: Luton Sports Village
Significant investment in high-tech gym equipment.

Lewsey Sports Park and Lea Manor Recreation Centre

Investment in 22 new tops of the range Schwinn cycle bikes.

Redecoration and refurbishments throughout Lea Manor.

Upgrades to Lewsey Sports Park changing rooms.

New spin stereos and repainted rooms at both sites.

3G pitch at Lea Manor gained a further 3 years of Bed's FA certification.

Formalised the relationship with Lea Manor High School for dual use of the sports facilities.

Golf, Athletics and Community Centres

Stockwood Park Athletics Centre
Stockwood Park Athletics Centre is a 400-metre track and infield facility with an onsite performance gym.

We welcomed weekly bookings from Luton Athletic Club, Roots2Rings Running Club, Saints Athletics Club, Harpenden Arrows and Stopsley Striders.

We also delivered more leisurely sessions including buggy fitness and social walking as part of our community activity timetable, as well as track skills for 4–8-year-olds as a pathway into the main clubs.

Investment in new cardio equipment for the performance gym, including access to over 400 online instructor-led classes.

New flooring was installed in the outdoor functional training area.

Hart Hill Community Centre
The centre continues to provide a wide range of activities for the local community including a prayer group, healthy ageing physical activity programmes, yoga, boxing, football and Box Fitness.

Hart Hill is also home to 'Grow Your Potential' mentoring programme, a community interest group working with young people across the Borough offering workshops, arts and craft projects, holiday programmes and mental health support. We now also offer a growing weekly youth club as an extension to the programme.

Monthly community coffee mornings are attracting increasing numbers of the local community.

Stockwood Park Golf Centre
We continue to receive fantastic reviews about the course from visitors, regular players, Club members and Pros alike.

We introduced contactless payment into the Practice Facility, making life easier for customers. We also invested in new mats and trays.

We were delighted to welcome young golfers participating in the Luton School Games events.

Free children's golf assessments were delivered by our resident Golf Professional.

The number of Junior players is increasing with approximately 30 children booked onto each course.

We host HCRG (Healthcare Resourcing Group) who provide adult community healthcare services on behalf of the NHS.

Through our Total Wellbeing programme, we offer weight management sessions, Social Prescription and Stop Smoking courses.

Maintenance Mates, a team of 9 people with learning disabilities or additional needs, work at the golf course doing both paid and voluntary hours. They all reside in Luton.

We host a local reading group who use our clubhouse as a community facility.

We encourage regular visits from local schools, thereby raising aspirations of young people.

Swimming and Diving
4 swimming pools across Luton.

3,900 children learned to swim – almost 9% more than last year.

230 children learned to dive at Inspire: Luton Sports Village.

3,200 school children attended our school swimming lessons.

We host 16 different swimming clubs and 6 diving clubs.

We also host Luton Tigers Canoe Club, an underwater hockey club, Luton BSAC (Sub Aqua) Club and Pool2Lake open water coaching.

Luton Libraries

As part of our ongoing commitment and investment in the library service, we have invested £250,000 in an exciting major refurbishment of the Central Library.

We were delighted to win the Luton Libraries tender. Key elements of our successful bid included our footprint and reach across the town, plus our ability to develop new and innovative partnerships with organisations leading on public health, education and employability.

Key Statistics
- 319,735 physical items were loaned in 2023/24.
- 89,251 digital copies were issued – a 17% increase vs the previous year.
- The peak month for loans was August, although, for digital only, it was January!
- This year 8,210 people joined one of our libraries. Up 14% vs last year.

We are very grateful to be working with over one hundred partners. Here is just a very small selection.

Expansion of children's braille books from the Clearvision Project.

Natural England project encouraging families to explore and learn about their local environments.

We worked with the Dental Wellness Trust to support a pop-up clinic for children.

We held a 'Fun Palace' day with Bedfordshire Wildlife Trust.

Our pop-up library visited Keech Hospice Care to promote Dying Matters Awareness Week.

In conjunction with Book Trust, we gifted over 800 Bookstart Baby Packs.

Pop Along Library
This new outreach service visited six community centres on a three-weekly basis, enabling people to join the library, borrow books and understand how the eLibrary works.

Home Library Service
Supporting the wider distribution of 2,000 wellbeing bags, 24 packs were distributed to vulnerable and isolated adults that use the Home Library during the winter period. The service visited up to 204 customers in their homes each month.

Health & Wellbeing

Stopsley Library Reading Garden
The garden was rejuvenated thanks to a project with Nature Connects. It is now a tranquil space to enjoy reading in the summer months.

Health Checks & Physical Activity Sessions
Health Checks are now offered at the libraries, along with physical activity sessions like Mindful Yoga and Mindful Stretching

Arts & Crafts
Using creativity to support adult wellbeing is a key focus for our libraries, with sessions such as Knit and Natter, and Creative Crafts.

Dementia Awareness
The updated 'Reading Well for Dementia' collection from the Reading Agency launched across UK Public Libraries in Dementia Action Week (13-19 May). The titles are aimed at those living with dementia, their families and carers, including young children, and are available to borrow from the Health Information Points in all Luton libraries. They provide reliable information, advice and support, and aim to provide a better understanding of dementia. A selection of the titles are also available as eBooks/audiobooks from the Libby App, free to Luton library members.

Rhyme Time
Rhyme Time sessions run in all libraries and babies, toddlers and adults have the opportunity to enjoy rhymes, songs and stories together.
"I have recently started going to Rhyme Time at Marsh Farm library and absolutely enjoy it. My little one is slightly shy and a little young to participate actively but he does enjoy it. The format of the group will definitely help him grow and encourage him to participate. The organisers are lovely. I would strongly recommend it."

Real Play
These sessions encourage families with children aged 5-7yrs to play and learn together through creative and physical activity play. Children can also borrow Real Play boxes to continue the fun at home.

School Visits
We are delighted to have welcomed 14 schools to our libraries over the year. Our team have also visited 34 schools and delivered 45 assemblies across Luton. We delivered a session to 40 teachers working with the Virtual School, to help build awareness of the role that libraries and physical activity can play for looked-after children.

Homework Help
55 Homework Help sessions were held at Lewsey Library and Central Library.

The Summer Reading Challenge
Over 2,600 children joined in the challenge to read six books over the summer, an increase of 31% vs the previous year. Additionally, every child who participated was offered the chance to swim at any Active Luton pool for just £1.

45 school assemblies were delivered to 13,613 pupils to promote the challenge.

Additionally, 30 craft sessions were hosted over the holiday period with 379 children and 298 adults attending.

Apprenticeships
We were delighted to welcome three Library Support Apprentices at Leagrave Library, Lewsey Library, and the Central Library.

Supporting our Community

Energise Luton
Energise Luton is Luton's Holiday Activity and Food programme, funded by the Department for Education, for school-age children up to 16 who are on income-related free school meals.

We continue to work with over 40 local organisations to offer a wide variety of exciting activities including: boxing, athletics, arts and crafts, swimming, music, dance and drama and much more.

6,536 holiday camp places across the year.
6,139 places filled by children on free school meals.
80% of children were at primary school.
15% of the children were SEND.
We worked with 40 different providers including schools, sports, faith and community groups.
80 young people enjoyed free access to Active Luton gyms.

Children In Need
We work in partnership with the Virtual Schools to support children in the social care system, helping them to become more active, to improve their wellbeing and overall attainment.

Weekly physical activity sessions are delivered to small groups of children across a number of schools. The instructors work with the children to build confidence and resilience, focusing on relationships, self-worth, resilience, hope and optimism and self-care.

Inspiring Young Lives
Working with children on free school meals, Asylum Seekers and excluded children with physical activity interventions (including swimming) to improve their behaviour and life chances. An average of 28 Asylum Seekers attended weekly football sessions at Hightown Community Sports and Arts Centre using reconditioned trainers and football boots from partner charity One Impossible Thing.

Excluded Children
Working with teachers and young people in Pupil Referral Units within Secondary Schools, we have devised the 'Virtually Active, Truly Engaged' programme. This innovative programme combines Virtual Reality sports with life skills sessions to encourage disengaged young people to become more physically active, more resilient and to steer them away from crime.

Additional Swimming For Children On Free School Meals
42 children aged 5-11yrs participated in a free 6 month 'learn to swim' programme.

Navigating Local Systems
This 24-month project seeks to embed physical activity into the Luton Care System. Phase 1 has been successfully completed within the Children's Service, where there is now easy access to physical activity and health and wellbeing sessions/information. Phase 2 is now underway working with the Adult Care System.

Youth Zone
The 'Youth Zone' community programme launched in January 2023, offering a range of after-school physical activity sessions including smash up badminton, boxing, yoga, multi-sports and football. The programme provides affordable opportunities and positive pathways to children whose families are disadvantaged.

Older Adults In Faith Settings
Following the Covid 19 pandemic, older people from diverse communities were highlighted as having been disproportionately impacted. This project is being delivered in a Mosque, the Gurdwara and a Hindu Temple and is designed to boost confidence and provide supported sessions of appropriate physical activity e.g. chair-based exercises.

Active Education
Our Active Education team of qualified teachers works with Luton's schools to develop PE and to incorporate more physical activity into the whole school day, supporting children in their overall development.

School Games
94% of Luton schools have engaged in School Games events.
48,372 participants across all the sports.
78% were from diverse ethnicities.
10% had special educational needs & disabilities (SEND).
100+ leagues, tournaments and festivals offered.
35 different sports offered.
5 sports offered specifically for SEND pupils, including wheelchair rugby.
68 volunteers from clubs, community groups and NGBs helped support events.
348 young leaders supported events.

Professional Developement For School Staff
Over 300 learners from schools have benefitted from our professional development programme.

CPD courses delivered including Gymnastics, Dance and other specialist areas of activity.

Bespoke CPD sessions delivered in schools, along with team teaching to develop teachers' knowledge and confidence when teaching PE.

We are working with the Chiltern Training Group to deliver sessions on how to teach high quality PE lessons to the next generation of trainee teachers.

Delivery

Delivering PE PPA (Planning, Preparation & Assessment)
Waulud Primary School
A broad and balanced curriculum planned
High quality lessons delivered across the whole school
Equipment organised and maintained to a high level
Variety of equipment purchased to deliver inclusive lessons
CPD delivered on a regular basis to all staff and tailored to the needs of the school
Children trained to deliver active playtimes
Rotas organised and renewed termly for leadership roles and areas of the playground to be used for football and basketball
A large number of sporting events attended in the Luton community by all age groups – this involves preparing the children for the event, communication to parents, risk assessments, driving of mini bus and ensuring kit is available
All children are offered a variety of extra curriculum activities every term at lunchtime or after school
Staff meetings attended, reports delivered to Governors, school website updated, PE displays created within the school

Girls Football
There are 25 primary, and 7 secondary schools signed up to the 'Barclays Girls Football Sports Partnerships' scheme in Luton, aimed at making girls' football mainstream in schools. To support this, we held a Girls' Football Festival as part of the 'Biggest Ever Football Session' with 20 primary schools.

Challney High School for Girls pupils participated in an 'Introduction to Refereeing' session, facilitated by Active Luton and led by Beds FA.

Environment and Sustainability
We are committed to supporting Luton Borough Council's 2040 long-term vision, with the key aim being to make Luton a carbon-neutral town.

Solar
One of our key strategic priorities over the next 5 years is conducting our business in an environmentally sustainable manner. As such, Active Luton invested in solar panels at Hightown Community Sports & Arts Centre.

The project comprised the installation of 118 panels which is estimated that we will generate 46 MWh (that's 46 Megawatts) of power a year.

We believe this will save over 10 tonnes of CO2 from going into the atmosphere, therefore significantly improving Hightown's environmental footprint and achieving an estimated energy-saving cost of approximately £11,000 per year.

One Impossible Thing Partnership - The Sports Shoe Network
The Good Childhood Report 2022 found that 27% of parents and carers cannot afford PE kit for their children. We support the charity One Impossible Thing as a collection point for used sports shoes that can then be re-homed, rather than heading straight for landfill.

Green Champions
Our Green Champions play a vital role in sharing the Active Luton commitment to the environment and sustainability. They help to raise awareness and along with management teams, they seek opportunities for carbon reduction, waste management, recycling and green travel. Monthly environmental audits take place across all of the leisure facilities monitoring usage to ensure energy targets are met.

National E-Cycle Scheme
This national programme was delivered at Inspire: Luton Sports Village with the aim being to change attitudes to and increase participation in e-cycling.

- 276 e-cycle loans were made.
- Skills sessions were delivered to 231 people.

Active Training and Development

Highlights
1,500+ courses delivered.
34% were under 18yrs old.
68% were female.
52% were from diverse ethnic backgrounds.

Early Years Alliance Partnership
We delivered a series of short first aid workshops aimed at parents and carers of children under 5yrs. The workshops teach the learners what to do if a baby or young child stops breathing or is choking, as well as giving advice and guidance in relation to a number of other injuries and illnesses that may occur in the home and what to do until further medical assistance arrives.

Aprenticeships
We have 16 Apprentices across the organisation, 4 of whom have passed with Distinction. Apprenticeships include:
• Level 2 Leisure Team Member
• Level 2 Community Activator
• Level 2 Customer Service
• Level 3 Learning & Skills

Highlights
435 candidates attended an Introduction to First Aid Course.
400 people achieved Level 3 qualifications including Emergency First Aid and Work, Emergency Paediatric First Aid and First Aid at work.
120 prospective Lifeguards or swim teachers / coaches achieved National Pool Lifeguard Qualifications and/or National Rescue Award.
26 gym instructors qualified in the Active IQ Level 2 Certificate in Gym, and all were offered an interview for roles within Active Luton.

Partnership With Luton Adult Learning And The Community Learning Fund
Aimed at improving the health and wellbeing of specific individuals by providing a gentle, structured introduction to activity, including:
• Multi-skilled activities.
• Healthy eating.

Taster Sessions
Delivered from Luton Central Library in conjunction with the Total Wellbeing team
• Basic First Aid / CPR.
• How to use a defibrillator.
• CV writing and how to research employment opportunities.

Health and Wellbeing

In addition to our physical sports centres, our health and wellbeing programmes are delivered by our Total Wellbeing Team. They reach a huge cross-section of our community with the overall aim being to improve life chances.

Our Total Wellbeing Programmes
•Weight Management (adults, children and families)
•Long Term Conditions and Exercise Referral
•NHS Health Checks
•Making Every Contact Count (MECC)
•NHS Stop Smoking
•Adult Social Prescription
•Young People's Social Prescription
•High Intensity Use Programme

Long Term Conditions / Exercise On Referral
We help people manage their health conditions and improve their quality of life through our specialist programmes. Examples include 1:1 support for people diagnosed with specific health conditions such as Cancer, Respiratory and Neurological conditions, community exercise sessions, water-based sessions, Balance & Stability (falls prevention), POM (Power Our Minds) gym group sessions, chair-based exercise in faith centres and exercise groups in the Mental Health ward at Luton & Dunstable hospital.
Over 80% of people increased their physical activity and improved their emotional health.

Stop Smoking
The Stop Smoking team together with partners and service providers have achieved a staggering 1,046 quits this year.

Social Prescription
We work with the NHS and multiple partners to run a 12-week programme connecting vulnerable individuals to the support and services that they need to improve their health and wellbeing. We referred 3,449 people in the last year.

We currently run programmes for Adults, Young People and those who are pregnant.

Celebrating National Social Prescription Day in March 2024, we hosted over 28 organisations who all came together to share the work and impact they make.

Impact

92% decrease in GP visits and 40% decrease in loneliness.

High Intensity Use (HIU)
Working with PCNs (Primary Care Networks) and link workers, we seek to reduce the strain on healthcare services by ensuring users have access to appropriate services and support.

Impact 51% decrease in visits to A&E / 111 visits / Calls to the HIU cohort.

Weight Management
In the past year, more than 200 adults and 200 children completed our weight management programme - learning how to be sugar savvy, read food and drink labels and get back in control of their diets. These interactive sessions at multiple locations across Luton offer both mixed and gender-specific groups.

The fun 'Cook & Eat' sessions have been exceptionally well received in schools, with children not only cooking (and eating!) healthy food, but also learning about the importance of nutrition.

Impact Adults - 70% reduced BMI, 93% increased physical activity, 77% increased intake of fruit and vegetables, 76% improved eating habits.

Children - 68% increased intake of fruit and vegetables, 51% increased Physical Activity.

Health Checks
Free Health Checks are an assessment of overall health and can help to identify and prevent cardiovascular and other health issues. Accessible clinics are held all over Luton, including at the Central Library, Hightown Community Centre, Central Mosque, Saints Mosque, Luton & Dunstable Hospital and many other locations. 510 health checks delivered between April 2023 and March 2024.

Volunteers
We were delighted to be part of Community Leisure UK and Sport England's Active Kindness project. This was a pilot project supporting four health & wellbeing trusts across England to enhance our volunteering offer. We are very grateful to all our volunteers, and we look forward to developing our programme even further.

Be Active Beds - Our Active partnership

2023-2024 has been a huge year for Be Active that has seen us make significant strides in supporting our ambitions outlined in our strategy 'Moving Forwards Together'.

Being able to show case the work of our partners and the physical activity sector in our '2023 Celebration Event' was truly inspiring and really demonstrated how so many volunteers and leaders across Bedfordshire, as well as the Be Active Team, have worked tirelessly to help tackle inequalities and strive to ensure movement is part of everyone's day-today life.

Sport England's 10 year vision, Uniting the Movement, sets out how we need to change as a sector so that we can give people the opportunities they need now and in the future. The following headlines provide a snapshot of the work we have been doing collectively to achieve these ambitions, as we address the inequalities around access to physical activity across Bedford, Central Bedfordshire and Luton:

We secured over £2 million of external funding to invest into our local communities, to protect, enhance and grow the facility stock for sport and physical activity across the county.

We invested over £180,000 during the final funding period of the Together Fund into organisations that support our priority audiences to become more physically active. Examples of sessions that have been funded and delivered include wellbeing walks for people with dementia and their carers; adapted cycling for older adults with long term health conditions; chair yoga and seated exercise.

73 Digital Inclusion session were delivered in and across Central Bedfordshire Local Authority areas to support older people to access information in relation to physical activity.

We supported 16 schools to open their facilities to the local community enabling them to access physical activity opportunities through the Opening Schools Facilities Fund.

We delivered safeguarding training to 106 people; Active Medicine training to 41 people; 13 OTAGO instructors have been trained; 50 staff were supported with customer service training; We trained 20 instructors and coaches through the Inclusive Activity Programme.

We continue to work across our systems to change the way people perceive ageing and ensure there are opportunities for older members of our community to be active. Our Live Longer Better Alliance network has continued to grow with 149 attendees at our events across this year.

256 schools took part in School Games County Finals across a range of sports including Glow sports, Climbing, Table Tennis, Colour run, Futsal, cricket, dance, basketball, badminton.

Our Children and Young People Conference was attended by 87 schools and 25 community groups, the biggest conference to date !

The Inspiring Young Lives Programme has been created to support community groups to help promote physical activity projects for inactive children and young people in Bedfordshire. We worked with a range of community groups and non-traditional sporting organisations, including 3 housing associations, to develop and deliver 14 Inspiring Young Lives projects. We are delighted to have built positive relationships with all of the organisations and look forward to maintaining these important connections in the future.

We have commenced development and implementation of an environmental sustainability action plan that focuses on our internal behaviours but also provides solutions for external partners and stakeholders and the wider sport and physical activity community.

We supported the implementation and delivery of unitary authority leisure strategies and supplementary work such as Playing Pitch Strategies and Indoor Built Facility Strategies.
Supporting the development and delivery of strategically important facility projects across the county.

We have sought to educate, influence and support planners, urban designers and developers on Sport England's Active Design guidance and how it can be used to maximise social value in development schemes.

Be Active Financial Headlines 1st April 2023 – 31st March 2024

Income	**000's**
Sport England Grant Funding	**664.6**
Local Authority Donations & Services	**5.0**
Project Development & Delivery	**34.1**
Training & Other Services	**55.2**
Interest	**5.0**
Sub Total	**763.9**
Expenditure	**000's**
Staffing & Subcontractors	**411.0**
Staff Training	**4.5**
Marketing	**14.7**
Operating Costs	**61.0**
Workforce Training & Development	**11.9**
Children & Young People Projects	**56.4**
Tackling Inequalities Projects	**50.6**
Street Tag Project	**13.1**
Sub Total	**623.2**
Surplus	**140.7**

Financial review
Fundraising activities

In the past year, we have made a surplus from our activities amounting to £588,507. In the previous financial period, we had an operating surplus of £759,971. This year's continued financial surplus is a significant achievement in light of an increasing cost base and results from our diversification of services and tight control of our cost base. People costs have been much lower than anticipated which has caused pressures on operations, this is a result of shortages in relevant quality and experience of those in the job market.

Incoming resources for the whole organisation have increased to £15,212,505 (£14,661,835 in 2023). Increasing our overall income level to more than £15m is a result of earned income and activities increasing back to pre-covid levels, consolidation of new income streams and increased delivery under health and other programmes. The donation received from the Airport increased for the libraries contract to help support the Local Government pay settlement. All other areas of the donation remained the same as the prior year. Active Luton effectively has been managing increased costs out of other activities.

The main trading income continued to increase during the year as growth in numbers was achieved. Membership numbers by March 2024 though had still not reached pre-covid levels but was back at 97% of that number. Learn to Swim programme numbers and income continue to grow with improved space and timetable planning. Active Luton prides itself on offering high-quality swim teaching at affordable prices and this has continued to result in increasing demand for this programme.

Total resources for 2023/24 increased to £14,427,962 (£13,979,923 in 2023). This includes the increase in staff costs as annual pay rises were awarded. Supporting the Real Living Wage at entry-level resulted in a significant increase in employee costs overall. However, shortage of skilled staff such as Swim Teachers has caused operational issues and limited some income growth. The Energise Programme continued to expand with further delivery by partners with funding delivery costs managed by Active Luton.

Due to the financially secure position, Active Luton was pleased to be in the position to make a winter "Thank-you" payment to all contracted team members, aiming to help show appreciation of the contribution that all teams had made to the overall success achieved in the year.

The balance on the BeActive restricted fund at the year ended 31 March 2024 is £298,483 (2022/23: £157,746). The total unrestricted fund now shows a surplus of £6,096,136 (2022/23: £5,507,627).

Principal funding sources

The parent charitable company obtained a donation from Luton Rising, which this year totalled £2.5m. This specifically includes £1.2m of donation to support the library services.

Luton Borough Council now provides limited support services to the charity. This has significantly reduced in the last few years. Human Resources advice and services continue to be provided as does IT services for the library services only.

The Public Health contract subcontracted from Turning Point continued, with income of £1.2m for the core contract. We successfully secured a further extension on this core contract to March 2026 as well as securing 5 years ongoing of further Stop Smoking funding due to our success in delivery of targets.

Grant income levels remained fairly constant. Delivery started under the recently secured Sport England Navigating Local systems grant which helped support the delivery of physical activity to older people, those with SEND/disabilities and long-term health.

£1m was again received to run the Energise Holiday and Food camps. This money supported pupil premium children across the town in 6 main camps within Active Luton but with an increased delivery through our partners working with us on our programmes. 6,536 children attended these camps which again have been highly successful in feeding children during the school holidays.

Our highest income is from running our leisure facilities and income significantly increased for memberships and our Learn to Swim programmes. Membership numbers remained fairly constant over the year, but increased and reviewed pricing helped support a higher yield. Efficient timetable planning allowed Learn to Swim numbers to grow.

Price increases were sensible but necessary to work towards helping Active Luton cover an increasing cost base including the rising of utility contracts as fixed term agreements came to an end. Concessionary prices though remain unchanged to continue to support engagement in the relevant groups in our community. We also now offer our Go4Less advantage card free to further support those groups in most need.

The charity operates from buildings and uses equipment leased at peppercorn rents from Luton Borough Council. No adjustment has been made to bring in the market value of those rents and equipment lease charges at a cost along with the corresponding adjustments to grants received.

STRATEGIC REPORT

Reserves policy

The Board reviews the reserve policy on an annual basis to ensure that the reserves are maintained at a level that is consistent with the group having sufficient funds to operate at its planned activity levels, taking into account the various financial risk factors that have been identified. The target is to operate with reserves at a level that equates to between one and three months of future anticipated operating costs plus the net book value of fixed assets funded out of reserves. The aim is to hold a minimum reserve value of £1.1m. It is considered sensible to create a designated reserve for future capital commitments currently being planned.

Free reserves of £2,702,662 are held at the year-end (excluding fixed assets) are in line with the target of 3 months of expenditure and will be held to support the organisation through the next few years. This level of reserves would allow us to meet our employee and other committed costs for three months. This would allow us to be able to make key strategic decisions in the event of unplanned scenarios that would significantly affect the trading position.

The significant increase in utilities and continual pressure on pay rises continue to affect the finances in the immediate future and the reserves held will help support the organisation throughout this period. What is key is to still to be able to invest in our teams and our facilities to be able to ensure we can deliver our new strategy and continue to generate increased income and support our existing customer base.

The Board also plans to use the reserves where necessary for future investments and to support the organisation to maintain and grow its customer base and services. This year a designated reserve of £1.0m has been held. This is specifically to support capital works and equipment needed at 3 of our main sites, including Lewsey Sports Park, Hightown and Lea Manor. We also are considering and planning for key energy-saving capital projects that not only help to support Luton's net zero targets and our own environmental strategies but look to save increasing energy revenue costs.

Future plans

Our new 5-year strategy was finalised and launched in April 2023. This 5-year plan has 6 key priorities:

1 Supporting children in our communities to get the best start in life.
2 Supporting the wellbeing of our community.
3 Developing silks and lifelong learning.
4 Developing further as a great place to work.
5 Strengthening financial viability and sustainability.
6 Conducting our business in an environmentally sustainable manner.

The strategy has been converted into more detailed annual plans each year with different executive directors being accountable for the different areas of delivery. This is then regularly fed back to the main trustee board.

We successfully tendered for the library service and were awarded the contract to March 2030 in January 2024. The Turning Point subcontract from Public Health, originally due to expire in March 2023, then extended to March 2025 has been further successfully extended to March 2026. Along with this, funding for different health work continues to grow, particularly in areas of Stop Smoking, Social Prescription and Link Work support. Also, further work contributing to the Family Hub programme is now a key part of delivery. The Energise programme delivery continues with confirmed funding from Government to March 2025. All these activities involved further management to increase volumes and service to exceptionally high standards and increasing engagement under all these programmes and delivering against agreed targets will be the priority.

A key area for managing ongoing costs was continuing to renew our utility contacts at affordable rates. By careful management and purchasing we have secured contracts at a manageable level although far in excess of historical costs. These contracts now give some certainty to allow budgeting and managing of these costs over a 2-year period.

Continued investment in sites is key with investments in gym equipment at several sites planned for the next year. A significant investment in the Central Library at the end of March 2024 shows our commitment to delivery under the new contract. We need also to be able to continue to offer high-quality leisure activities to our customers to be able to support our price point and remain competitive for our main income area of gym memberships. Investment is to continue in energy-saving initiatives with various solutions at some of our sites now being investigated. Funding secured from Sport England for solar installation our Inspire site via Luton borough Council with installation planned for March 2025.

Risk management continues to be a priority.

Clear succession planning for the trustee board has also been discussed and is on-going. Changes in executive management have also been significant in the last year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Active Luton is a company limited by guarantee incorporated on 20th May 2005, governed by its Memorandum and Articles of Association that were revised 16 January 2018. It is a registered charity with the Charity Commission. In the event of the parent charitable company being wound up members are required to contribute an amount not exceeding £1. This liability remains for one year after ceasing to be a member in respect of debts incurred whilst a member.

Recruitment and appointment of new trustees

As set out in the Memorandum and Articles, there shall be at least sixteen and a maximum of eighteen Trustees comprised of:

- up to three Local Authority Trustees; and
- up to fifteen Ordinary Trustees
- provided that at least 25% of the Trustees at any one time shall be Independent Trustees.

Candidates for the office of an Ordinary Trustee shall be appointed by the Board following an open, formal, publicly advertised, and transparent selection process by a representation by board members, taking account of the individual's ability, experience, and expertise.

Organisation

The board of trustees, which can have up to 18 members, administers the charity. The board normally meets quarterly and there are sub-committees covering Be Active: Finance, Audit & Risk; Marketing; Health & Safety and HR. The trustees appoint the Chief Executive to manage the day-to-day operations of the charity. To facilitate effective operations, the Board delegate the day-to-day operation of the charity to the Director Leadership Team consisting of the following officers:

- Chief Executive
- Director of Finance & Resources
- Director of Operations
- Director of Learning & Skills
- Director of Marketing & Business Development
- Director of Community Health & Wellbeing
- Director of Be Active

Induction and training of new trustees

Training is provided as soon as practicable after appointment including visits to facilities and meetings with key management personnel. Trustees are encouraged to attend training events which facilitate the undertaking of their role. Briefings are also provided as relevant.

Related parties

Trustees are eligible for staff membership benefits during their board tenure. No other remuneration or benefits are received from their work with the charity.

The following organisations represent the group's related parties:

- Luton Rising provides a donation which represents approximately 17% of total income.
- Luton Borough Council provides some support services and nominates three trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Active Luton holds a current risk register which is fully rewritten annually by the senior executive team and then has been reviewed and approved at the Board Level. This risk register scores the level of risk which are then ranked. The top 10 risks are allocated to the management team as owners who ensure the risks are mitigated with scoring updated regularly, from monthly to annually depending on the level of risk.

During the year, the length of future contracts is being discussed and assessed as something that could impact Active Luton's ability to continue to contribute to the health and wellbeing of Luton's community. A successful extension of the current Healthy Lifestyles contract was agreed during the year as was securing a longer-term Library contract. Further contracts are up for renewal in the next 12 months and are identified as the highest risk.

Another key risk during the year has been able to ensure adequate staffing numbers and skills. Key teams have been affected by the inability to recruit, particularly swim teachers which affects income earning potential. Other teams are also affected which can affect resources overall to support the organisation.

The current method of review of the risk by the executive team has been established with highly scored risks now monitored and addressed every month.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Public Benefit

The trustees of the group have considered the Charity Commission's guidance on public benefit.

There are two main principles of Public Benefit:

1) There must be an identifiable benefit or benefits;
2) The benefit must be to the public or section of the public.

Within each there are sub principles:

a) It must be clear what the benefits are,
b) The benefits must be related to the aims;
c) Benefits must be balanced against any detriment or harm,
d) The beneficiaries must be appropriate to the aims;
e) And, where the benefit is to a section of the public the opportunity to the benefit must not be unreasonably restricted.

Each of the objectives of the group are for the public benefit and the charity continues to achieve its objectives as demonstrated through the increased utilisation of the services provided by each facility as well as increased outreach programmes.

Activities provided include support for the community through:

- Programmes supporting physical, mental, and emotional wellbeing are provided under the Total Wellbeing brand.
- Employment programmes with partner organisations such as Luton Adult Community Learning
- Programmes for disabled people, including No Limits
- Library services extend a community offering for various groups and a public service.
- Extensive work with schools to help achieve the objectives associated with the PE Premium funding as well as supporting the provision of high quality PE and school sport within and beyond the National Curriculum.

The charity also demonstrated increased activity in support of specific targeted groups such as women, ethnic minorities and the disabled.

The charity gives consideration to the affordability and accessibility of the services it provides through offering concessionary prices for those on low incomes.

Employment of disabled persons

Active Luton employed an average of 230 (FTE) employees in FY24 (FY24 213). Through its equality policy, the Company seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Active Luton is committed to employment policies which follow best practices, based on equal opportunities for all employees, irrespective of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Active Luton operates a fair recruitment policy and gives full and fair consideration to applications for employment from people with disabilities, having regard to their particular aptitudes and abilities. We do not condone or tolerate any form of discrimination in our recruitment or employment practices. Active Luton has been awarded the Disability Confident Employer accreditation.

Our policies and procedures fully support our disabled colleagues.

Active Luton is responsive to the needs of its employees. As such, should any employee become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible. To ensure equity and fair access to career and personal/professional development opportunities, training opportunities are provided that reasonably accommodate a disabled employee's needs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Engagement with employees

Regular communications are ongoing and provided to our employees and volunteers. A regular quarterly newsletter is issued to all staff and other announcements are delivered to all employees as and when. Regular communications give updates on the Charity's progress and managers regularly touch base with their own teams. A staff intranet is now up and running and while not accessible by all the teams, this further helps with communication within the organisation.

In addition, our staff are encouraged to speak out and express views and employees are welcome to join the Feedback Forum. This forum is held at a minimum every quarter, where representatives from all areas of the organisation come together and discuss issues and ideas with the Chief Executive.

Weekly Huddle communications are also cascaded from the Director team on a weekly basis.

A key part of our overall strategy and support our overall aim of making Active Luton an employer of choice and being a great place to work. This has been identified as a key objective in our 5-year strategy. Active Luton undertook a workplace survey with over 240 employees earlier this year and as a result of the responses received, we were delighted to have met the threshold for becoming a 'Great Place to Work'.

Our training team work hard to ensure all training requirements are met and we excel at continuing to develop and give our teams ongoing opportunities.

Our Going the Extra Mile scheme recognises outstanding achievements with nominations received across the company.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Active Luton for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and 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 adequate accounting records that are sufficient to show and explain the company's transactions and to enable them to ensure that the financial statements are prepared in accordance with applicable law, United Kingdom Accounting Standards and the Charities Statement of Recommended Practice (United Kingdom Generally Accepted Accounting Practice). The Trustees are also responsible for safeguarding the assets of the Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- 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

A resolution to re-appoint Crowe UK LLP as auditors for the ensuing year will be proposed at the annual general meeting in accordance with Section 485 of the Companies Act 2006.

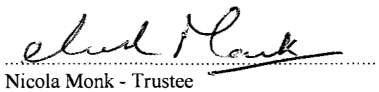
ACTIVE LUTON

REPORT OF THE TRUSTEES
for the Year Ended 31 MARCH 2024

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 16 October 2024 and signed on the board's behalf by:



Kevin Poulton - Trustee



Nicola Monk - Trustee

Independent Auditor's Report to the Members of Active Luton

Opinion

We have audited the financial statements of Active Luton ('the charitable company') and its subsidiary ('the group') for the year ended 31 March 2024 which comprise consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 March 2024 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 trustee's 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 contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the parent company has not kept adequate accounting records; or
- the parent company financial statements are not in agreement with the accounting records and returns; or

- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 17 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.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

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

We obtained an understanding of the legal and regulatory frameworks within which the group and parent charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the group and parent charity for fraud. The laws and regulations we considered in this context for the UK operations were Health and Safety, General Data Protection Regulations, Safeguarding and Food Standards. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Governors and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of certain income streams and the override of controls by management. Our audit procedures to respond to the risk of management override included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce (Senior statutory auditor)
for and on behalf of
Crowe U.K. LLP
Statutory Auditor
R+ Building
2 Blagrave Street
Reading
Berkshire
RG1 1AZ

Date: 21 October 2024

ACTIVE LUTON

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds - Be Active £	Restricted funds - other £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	2,851,911	679,169	134,754	3,665,834	3,830,966
Charitable activities						
Charitable activities	5	11,002,439	79,842	12,318	11,094,599	10,432,449
Other trading activities	3	256,125	-	-	256,125	376,003
Investment income	4	191,006	4,941	-	195,947	22,418
Total		14,301,481	763,952	147,072	15,212,505	14,661,835
EXPENDITURE ON						
Commercial operations	6	148,578	-	-	148,578	425,153
Charitable activities	7					
Charitable activities		13,564,396	623,215	91,774	14,279,384	13,554,770
Total		13,712,974	623,215	91,774	14,427,962	13,979,923
NET INCOME		588,507	140,737	55,298	784,543	681,912
Transfers between funds		-	-	-	-	-
Net movement in funds		588,507	140,737	55,298	784,543	681,912
RECONCILIATION OF FUNDS						
Total funds brought forward		5,507,629	157,746	722	5,666,097	4,984,186
TOTAL FUNDS CARRIED FORWARD		6,096,136	298,483	56,020	6,450,640	5,666,098

The notes on pages 27 to 38 form part of these financial statements

ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CONSOLIDATED BALANCE SHEET
for the Year Ended 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds - Be Active £	Restricted funds - other £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	15	1,393,858	-	-	1,393,858	1,012,967
		1,393,858	-	-	1,393,858	1,012,967
CURRENT ASSETS						
Stocks	17	23,035	-	-	23,035	35,774
Debtors	18	907,295	6,120	-	913,415	821,749
Cash at bank and in hand		6,468,503	317,519	109,336	6,895,358	6,508,592
		7,398,833	323,639	109,336	7,831,808	7,366,115
CREDITORS						
Amounts falling due within one year	19	(2,446,171)	(25,156)	(53,316)	(2,524,643)	(2,472,602)
NET CURRENT ASSETS		4,952,662	298,483	56,020	5,307,165	4,893,513
TOTAL ASSETS LESS CURRENT LIABILITIES		6,346,520	298,483	56,020	6,701,023	5,906,480
PROVISIONS FOR LIABILITIES	20	(250,382)	-	-	(250,382)	(240,382)
NET ASSETS		6,096,138	298,483	56,020	6,450,641	5,666,098

	Notes		
FUNDS	21		
Unrestricted funds:			
General fund		5,346,520	4,498,012
Designated fund - Future capital expenditure		1,000,000	500,000
Designated fund - Energy saving capital initiative		-	750,000
Designated fund - Sinking fund		(250,382)	(240,382)
		6,096,138	5,507,630
Restricted funds:			
Restricted fund		56,020	722
Be Active (formerly team Beds Luton)		298,483	157,746
		354,503	158,468
TOTAL FUNDS		6,450,641	5,666,098

The financial statements were approved by the Board of Trustees and authorised for issue on 16 October 2024 and were signed on its behalf by:

.....
Kevin Poulton - Trustee

.....
Nicola Monk - Trustee

The notes on pages 27 to 38 form part of these financial statements

ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CHARITABLE COMPANY BALANCE SHEET
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds - Be Active £	Restricted funds - other £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	15	1,382,623	-	-	1,382,623	994,224
Investments	16	1	-	-	1	1
		1,382,624	-	-	1,382,624	994,225
CURRENT ASSETS						
Debtors	18	1,165,643	6,120	-	1,171,763	1,126,502
Cash at bank and in hand		6,423,727	317,519	109,336	6,850,582	6,475,556
		7,589,370	323,639	109,336	8,022,345	7,602,058
CREDITORS						
Amounts falling due within one year	19	(2,439,175)	(25,156)	(53,316)	(2,517,647)	(2,458,606)
NET CURRENT ASSETS		5,150,195	298,483	56,020	5,504,698	5,143,452
TOTAL ASSETS LESS CURRENT LIABILITIES		6,532,819	298,483	56,020	6,887,322	6,137,676
PROVISIONS FOR LIABILITIES	20	(250,382)	-	-	(250,382)	(240,382)
NET ASSETS/(LIABILITIES)		6,282,437	298,483	56,020	6,636,940	5,897,295
FUNDS						
Unrestricted funds:						
General fund					4,282,819	4,729,213
Designated fund - Future capital expenditure					1,000,000	500,000
Designated fund - Energy saving capital initiative					-	750,000
Designated fund - Sinking fund					(250,382)	(240,382)
Designated fund - Future capital investment					-	-
					6,282,437	5,738,831
Restricted funds:						
Restricted fund					56,020	722
Be Active (formerly team Beds and Luton)					298,483	157,742
					354,503	158,464
TOTAL FUNDS					6,636,940	5,897,295

The financial statements were approved by the Board of Trustees and authorised for issue on 16 October 2024 and were signed on its behalf by:

Kevin Poulton - Trustee

Nicola Monk - Trustee

The notes on pages 27 to 38 form part of these financial statements

ACTIVE LUTON

CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	865,461	1,056,090
Interest paid		-	-
Tax paid		-	-
Net cash provided by operating activities		865,461	1,056,090
Cash flows from investing activities			
Purchase of tangible fixed assets		(696,442)	(534,376)
Sale of tangible fixed assets		21,800	1,000
Interest received		195,947	22,418
Net cash used in investing activities		(478,695)	(510,958)
Change in cash and cash equivalents in the reporting period		386,766	545,132
Cash and cash equivalents at the beginning of the reporting period		6,508,592	5,963,460
Cash and cash equivalents at the end of the reporting period		6,895,358	6,508,592

The notes on pages 27 to 38 form part of these financial statements

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	784,543	681,912
Adjustments for:		
Depreciation charges	315,552	328,146
Profit on disposal of fixed assets	(21,800)	(1,000)
Interest received	(195,947)	(22,418)
Interest paid	-	-
Sinking fund	10,000	50,382
Decrease/(increase) in stocks	12,739	(9,536)
(Increase)/ decrease in debtors	(91,666)	556,780
Increase/(decrease) in creditors	52,040	(528,176)
Net cash provided by operations	865,461	1,056,090

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	6,508,592	386,766	6,895,358
	6,508,592	386,766	6,895,358
Total	6,508,592	386,766	6,895,358

The notes on pages 27 to 38 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of consolidation

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. The financial statements have been prepared under the historical cost convention.

These financial statements consolidate the results of the charity and its wholly owned subsidiary Active Luton Enterprises Limited on a line by line basis. A separate statement of financial activities and income and expenditure account are not presented for the charity itself following the exemptions afforded by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The presentation currency of the financial statements is the Pound Sterling (£).

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

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.

The following policies are applied to particular categories of income:

a) **Grants (including government grants) and donations**

- Income received by way of grants and donations is included in full in the Statement of Financial Activities when receivable.

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

- Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

b) **Trading activities**

Incoming resources from commercial trading activity are accounted for when earned.

c) **Investment income**

Investment income is included when receivable.

d) **Charitable activities**

Incoming resources from charitable activities are accounted for when earned.

All income is stated after trade discounts, other sales taxes and net of VAT.

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.

1 ACCOUNTING POLICIES - continued

Expenditure

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Raising funds

The costs of generating funds consist of fundraising and trading expenses.

Charitable activities

Charitable expenditure comprises of those costs incurred by the group in the delivery of its activities and services for the beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature to support them.

Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Allocation and apportionment of costs

Overhead and Support Costs have been allocated between Charitable Activities and Governance Costs. Costs which are not wholly attributable to an expenditure category have been apportioned based on the activity to which they relate.

Tangible fixed assets

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

Leasehold property improvement	- The lower of 10% or over the remaining life of the lease, unless underwritten by Local Authority
Sports equipment	- 20% on cost
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 20% on costs (laptops treated as revenue expenditure)
Energy Saving Initiatives	- To be reviewed on project basis due to different UEL expected. Plan to be between 10% and 5%

Items of equipment are capitalised where the purchase price exceeds £5,000. Irrecoverable VAT costs are included in the capitalised costs once w project exceeds £100k.
Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Expenditure account each year as the ownership of those assets is not retained. This policy will be reviewed on a 3 year basis.

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets and depreciated over the shorter of the lease term and their useful lives. Obligation under such agreements are included in creditors net of the finance charged allocated to future periods. The finance element of the rental payment is charged to the profit and loss account to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Stocks

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

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds have been set aside out of general funds as shown in the notes to the financial statements.

Further explanation of the principle funding sources is included in the trustees report.

1 ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined benefit pension scheme. The regular pension cost is charged to the statement of financial activities and is based on the expected pension costs over the service life of employees.

The charitable company operates a defined contribution scheme. The pension cost is charged to the statement of financial activities.

2 DONATIONS AND LEGACIES

	2024	2023
	£	£
Grants/Donations	3,665,834	3,830,966

3 OTHER TRADING ACTIVITIES

The wholly owned trading subsidiary Active Luton Enterprises Limited (company number 05509883), which is incorporated in the United Kingdom (registered office 2nd Floor, Apex House, 30-34 Upper George Street, Luton, Bedfordshire, LU1 2RD), donates all of its profits to the charity by gift aid. Active Luton Enterprises Limited operates the bars and catering facilities at Active Luton's centres. The charity owns the entire issued share capital of ordinary shares of £1 each. A summary of the trading results is shown below.

Any profits are gifted to Active Luton.

	2024	2023
	£	£
Income	256,125	376,003
Cost of sales & administration costs	(211,230)	(425,152)
	44,895	(49,149)
The assets and liabilities of the subsidiary were:		
Fixed Assets	11,235	18,744
Current Assets	74,138	77,067
Current liabilities	(271,673)	(327,006)
	(186,300)	(231,195)
Aggregate share capital & reserves	(186,300)	(231,195)

4 INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	195,947	22,418

5 INCOME FROM CHARITABLE ACTIVITIES

		2024	2023
Activity		£	£
Use of sports facilities	Charitable activities	6,762,087	5,861,981
Coaching and education	Charitable activities	398,337	345,899
Delivery of library services	Charitable activities	757,857	704,026
Miscellaneous	Charitable activities	233,527	368,344
Delivery of health services	Charitable activities	1,685,531	1,708,957
Delivery of energise camps	Charitable activities	1,115,450	1,337,750
Support services	Charitable activities	141,810	105,491
		11,094,599	10,432,449

6 COMMERCIAL OPERATIONS

Other trading activities	2024	2023
	£	£
Commercial trading operations	148,578	425,153

7 CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Grant funding of activities (see note 9)	Support costs (see note 10)	Totals
	£	£	£	£
Charitable activities	13,225,929	730,599	322,857	14,279,385

8 DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	8,053,357	7,832,275
Rent, rates, heat & light	1,202,544	872,673
Insurance	133,884	145,261
Telephone	90,228	75,521
Postage and stationery	43,506	23,827
Advertising and marketing	189,818	184,504
Sundries	30,706	45,032
Other staff costs	176,828	88,739
Motor & travelling	150,155	150,963
Repairs & maintenance	881,399	814,821
Security costs	5,883	3,226
Computer costs	219,983	174,682
Hire of equipment	60,401	26,448
Licenses & subscriptions	175,872	158,902
Project delivery	96,535	636,983
Subcontractor costs	226,165	270,348
Purchase of equipment	195,522	170,942
Sinking fund	10,000	50,382
Direct selling costs	103,382	44,448
Delivery of libraries	258,532	266,827
Depreciation	308,043	320,638
Loss on sale of assets	(21,800)	(1,000)
Interest payable and similar charges	601,174	494,596
Donations	-	128
Facility hire	33,812	-
	13,225,929	12,851,165

9 GRANTS PAYABLE

	2024	2023
	£	£
Charitable activities	730,599	362,214

Grants to Institutions

	2024	2023
	£	£
Grants payable	730,599	362,214
	730,599	362,214

10 SUPPORT COSTS

	Governance costs
	£
Charitable activities	322,857

11 NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Auditors' remuneration - group	29,950	13,250
Auditors' remuneration for non audit work	5,000	5,086
Depreciation - owned assets	315,552	328,146
(Surplus)/Deficit on disposal of fixed assets	(21,800)	(1,000)

12 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the Year Ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no reimbursed expenses for the Year Ended 31 March 2024 (2023: £31, one trustee).

13 STAFF COSTS

	2024	2023
	£	£
Wages and salaries	6,788,428	6,454,197
Social security costs	540,113	520,819
Other pension costs	724,816	857,259
	8,053,357	7,832,275

The average monthly number of employees during the year was 654 (2023: 685). The average number of full time equivalents for the year split via the relevant departments is:

	2024	2023
	£	£
Leisure, Health & Communities	164	156
Education & Training	9	10
Management & Support	20	21
Catering	-	3
Libraries	32	34
	225	224

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

	2024	2023
£60,001 - £70,000	2	1
£70,001 - £80,000	2	-
£80,001 - £90,000	-	1
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
£140,001 - £150,000	1	-
	6	3

These employees are a member of the defined benefit scheme. The key management personnel of the charitable company comprise the Chief Executive Officer, Director of Finance & Resource, Director of Be Active, Director of Learning & Skills, Director of Marketing & Business Developement and the Director of Community Health & Wellbeing. The total employee benefits of the key management personnel of the were £650,435(2023: £141,313 Which only includes the Chief Executive Officer).

14 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	3,039,362	791,604	3,830,966
Charitable activities			
Charitable activities	10,347,633	84,816	10,432,449
Other trading activities	376,003	-	376,003
Investment income	22,237	181	22,418
Total	13,785,235	876,601	14,661,835
EXPENDITURE ON			
Commercial operations	425,153	-	425,153
Charitable activities			
Charitable activities	12,600,111	954,660	13,554,771
Total	13,025,264	954,660	13,979,923
NET INCOME/(EXPENDITURE)	759,971	(78,058)	681,912
Transfer between funds	-	-	-
Other recognised gains/(losses)			
Settlement of pension scheme obligation	-	-	-
Net movement in funds	759,971	(78,058)	681,912
RECONCILIATION OF FUNDS			
Total funds brought forward	4,747,660	236,527	4,984,186
TOTAL FUNDS CARRIED FORWARD	5,507,631	158,469	5,666,098

15 GROUP TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2023	2,343,136	1,187,454	85,603	141,932	3,758,125
Additions	386,934	274,550	34,958	-	696,442
Disposals	-	(248,247)	(1,901)	(27,036)	(277,184)
At 31 March 2024	2,730,070	1,213,757	118,660	114,896	4,177,383
DEPRECIATION					
At 1 April 2023	1,581,136	970,040	52,050	141,932	2,745,158
Charge for year	197,882	101,982	15,688	-	315,552
Eliminated on disposal		(248,247)	(1,901)	(27,036)	(277,184)
At 31 March 2024	1,779,018	823,775	65,837	114,896	2,783,526
NET BOOK VALUE					
At 31 March 2024	951,052	389,982	52,824	-	1,393,858
At 31 March 2023	762,000	217,414	33,554	-	1,012,968

CHARITABLE COMPANY TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2023	2,275,918	1,180,978	30,902	141,932	3,629,730
Additions	386,934	274,550	34,958	-	696,442
Disposals	-	(248,247)	(1,901)	(27,036)	(277,184)
At 31 March 2024	2,662,852	1,207,281	63,959	114,896	4,048,988
DEPRECIATION					
At 1 April 2023	1,513,918	963,564	16,092	141,932	2,635,506
Charge for year	197,882	101,982	8,179	-	308,043
Eliminated on disposal	-	(248,247)	(1,901)	(27,036)	(277,184)
At 31 March 2024	1,711,800	817,299	22,370	114,896	2,666,365
NET BOOK VALUE					
At 31 March 2024	951,052	389,982	41,589	-	1,382,623
At 31 March 2023	762,000	217,414	14,810	-	994,224

16 CHARITABLE COMPANY FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2023 and 31 March 2024	1
NET BOOK VALUE	
At 31 March 2024	1
At 31 March 2023	1

There were no investment assets outside the UK.

17 STOCKS

	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Stock	23,035	-	35,774	-
	23,035	-	35,774	-

18 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Trade debtors	518,821	516,013	401,637	399,639
Other debtors	33,580	33,580	31,535	31,535
Prepayments & accrued income	361,013	357,492	348,871	342,663
VAT	-	-	39,706	39,655
Amounts due from group undertakings	-	264,678	-	313,009
	913,415	1,171,763	821,749	1,126,502

19 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Trade creditors	786,942	781,113	469,400	455,405
Social security and other taxes	152,886	152,886	114,855	114,855
VAT	51,428	51,428	-	-
Other creditors	56,593	56,593	16,471	16,471
Pension control account	73,036	73,036	92,873	92,873
Accruals and deferred income	1,403,758	1,402,592	1,779,003	1,779,003
Corporation tax	-	-	-	-
Bank loans and overdrafts	-	-	-	-
	2,524,643	2,517,647	2,472,602	2,458,606

DEFERRED INCOME

	2024		2023	
	Grant Income £	Activity Income £	Grant Income £	Activity Income £
Deferred Income brought forward at 1 April 2023	123,091	488,826	101,495	701,323
Incoming resources deferred in the current year	25,156	191,690	123,091	488,826
Amounts released from previous years	(123,091)	(488,826)	(101,495)	(701,323)
Deferred Income carried forward at 31 March 2024	25,156	191,690	123,091	488,826

Grant income is deferred as the charity is not entitled to the income until certain conditions are met.

Activity income is deferred as the charity is not entitled to the income until the activity is provided.

20 PROVISIONS FOR LIABILITIES

	2024	2023
	£	£
Sinking fund provision	250,382	240,382

Following investment by the English Football Association in 2015 of the provision of a new 3G pitch at our Lea Manor site, Active Luton

21 MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	Transfers between funds	At 31.3.24
	£	£	£	£
Unrestricted funds				
General fund	4,498,013	598,507	250,000	5,346,520
Designated fund - Future capital expenditure	500,000	-	500,000	1,000,000
Designated fund - Energy saving capital expenditure	750,000	-	(750,000)	-
Designated fund - Sinking fund	(240,382)	(10,000)	-	(250,382)
	5,507,631	588,507	-	6,096,138
Restricted funds				
Restricted fund	722	55,298	-	56,020
Be Active (formerly team Beds and Luton)	157,746	140,737	-	298,483
TOTAL FUNDS	5,666,098	784,543	-	6,450,641

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	14,301,481	(13,702,974)	598,507
Designated fund - Future capital expenditure	-	-	-
Designated fund - Sinking fund	-	(10,000)	(10,000)
	14,301,481	(13,712,974)	588,507
Restricted funds			
Restricted fund	163,332	(108,034)	55,298
Be Active (formerly team Beds and Luton)	763,952	(623,215)	140,737
TOTAL FUNDS	15,228,765	(14,444,222)	784,543

21 MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22	Net movement in funds	Transfers between funds	At 31.3.23
	£	£	£	£
Unrestricted funds				
General fund	4,437,660	810,352	(750,000)	4,498,012
Designated fund - Future capital expenditure	500,000	-	-	500,000
Designated fund - Energy saving capital expenditure	-	-	750,000	750,000
Designated fund - Sinking fund	(190,000)	(50,382)	-	(240,382)
	4,747,660	759,970	-	5,507,630
Restricted funds				
Restricted fund	-	722	-	722
Be Active (formerly team Beds and Luton)	236,527	(78,781)	-	157,746
TOTAL FUNDS	4,984,187	681,911	-	5,666,098

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	13,785,235	(12,974,882)	810,353
Designated fund - Future capital expenditure	-	-	-
Designated fund - Energy saving capital expenditure	-	-	-
Designated fund - Sinking fund	-	(50,382)	(50,382)
	13,785,235	(13,025,264)	759,971
Restricted funds			
Restricted fund	167,514	(166,793)	722
Be Active (formerly team Beds and Luton)	709,086	(787,867)	(78,781)
TOTAL FUNDS	14,661,835	(13,979,923)	681,911

Purpose for the Designated Funds:

In the current year, the Board of Trustees has decided to designate £1m for future initiatives and investments in our main leisure sites. Various gym improvements are now necessary and further consideration of developing the Hightown site is being considered. In the previous year, £750,000 had been held for energy initiatives but following successful funding applications, the priority project of solar installation at Inspire is now to be funded from a Sport England grant. The £500,000 held for the Inspire extension is currently not required as the development planned by LBC is on hold.

Purpose for the restricted funds

Two restricted funds are held, firstly the BeActive Fund of £298,483 which is the net position carried forward of the Active Partnership for Bedfordshire that Active Luton hosts. All activity is funded through Sport England. The other restricted fund of £56k is further funding received from Sport England under its Transition Funding for the delivery of physical activity to specific targeted groups. Funding was received but delivery is planned for the following financial year.

22 ANALYSIS OF FUNDS

Allocation of assets between funds at 31 March 2024

	Fixed assets	Net current assets	Provisions	Total
	£	£	£	£
Unrestricted funds	1,393,858	4,952,662	(250,382)	6,096,138
Restricted funds	-	354,503	-	354,503
	1,393,858	5,307,165	(250,382)	6,450,641

23 Commitments under operating leases

As at the year end the group had future minimum lease payments due under non- cancellable operating leases for each of the following periods:

	At 31.3.24	At 31.3.23
	£	£
Within one year	2,528	9,853
Between two to five years	169	2,697
	2,697	12,550

24 ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party. The charitable company is controlled by the board of trustees.

25 RELATED PARTIES

At the year end, Active Luton was owed £264,678 (2023: £313,009) from its trading subsidiary Active Luton Enterprises Limited. The balance is repayable on demand and non-interest bearing.

During the year the charitable company was invoiced £840 (2023: £1,200) for legal costs from Bates Wells LLP an LLP where Paul Smith (Trustee) is a partner.There were no amounts outastanding at the year end.

During the year, Mahmood Hussain, a trustee of the charitable company paid membership fees of £60. There were no amounts Outstanding at the year end.

ACTIVE LUTON

England & Wales - Charity number 1111804

Accounts

REGISTERED COMPANY NUMBER: 05458934 (England and Wales)
REGISTERED CHARITY NUMBER: 1111804

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

FOR

ACTIVE LUTON

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for the Year Ended 31 MARCH 2023

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REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2023

The trustees serving during the year and since the 31 March 2023 are as follows:

Local Authority Trustees
Clive Richard Mead (resigned - 13 June 2023)
Mahmood Hussain
John Young (resigned - 13 June 2023)
Stuart John Miller (appointed 17 July 2023)
Steve Barry Moore (appointed - 13 June 2023)

Ordinary Trustees
Mark Cattle (resigned 25 October 2023)
Paul Seath
Kevin Poulton
Femy Lester
Ali Haider (resigned 25 October 2023)
Magdalena Golieblewska
Derek Ludlow (resigned - 27 April 2022)
Emma Knowler
Priya Chauhan
Morag Stewart
Glynis Yates
Philippe Hucklesby
Wayne Cullum
Noneyelum Alomaja (appointed - 27 April 2022)
Gagandeep Kashyap (appointed - 26 April 2023)
Nicola Monk (appointed - 19 July 2023)
Helen Parrkinson (appointed 25 October 2023)
Daniel Coyle (appointed 25 October 2023)

Chief Executive Officer
Helen Barnett

Company Secretary
Sue Jones

REGISTERED OFFICE
2nd Floor
Apex House
30-34 Upper George Street
Luton
Bedfordshire
LU1 2RD

REGISTERED COMPANY NUMBER
05458934 (England and Wales)

REGISTERED CHARITY NUMBER
1111804

AUDITORS
FKCA Limited
Statutory Auditor
260 - 270 Butterfield
Great Marlings
Luton
Bedfordshire
LU2 8DL

ACTIVE LUTON

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2023

Bankers

Metro Bank
10-20 Castle Street
Luton
Beds
LU1 3AJ

Bank of Scotland
2nd Floor
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

NatWest Bank
31 George Street
Luton
LU1 2YN

REPORT OF THE TRUSTEES
for the Year Ended 31 MARCH 2023

The trustees (who are also directors of the charity for the purposes of the Companies Act 2006) present their report with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP") (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland; FRS 102) issued in October 2019.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable company has been established to:

- Provide or assist in the provision of facilities and services for recreational, sporting, or other leisure time occupation in the interests of social welfare, such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services.
- Promote community participation in healthy recreation.
- Advance the education of the public of the benefit of active lifestyle and in particular the value of physical activity for young people as part of the school curriculum.
- Such other charitable purposes beneficial to the community consistent with the objects above as the Trustees shall in their absolute discretion determine.

We believe that sport and physical activity is of benefit to the community for their physical, mental, and emotional health and wellbeing and we aim to make a difference to the lives of the people of Luton, working in partnership with like-minded organisations.

Our Mission

Active Luton is an innovative community focused charity committed to making a positive impact on the health and wellbeing of our community; inspiring, motivating and offering opportunities for people of all ages and backgrounds to learn and take action to improve their life changes.

We provide a wide range of high-quality programmes, activities and facilities enabling residents to participate in physical activity; improve their health and wellbeing; enhance their education and skills through training; and create career opportunities. We are committed to being inclusive, accessible, and affordable, working closely with partners locally, across the region and nationally, continuously looking to bring the best to our diverse and vibrant community.

The charity also hosts Be Active (formerly Team Beds & Luton) which is one of 43 Active Partnerships across England which work collaboratively with local partners to create the conditions for an active nation, using the power of sport and physical activity to transform lives. Active Partnerships are locally based, strategic organisations that recognise that activity levels are affected by a complex system of influences and no single organisation or programme create sustainable change at scale. By adopting a collaborative, whole-system approach, Active Partnerships seek to make active lifestyles the social norm for everyone to address inactivity in society.

STRATEGIC REPORT

Achievement and performance

Charitable activities

Over the past year we've concentrated on further integration of services with a clear focus on community health and wellbeing. From promoting free Go4Less advantage cards for people on low incomes, offering health and wellbeing services in Luton Libraries as well as in our community and leisure centres, adapting our healthy lifestyles programmes to meet local needs through to growing our Department for Education (DfE) funded Energise Luton holiday activity and food programme, we are committed to playing our part in improving life chances in Luton.

To ensure sustainability, we're working hard to grow our income-generating areas and have seen a 10% increase in children learning to swim with us over the past year. Centre memberships are recovering well from the impact of the pandemic closures, with an increase in swim-only memberships. We're investing to offer the best leisure facilities in Luton with in a new gym extension at Inspire: Luton Sports Village and new equipment across the rest of our estate during the past year.

Luton Libraries are flourishing with an expanded offer reaching beyond traditional library services. We've established warm hubs in our libraries and are working with new partners in our Central Library Well and Wise space. A project with the Reading Agency also saw some excellent work being done with local homelessness charities to get 'Quick Read' books distributed to people with no permanent address.

Our commitment to health and wellbeing has seen improved partnerships with primary and secondary care, adapting weight management and exercise referral programmes, for example, to ensure as wide a reach and participation as possible. We've also seen an increased emphasis on social as well as physical support with our Social Prescription and High Intensity Use programmes.

As a key strategic partner in Luton, we are proud to be involved in the town-wide effort to make sure that the health and wellbeing of our community is everyone's business. Our values of teamwork, innovation, inclusivity, and excellence underpin everything we do to play our part.

Leisure and Community Centres

Health and wellbeing in 3 leisure centres, 2 community centres and 1 athletics centre.

Over 1.3 million visits to our centres. 23% more than last year.

3,675 Go4Less Advantage card holders to allow people on low incomes to experience the benefits of physical activity. 11% more than last year.

Nearly 7,000 gym, swim, and group fitness members across our leisure centres.

Inspire: Luton Sports Village

Investment in a gym extension with 20 stations, an extended weights area and with flexibility to close off the space to meet demand for women-only sessions.

Investment in new studio cycle bikes.

Host to regional and local club swimming galas, Luton's School Games competitions, plus a two-day Diwali celebration, a dance competition, and a cat show.

Lewsey Sports Park and Lea Manor Recreation Centre

Thirty-five customers packed the sports hall to capacity to enjoy a triple workout of new release classes from Les Mills – the first in person event since 2020.

Investment in an upgrade of the music systems at Lea Manor studio cycle room and dance studio, and Lewsey Sports Park studio cycle room to make sure we keep the music and the motivation turned up.

Investment in redecoration and refurbishments throughout Lea Manor.

We added free off-peak squash court hire to all our memberships to make the most of the great facilities at Lewsey Sports Park.

New women-only gym and classes on Wednesday afternoons and Friday evenings at Lewsey Sports Park.

Swimming and Diving

4 swimming pools across Luton where over 3,600 children learned to swim - nearly 10% more than last year.

230 children also learned to dive at Inspire: Luton Sports Village.

53 different schools used our swimming pools for school swimming lessons.

Our swimming pools hosted 17 different swimming clubs and 3 diving clubs.

Inspire is also host to Luton Tigers Canoe Polo Group, Luton Sub Aqua Club and Dunstable Underwater Hockey Club

Hightown Community Sports & Arts Centre

Regular community and health and wellbeing sessions at Hightown included:

Hosting Community Choices sessions for adults with learning disabilities.

Hosting sessions for the local church, St Matthews local badminton, basketball, and netball clubs.

NHS Cardiac Rehab and Total Wellbeing Luton sessions including Stop Smoking.

We also welcome Luton Foodbank every week to deliver food parcels.

At Hightown, you'll also find ballet classes, Youth Zone, Tae Kwon Do, short mat bowls, table tennis, chair-based fitness and Line Dancing alongside our group fitness timetable featuring Zumba, Body Blitz, Pilates, and Yoga.

Hart Hill Community Centre

The centre continues to provide a wide range of activities for the local community including women only dance and fitness, healthy ageing physical activity programmes, 'stay and play' for mums and pre-school children, a youth club and Youth Zone boxing and football sessions.

Stockwood Park Athletics Centre

Stockwood Park Athletics Centre welcomes a huge range of clubs, schools, and activities. Use of the track and performance gym is also included in our multi-centre membership.

The 400-metre track and infield is the only athletics training facility in Bedfordshire and Hertfordshire outside Bedford to the north and St Albans to the South.

We welcome weekly bookings from Luton Athletic Club, Roots2Rings Running Club, Saints Athletics Club and Stopsley Striders.

There are also more leisurely sessions including buggy fitness and Nordic walking as part of our community activity timetable.

The centre also hosted 20 different school bookings, 14 school sports days and 10 Luton School Games events, plus welcoming local football teams for training and matches.

Stockwood Park Golf Centre

Stockwood Park Golf Centre continued to live up to its reputation as one of the best value and best kept municipal courses in the area.

Its enthusiastic club continues to attract members and its regular competition days are enthusiastically attended with our clubhouse providing a very popular 19th hole.

The centre had particular success attracting increased golf events including both societies from further afield and from local businesses.

Luton Libraries

Over 280,000 visits to our libraries - 188% up on 2021-22.

Over 11,000 active borrowers – 112% up on 2021-22.

Over 76,000 digital issues.

322,000 hard copy books were issued.

17 schools visited over 50 times during the year.

Children and Families

The top activity for children and families remained Bookstart Rhyme Time, followed by Bookstart Story Time. Our libraries also hosted happy baby groups, Family Fun Time, and Library Games clubs, in addition to Summer Reading Challenge events and school visits.

Over 3,100 children attended 321 Bookstart Rhyme Time sessions.

Over 560 children attended 91 Bookstart Story Time sessions.

Highlights of the year

Refreshed children's area with new sensory resources for children with special educational needs and disabilities at the Central Library.

Training for childminders and other professionals from early years settings provided for over 70 local people.

Our team attended the DfE funded Energise Luton holiday camps for children on free school meals to spread the joy of reading.

Outreach activities included sessions for the Park Town Dad's group and sessions at Wardown Arboretum, Stopsley Rainbow Group, Beds Fire Service, CCS Baby Weigh and many more.

The first Luton Literature Festival in September saw the team visiting the Hat Factory to take part in the celebrations.

Baby weighing moved to the Central and Marsh Farm libraries – in partnership with Flying Start.

Warm hubs were established at Luton Central Library, Leagrave and Marsh Farm libraries and at Lewsey Community Centre, supported by the library team.

The Well and Wise centre at Luton Central welcomed more health partners than ever, including Total Wellbeing Luton's Health Checks, Stop Smoking clinics, Women's Aid, The Shaw Trust and Autism Bedfordshire.

The first volunteer Digital Champion joined the library team to support customers using our digital services.

Work with Natural England included setting up green hubs at Luton Central and Stopsley libraries.

Summer Reading Challenge

Nearly 2,000 children joined in the fun to promote reading over the school summer holidays.

314 children and 192 adults attended 29 different sessions around the Gadgeteers theme.

Gadgeteers assemblies in schools reached 5,850 children across Luton in preparation for the Summer Reading Challenge.

There were 2 author events, 2 kinetic science events, 2 Gadgeteers magic shows, 5 Gadgeteers sessions with Explore Learning and 18 craft sessions led by our library team.

Home Library Service

The home library service saw its highest increase in deliveries in the first quarter of the year for nearly four years. It visited readers in their own homes and in care homes in 17 out of 19 wards across Luton.

New partnerships have been established with other local support organisations including Sight Concern and Keech to ensure that we reach as many readers who can't access the library buildings or get online for digital services as possible.

Thriving Communities

The Thriving Communities programme, offering library-based creative activities and an opportunity to socialise, included yoga, pilates, creative crafts and knit and natter.

The programme is part of the wider Luton Social Prescribing offer to support people with nonmedical problems to improve their quality of life and connect with others.

Over 80 sessions were held over the year attended by over 40 regular participants.

Case Study:

Read On Project (The Reading Agency)

Over 2,500 Quick Read books distributed to homeless and vulnerably housed people through 18 different organisations.

Luton Libraries were contacted in November 2022 by The Reading Agency about a fundraising project as part of The Big Give. Luton had been identified, along with four other areas, as having some of the highest levels of homelessness in England.

The Reading Agency's (TRA) aim was to raise £25,000 to donate Quick Reads to each of these library authorities to support those most in need to enjoy the benefits of reading and signpost the broader support that libraries offer people, especially those living with no fixed address. Quick Reads are part of TRA's adult reading work to provide an accessible entry point for those who don't read regularly.

Luton Libraries were delighted to take part and donate the Quick Read books to local homelessness charities and organisations. Each book included a flyer with information about local library services, reinforcing them as warm, safe community spaces and outlining the free range of services and support offered.

At the same time, we removed the need for proof of address to join Luton Libraries as this was a barrier for people with no fixed abode.

The project was successful in cementing positive relationships between Luton Libraries and the homelessness charities and reinforced an appreciation of the importance and benefits of reading for pleasure.

Energise Luton

Energise Luton is Luton's Holiday Activity and Food programme, funded by the Department for Education. It is part of a movement to ensure that children on free school meals enjoy healthy and enriching experiences during the longer school holidays. It's about having fun, making friends, eating together and being active in a huge variety of ways so that there's something for every child or young person.

Activities offered included boxing, athletics, face painting, storytelling, swimming, cook and eat workshops, singing, music, dance and drama, bouncy castles, art and crafts and much more!

We also signposted families in need working in partnership with Luton Council, The Luton Foodbank and The Level Trust.

8,105 free places were made available at the holiday camps across the year.

6,277 spaces were taken up by children on free school meals or from low-income families.

73% of these were primary school children and the remaining 27% were secondary school children and young people who were also able to take advantage of a free gym offer.

155 young people with free gym passes made over 1,100 visits to our gyms during the school holidays, supporting their physical and emotional wellbeing.

15% of children and young people attending had special educational needs and disabilities.

c. 35% of Luton's children who are eligible for and claiming free school meals attended.

118 different camps were provided across Luton with a concentration in our most deprived wards.

We worked with 55 different providers including schools, sports, faith, and community groups, performing arts and dance schools and even childminders.

90 free places provided for children to have half-term swimming lessons following summer camps.

What the children said:

"I have been able to make new friends and reconnect with a friend that I have not seen since primary school".

"This programme has allowed me to go places that I have never been able to go before".

Children were asked: how has Energise Luton helped your confidence?

-"because the teachers were very nice"
-"because I made friends"
-"because I felt nervous and became braver"

Active Education

Our Active Education team of qualified teachers works with Luton's schools to develop PE and physical activity, not just in PE lessons, but also by incorporating physical activity into the whole school day to support children in their overall development.

Professional Development for School Staff

Over 400 learners from schools benefitted from our professional development opportunities.

Case Study:

Foxdell Primary School has an ongoing programme of support from Active Education and, with our help, introduced a new scheme of work for its PE curriculum. As well as running training days for staff, Active Education's team supported Foxdell's teachers to embed high quality teaching in their lessons with great feedback about the expert guidance and friendly support offered.

Courses for Individuals

We have reinstated courses for individual delegates and ran half-day workshops for delivering athletics, gymnastics, and high-quality PE. Gymnastics continued to be the most popular with 30 delegates from 10 different schools attending our courses throughout the year.

Learning Outside the Classroom

Last year saw yet another increase in the number of educational visits being undertaken by schools which reached pre-pandemic levels. 5,364 school visits were approved via the online approval system managed by Active Education, of which 76 were residential and 8 were overseas. Over 161,000 children and young people benefitted from taking part.

School Games

95% of Luton schools engaged in School Games events - 39 primary, 13 secondary and 4 infant.

Over 17,000 children took part in events across 28 different sports. 76% of these children were from diverse ethnicities and 17% had special educational needs and disabilities (SEND).

Over 100 leagues, tournaments and festivals offered.

148 volunteers from clubs, community groups and National Governing Bodies helped support events.

495 young leaders from all secondary schools and Luton Sixth Form College also supported the events.

New opportunities offered included climbing, glow in the dark dodgeball and football, a colour run plus extra targeted opportunities for pupils with additional needs and disabilities.

Case study:

Developing Inclusive Opportunities

In one of our local academies our team delivered two days of sit-volleyball competitions involving children from reception through to year six. Each class was given the opportunity to learn the basic rules of the sport through differentiated games and fun competitions. Pupils thoroughly enjoyed the experience and developed an understanding that, with adaptations, sport and competition can be challenging and enjoyable for everyone, regardless of ability.

Health and Wellbeing within schools

In partnership with Total Wellbeing Luton, Active Education delivers sessions in schools to teach children how to lead healthy lifestyles. This covers subjects such as the importance of physical activity, healthy eating and balanced diet, emotional wellbeing, healthy sleep patterns and managing screen time. The blend of classroom work and practical activities are proving highly engaging. Children are enjoying setting healthy targets and challenges that they can achieve in their own time.

Active Training and Development

Over 1,700 external candidates received training during the year.

29% were under 18 years old. One third were male and two thirds female.

49% were from diverse ethnicities.

The team also supported 11 Active Luton team members with apprenticeships and career development programmes.

The Year's Highlights

Over 1,100 candidates were trained in First Aid.

Over 290 candidates were trained in aquatic and lifesaving skills.

Over 140 candidates completed aquatic rescue courses. 73 of these are working for Active Luton.

47 candidates completed Activity Leadership qualifications. 27 are currently employed with Active Luton.

We also trained over 30 new Mental Health Champions to support our teams.

Community Led Local Development (CLLD)

CLLD is a European Social Fund to target deprived areas with building employment skills.

Most of our work this year concentrated on 18–25 year olds not in employment or education. Our team delivered over 370 interventions to support over 50 candidates, providing training and career development opportunities, working in partnership with other local organisations and charities.

Case study:

Ciaron dropped out of college at 16. He was 22 when an opportunity came up with the Link CLLD programme. Ciaron was living in Mary Seacole assisted accommodation.

Ciaron was introduced to The Princes Trust and was interested in the swimming programme offered by Active Luton. He gained a Level 1 Swim Teacher and Emergency First Aid at Work qualification. He also accessed additional qualifications and training to improve his employment prospects, including volunteering to gain work experience.

"It was hard to find someone who was willing to give me a chance after being out of work for so long, but Active Luton did, the qualifications and training has hugely assisted with this as well as the connection with Active Luton and valuable work experience. I have made new friends and connections by doing so and everyone is so friendly to me."

Ciaran is now working with Active Luton as a Level 1 swimming teacher and an activity leader with the Energise Luton holiday camps.

Health and Wellbeing

Our programmes include:

- Weight Management (adults and children and families)
- Long term conditions and exercise referral
- NHS Health checks
- Making Every Contact Count (MECC) training
- NHS Stop Smoking
- Adult Social Prescription
- Young People's Social Prescription
- High Intensity Use Programme

High Intensity Use Programme

Supporting people to Improve their health, wellbeing, and quality of life.

Our High Intensity Use (HIU) programme has completed its first year with a full complement of Link Workers. The team works with local Primary Care Networks and wider PCN teams, local Community Mental Health Teams and multi-disciplinary teams and partner agencies supporting people who are flagged as having used Accident and Emergency and 111 services more than 15 times in a 12-month period.

The team can dedicate time to working with each person. Problems are often non-medical and can include housing instability, social isolation, loneliness and deprivation, alongside poor physical and mental health.

HIU Link Worker, Amir Hussain:

"The people I meet are usually quite frustrated with visiting A&E as the hospital teams don't have the time to find them the right support. Understandably, they have to prioritise people needing medical treatment.

"That's where HIU programmes are so helpful. There's no time limit on our contact with people and so we can really gain their trust.

"We don't give up on anyone and can help them to get emotional support along with practical advice on housing, finance and job seeking. Whatever it takes."

Adult Weight Management

We supported nearly 200 people to complete an adult weight management course to help them lead a healthier lifestyle.

The Year's Highlights

An expanded service from four to six sessions per week on our 12 week programme.

Delivery across four different locations in Luton.

Inclusion of Talking Therapies through co-delivery of Food for Thought sessions.

Strong working relationship with the Medics Primary Care Network has promoted referrals into the programme.

Case study:

Tom* was living in supported accommodation and was referred to us with a BMI of over 32 and with severely impaired mobility due to his weight. He relied on a walker to move around.

Tom attended weekly sessions at Lea Manor Recreation Centre, taking part in tailored activity sessions and nutritional workshops to improve his understanding of healthy eating and lifestyle habits.

Tom no longer needs his walker and there's a dramatic improvement in his physical health and mobility. This has also impacted positively on his self-confidence and independence. Tom's family are so impressed by his progress that they have bought him some gym equipment to keep up the good habits.

Tom's feedback was that the programme was a 'great experience', and he is committed to continuing to live a healthier lifestyle.

*Names have been changed for confidentiality.

Child and Family Weight Management

The team supported nearly 100 children in the community and in schools to complete healthy lifestyles courses.

Case Study:

Helping Luton's Children Lead Healthier Lifestyles

Unfortunately, Luton's childhood obesity rates are among the worst in the country. To try to encourage healthier habits, the team introduced a schools Cook and Eat Programme to broaden its reach across the community.

Cook and Eat involves teaching children how to cook easy, home-made meals alongside education about what foods should be prioritised in their day-to-day diet. Groups of 8 to 12 children take part over 5 weeks. Some schools have also worked with parents and carers to ensure the learning continues at home. Most importantly, the aim of the programme is to teach children that cooking can be fun and encourage them to try new things at home.

"It's been great, and we can't wait for the team to re-join us for a second round at the end of April!' Family worker from St Joseph's Primary School."

NHS Health Checks

The NHS Health Checks programme faced challenges re-establishing access to eligible customers after the pandemic. However, the team has made progress in improving access to Health Checks. The team established partnerships with employers across the town to take NHS Health checks to work places to improve accessibility and uptake.

Making Every Contact Count (MECC)

The team has seen more engagement with MECC training with the introduction of an online option as well as face to face where possible. Monthly online sessions are now available for companies to promote to their employees, allowing them to complete the one-hour training with minimal disruption to working patterns.

Long Term Conditions and Exercise Referral

The past year saw a focus on re-establishing key partnerships following the pandemic. These included mental health in-patient wards, the Keech team and the Luton and Dunstable University Hospital stroke ward team.

We also merged our Exercise Referral programme with our Long-Term Conditions programme to create an improved, seamless pathway for people to access support, especially those with multiple conditions.

The Year's Highlights

We supported 453 people to complete exercise courses for long term conditions including cancer, stroke, and neurological conditions.

345 people completed an exercise referral course.

Our annual stroke networking event at Inspire Sports Village welcomed health professionals and patients during Make May Purple for stroke awareness to educate and improve partnership working for stroke patients in Luton.

Our timetable of classes for people with long-term conditions expanded to support increased referrals during our busiest year ever.

Other community sessions have been introduced including sessions at the Hindu lunch club, sessions in sheltered accommodation and at Lewsey Community Centre and the Independent Living Centre.

Weekly sessions linked to GP surgeries were introduced for targeted groups of patients.

An exercise class for Keech patients at Lewsey Sports Park now provides a managed introduction to the wider long-term conditions offer.

A partnership was developed with the University of Bedfordshire working with GPs to support people over 65 to access activities to improve their strength and balance, including swimming and dance.

Our Hydra Health aquatic rehab programme was expanded to support the volume of referrals.

Stop Smoking

933 quits achieved.

Our Stop Smoking progamme quitters have reported improved wellbeing and quality of life and a reduction in doctors' appointments for smoking-related health problems. The team's dedicated Stop Smoking advisors support people on their journey and advise on a strategy that will work best for them including offering a choice of medications and locations for clinics.

New year, Stoptober and No Smoking Day in March are key dates when we promote Luton's Stop Smoking service, providing an impetus for people to self-refer and take the first step to feel the multiple benefits of a smoke-free life.

Our Stop Smoking Success

Luton is the second highest in England for carbon monoxide verified four-week quits – the Isle of Wight is first, making Luton the best performing in the East of England and in the Bedford, Luton, and Milton Keynes area.

Adult Social Prescription

2,500 people engaged with our Social Prescription Service.

Over 90% of clients reported a reduction in visits to their GP.

Social Prescribing aims to provide non-clinical interventions for people whose health is impacted by social and environmental factors to help provide better outcomes for patients and reduce the demand on primary and secondary care.

Our adult social prescribing service includes our own team of Link Workers working across all six Primary Care Networks (PCNs) in Luton with a Link Worker also working exclusively with Luton's new eQuality PCN.

Referrals come from multi-disciplinary healthcare teams or via direct requests for support from care coordinators, nurses, psychiatrists and voluntary, community and social enterprise (VCSE) colleagues.

The team now works with around 80 partners across Luton to help them support clients in a wide variety of ways. These include many diverse organisations and groups from bowling to yoga, the Disability Resource Centre to Penrose Roots (Social Interest Group), the Alzheimer's Society to Autism Beds, the Luton All Women's Centre to the Salvation Army – and many more!

Case Study:

Sultana married young and assumed a traditional family role including caring for others. Over the years her health had deteriorated, and she had gained weight. Sultana was referred for Social Prescription and the team supported her with wellbeing advice and a three-month gym membership.

As a hijab-wearing Muslim, Sultana had not considered joining a mixed-sex gym. But after only a few sessions Sultana felt very supported and started really enjoying doing regular physical activity. She had arthritis in her knees and found that gym-based strength training improved her condition considerably.

Sultana's confidence grew and she joined a local running group and started increasing the distance of her runs. In October 2022 Sultana completed the London Marathon.

"Three years ago, I couldn't imagine entering a gym let alone running a marathon. I can truly say this journey has changed my life for the better."

"I have dropped a dress size and lost two inches off my waist. Most importantly I am much healthier and happier with my life now."

"Thank you, Naz, for introducing me to the world of fitness."

Children and Young People's Social Prescription

169 children and young people supported during the year.

Life Hacks, our Young Persons Social Prescription programme, is aimed at children and young people aged 11 to 18 who would benefit from additional support to improve their health and wellbeing, social isolation, or financial hardship.

Dedicated Link Workers provide support and coordinate up to 12 weeks' access to community activities - this might be physical activity, social or support groups, creative groups, education or training opportunities or advice from specialist services.

Case study:

Paul* was an 18-year-old referred to the service by his GP for low mood and sadness. He explained that he had felt this way for several years, but that it had become worse since leaving school. He was attending college, but comfort ate and stayed up late playing video games.

Paul's Link Worker built a rapport with him, and they discussed his feelings and also some goals for him. Coping strategies included journaling to verbalise his feelings, building structure into his day and prioritising some exercise – he enjoyed cycling. Paul was also supported with resources including links to Young Minds and wellbeing webinars.

Paul found that regular cycling and better sleep patterns helped him to become more active and he also found that being outside had a positive impact on his mind-set.

Paul finished college feeling positive and looking forward to a job he had secured for the summer. He discussed future goals and career aspirations with his Link Worker who was able to support with information for him to follow up.

*Names have been changed to protect identity.

Volunteers

Volunteers can increasingly support us in our aim to improve the health and wellbeing of Luton and, in turn, provide local people with opportunities to give back and, in many cases, to gain experience to help them progress into paid employment.

We are placing an increasing emphasis on volunteer engagement and are developing a digital volunteer platform.

In the past year we welcomed volunteers in Luton Libraries, at our golf centre, in our training team and on our Energise Luton holiday camps. Over the last year, we've had approximately 100 volunteers supporting the organisation.

Case study:

Derrick has been volunteering with Active Luton since June 2022. Derrick is 70 and had previously volunteered with St John's Ambulance Service, The Ramblers Society, the Air Cadets and in local schools.

After a 3-year break from volunteering, he approached Active Luton to offer his time and skills. Our training team were delighted to welcome Derrick who has been supporting the team to deliver first aid awareness sessions in schools and accredited first aid courses.

"I am passionate about supporting people to learn this valuable life skill and get great enjoyment in seeing people gain the knowledge and skills that could save a life. I have volunteering in my blood with over 40 years of volunteering experience. I enjoy being active and being part of something, and to be able to give back to the community. I feel that first aid is a life skill, and everyone should be able to do first aid/ CPR."

"Volunteering also allows me to get out of the house, it gives me social interaction with other of all ages."

"I come in and help set up the course with the tutor, support the tutor with delivery and support the candidates to learn the skills. After the course has finished, I will help the tutor with the cleaning of the manikins and putting away equipment."

Case Study:

Maintenance Mates is a hybrid volunteer/work scheme for local people with learning difficulties. Last year our Estates Team benefitted from 8 Maintenance Mates supporting with sweeping, cleaning, clearing and general tidying around our centres across Luton, helping to make those vital good first impressions for our team and customers.

Environment and Sustainability

In support of Luton Council's Luton 2040 strategy, with one of its key aims being to make Luton a carbon neutral town, we have included conducting our business in an environmentally sustainable manner as one of our own priorities in our strategy for 2023-28.

During the past year we have reviewed and strengthened the Active Luton environment policy and embedded it across the organisation, including nominating Active and Sustainable Travel and Green Champions among our teams.

We have also undertaken significant groundwork, including decarbonisation and light surveys and the installation of a data logging system at our biggest energy user, Inspire: Luton Sports Village, all with the aim of informing an action plan to reduce energy usage.

Be Active Beds - Our Active partnership

2022-2023 presented Be Active with numerous challenges and opportunities. We were able to work through our revised staffing structure and complete the recruitment to key roles to enable us to move forwards with our ambitions outlined in our Moving Forwards Together Strategy. We also recruited two additional Board members to our team. Again, this was done in partnership with stakeholders, like the Activity Alliance, so that we could recruit individuals with a shared understanding of the challenges we face supporting those who need the most support to be active.

After a decade of operating as Team Beds and Luton, we took the decision to rebrand and adopt our new name, Be Active. The aim was to revitalise our image and better align with our mission and values of collaboration, inclusion, and ambition.

Our Impact Report demonstrates our work in 2022-2023 as we strive to ensure movement is part of everyone's day-to-day life, as we address the inequalities around access to physical activity across Bedfordshire.

Here is a small selection of our work during this period:

Crowdfunding

We supported community clubs to raise £176,000 of new funds into Bedfordshire. The partnership, entitled 'Active Together' and 'Places and Spaces' encourages community clubs and organisation to establish, with the support of Crowdfunder, a crowdfunding scheme to raise funds that support the organisation. Sport England have committed to match funding pledged fundraising targets on any approved schemes up to a maximum of £10,000.

Together Fund

We supported 44 organisations, investing over £180,000 in projects to support those from culturally diverse communities, those living in areas of deprivation, those with disabilities and long-term health conditions. Our impact report provides several case studies.

Active Environments & Climate Change

We have played a leading role in the development of two Unitary Authority Outdoor Playing Pitch and Indoor Built Facilities strategies together with overseeing the delivery of the ECB commissioned Cricket East Facility Strategy for Bedfordshire and Huntingdonshire including involvement in the consultation sessions for the urban cricket section. We chair the Luton Sport & Physical Activity Environments group and are developing our influence over the build environment and how that is developed.

Be Active is an organisation dedicated to fighting climate change in the UK. We are changing our culture to reduce carbon emissions and promote sustainable practices. Active Luton has created an Environmental Sustainability plan and appointed champions to promote local plans and interventions. Be Active is also using social media and World Earth Day to promote its work, as well as promoting the Sport England small grant scheme.

Children & Young People

Our Children and Young People Strategy aims to inspire children and young people to be physically active for life through safe, positive experiences of daily activity and competition. Full details of our strategy covering this area of work together with the full set of outputs are available from the impact report on our website.

Highlights include:

- 2,416 students from 321 teams engaged across 9 sports in 45 competitions.
- The Paralympic Festival engaged 713 SEND pupils from 28 schools.
- 292 pupils engaged in workshops, conferences, and leadership programmes.
- The Commonwealth games programme engaged 13,120 pupils from Key Stage 2 in this cross curricular programme across the county.
- The Commonwealth Games Festival programme had 375 young people participate on the day. 270 were female and 105 were male. 56 were SEND and 123 were from culturally diverse communities.
- £85,160 has been invested in 2022 and 2023 for community-based projects to engage more children and young people to be active.

Be Active Local

Be Active Local is our place-based approach to tackling inequalities and reducing inactivity in specific areas across geographical Bedfordshire. This approach seeks to identify what is strong in the areas and then recognise the need of communities to engage more people in an active lifestyle. Working in partnership with the respective local authorities, Be Active Local involves those living and working in the target areas. Last year saw the launch of this initiative in Sandy. We will shortly be introducing this work in Bedford.

Tackling Health Inequalities - Digital Literacy

Our revised and updated workshop helping people become physically active was successfully relaunched. We have had an increase in attendance from people working for various organisations across the county including, public health the NHS and many voluntary and community organisations.

We continue to support and develop leaders within our diverse communities we serve. Building capacity within the communities is key to helping us understand and tackle the barriers faced by the inactive. We have delivered multiple Emergency First Aid Award Level 3, Safeguarding, and Protecting Children and Introduction to Unconscious Bias for Sport and Physical Activity this year. To build our relationship with Bedfordshire's LGBTQ+ community, we have also worked in partnership with the East London NHS Foundation Trust and Rainbow Bedfordshire to deliver a Supporting Transgender Students in PE workshop to local schools and sports clubs.

Tackling Health Inequalities – Live Longer Better

We continue to work across our systems to change the way people perceive ageing and ensure there are opportunities for older members of our community to be active. Over the last 12 months we have been working alongside partners to spread the message that it is never too late to get active and to try and increase the amount of provision for older people across Bedfordshire to participate in. Through the Together Fund we have supported organisations to be able to deliver more accessible sessions for older people, some examples of sessions that have been funded include, wellbeing walks, an exercise clinic and a class focusing on the management of arthritis through physical activity.

Financial Headlines	**£**
Income	**000's**
Sport England Grant Funding	592.1
Local Authority Donations & Services	7.0
Project Development & Delivery	82.1
Training & Other Services	30.7
Sub total	711.9
Expenditure	**000's**
Staffing & Subcontractors	329.9
Staff Training	2.1
Marketing	14.7
Operating Costs	62.0
Workforce Training & Development	11.8
Children & Young People Projects	205.2
Tackling Inequalities Projects	159.3
Moving Communities Project	5.6
Sub total	790.6
Deficit	**(78.7)**

A deficit was reported due to delayed receipt of Together Fund Income of £119K received and accounted for in the following financial year. These funds were allocated from the Tackling Inequalities funding stream.

Financial review

Active Luton fundraising activities

In the past year we have made a surplus from our activities amounting to £681,912. In the previous financial period, we had made an operating surplus of £885,175. The strong financial surplus this year is a significant achievement. The surplus is a result of the business continuing to be well managed, cost control being key, the range and diversity of services that the organisation offers, and high quality support from effective management and back-office.

Incoming resources for the whole organisation have slightly increased to £14,661,835 (£14,253,599 in 2022). Note in 2022 significant grant income was included such as the National Recovery Funding and the Kickstart programme. Maintaining an overall income level of £14.6m is as a result of other earned income and activities increasing back to pre covid levels, consolidation of new income streams and increased delivery under health and other programmes. The donation received from the Luton Rising remained constant during this two-year period with Active Luton effectively managing increased costs out of other activity.

The main trading income continued to increase during the year as full post covid recovery was achieved. Membership numbers by March 2023 reached 98% of pre-covid levels, with the Learn to Swim programme numbers and income continuing to grow. Active Luton prides itself on offering high quality swim teaching at affordable prices and this has continued to result in increasing demand on this programme.

Total resources for 2022/23 increased to £13,979,923 (£13,368,424 in 2022). This includes the increase in staff costs as annual pay rises were again awarded. Increased staffing was needed at sites where income had fully recovered to support the busy sites. The Energise Programme continued to expand with further delivery by partners with funding delivery costs managed by Active Luton. Lewsey Pool was open for a full year during this period.

Due to the financially secure position, Active Luton was pleased to be in the position to make a winter allowance payment to all contracted team members (Active Luton Terms & Conditions) aiming to help ease the financial pressure on some of our team members last winter.

The balance on the restricted fund as at the year ended 31 March 2023 is £157,746 (2021/22: £236,527). The total unrestricted fund now shows a surplus of £5,507,627 (2021/22: £4,747,660).

Principal Funding Sources

The parent charitable company obtains a donation from Luton Rising, which this year totalled £2.5m. This includes over £1.1m of donation to support the library services specifically.

Luton Borough Council continued to provide some support services to the charity which has now reduced to include Human Resources advice and payroll only. Payroll services have been transferred to another provider as at February 2023.

The Public Health contract subcontracted from Turning Point continued, with income of £1.2m for the core contract.

Grant income reduced significantly during the year. The National Leisure Recovery Fund, the Kickstart scheme, Covid support grants, Furlough all include in the prior year amounted to £1.2m. Much of this income was specially aimed at our leisure sites and supporting recovery During the past year, it has been key to grow our income streams back to pre covid levels or higher to manage the higher cost bases that the organisation is running at.

£1m was again received from the DfE, via Luton Council, to run the Energise Holiday and Food camps. This money supported pupil premium children across the town in 6 main camps within Active Luton but also many more delivered through our partners working with us on our programmes. Increasing numbers of children attended these camps which again have been highly successful in feeding children during the school

Our highest income is from running our leisure facilities and income significantly increased for memberships and our Learn to Swim programmes. The gym extension at Inspire was completed which has allowed growth in membership numbers to be targeted and has increased the women's only offer now there is extra physical capacity.

Price increases were reintroduced where possible to work towards helping Active Luton cover an increasing cost base. Concessionary prices though remain unchanged to continue to support engagement in the relevant groups in our community. We also now offer our Go4Less advantage card free to further support those groups in most need.

The charity operates from buildings and uses equipment leased at peppercorn rents from Luton Borough Council. No adjustment has been made to bring in the market value of those rents and equipment lease charges at a cost along with the corresponding adjustments to grants received.

Reserves Policy

The Board reviews the reserve policy on an annual basis to ensure that the reserves are maintained at a level that is consistent with the group having sufficient funds to operate at its planned activity levels, taking into account the various financial risk factors that have been identified. The target is to operate with reserves at a level that equates to between one and three months of future anticipated operating costs plus the net book value of fixed assets funded out of reserves. The aim is to hold a minimum reserve value of £1.1m.

Free reserves held at the year-end (excluding fixed assets) are in line with the target of 3 months of expenditure and will be held to support the organisation through the next few years. This level of reserves would allow us to meet our employee and other committed costs for three months. This would allow us to be able to make key strategic decisions in the event of unplanned scenarios that would significantly affect the trading position.

The expected significant increase in utilities and pressure on pay rises continues to affect the finances in the immediate future and the reserves held will help support the organisation throughout this period. What is key is to still be able to invest in our teams and our facilities to be able to ensure we can deliver our new strategy.

The Board also plans to use the reserves where necessary for future investments and to support the organisation to maintain and grow its customer base and services. This year a designated reserve of £1.25m has been held. This is specifically to support the works and equipment necessary to ensure success of the Inspire extension. The start of this project has been delayed, but funding will be needed to ensure we fully maximise our income growth from the use of this extra space. We also are considering and planning for key energy saving capital projects that not only helps to support Luton's net zero targets and our own environmental strategies but looks to save increasing energy revenue costs. Some of these projects are anticipated to start in the current financial year.

Future Plans

Our new 5-year strategy was finalised and launched in April 2023. This 5-year plan has 6 key priorities:

1. Supporting children in our communities to get the best start in life.
2. Supporting the wellbeing of our community.
3. Developing silks and lifelong learning.
4. Developing further as a great place to work.
5. Strengthening financial viability and sustainability.
6. Conducting our business in an environmentally sustainable manner.

The strategy will be converted into more detailed annual plans each year with different executive directors being accountable for the different areas of delivery. This is then regularly fed back to the main trustee board.

We have successfully tendered for the operations of the library service and have recently been awarded a longer term contract through to March 2030. The existing contract terms are to January 2024. The Turning Point subcontract from Public Health, originally due to expire in March 2023, has now been extended for a further 2 years to March 2025. Along with this, funding for different health work continues to grow, particularly in areas of Social Prescription and Link Work support. Also, further work contributing to the Family Hub programme is now a key part of delivery. The Energise programme has now been secured with confirmed funding from Government for another 2 years. All these activities involved further management to increase volumes and service to exceptionally high standards and increasing engagement under all these programmes and delivering against agreed targets will be the priority.

A key area for managing ongoing costs was renewing our utility contacts at affordable rates. By careful management and purchasing we have secured contracts at a manageable level although far in excess of historical costs. These contracts now give some certainty to allow budgeting and managing of these costs.

Continued investment in sites is key with investments in gym equipment at several sites planned for the next year. This maintains our high-quality offer to our customers. Investment is to continue in energy saving initiatives with solar solutions at some of our sites now being investigated. Future sources of funding are being considered for further energy saving capital initiatives.

Risk management continues to be a priority.

Clear succession planning for the trustee board has also been discussed and recent changes to our articles outlines a clear ongoing plan.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Active Luton is a company limited by guarantee incorporated on 20th May 2005, governed by its Memorandum and Articles of Association that were recently revised in July 2023. It is a registered charity with the Charity Commission. In the event of the parent charitable company being wound up members are required to contribute an amount not exceeding £1. This liability remains for one year after ceasing to be a member in respect of debts incurred whilst a member.

Recruitment and appointment of new trustees

As set out in the Memorandum and Articles, there shall be at least sixteen and a maximum of eighteen trustees comprised of:

- up to three Local Authority trustees; and
- up to fifteen Ordinary trustees
- provided that at least 25% of the Trustees at any one time shall be independent Trustees.

Candidates for the office of an Ordinary Trustee shall be appointed by the Board following an open, formal, publicly advertised and transparent selection process by the nominations committee, taking account of the individual's ability, experience and expertise.

Organisation

The Board of Trustees, which can have up to 18 members, administers the charity. The Board normally meets quarterly and there are sub-committees covering Be Active; Finance, Audit & Risk, Marketing, Health & Safety and HR. The trustees appoint the Chief Executive to manage the day-to-day operations of the charity. To facilitate effective operations, the Board delegate the day-to-day operation of the charity to the Director Leadership Team consisting of the following officers:

- Chief Executive
- Director of Finance & Resources
- Director of Group Operations
- Director of Learning & Skills
- Director of Marketing & Business Development
- Director of Community, Health & Wellbeing
- Director of People & Culture
- Director of Be Active

Induction and training of new trustees

Training is provided as soon as practicable after appointment, including visits to facilities and meetings with key management personnel. Trustees are encouraged to attend training events which facilitate the undertaking of their role. Briefings are also provided as relevant.

Related parties

None of our trustees receive remuneration or other benefit from their work with the charity.

The following organisations represent the group's related parties:

- Luton Rising provides a donation which represents approximately 18% of total income.
- Luton Borough Council provides some support services and nominates three trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Active Luton holds a current risk register which is fully rewritten annually by the senior executive team and then has ben reviewed and approved at Board Level. This risk register scores the level of risk which are then ranked. The top 10 risks are allocated to the management team as owners who ensure the risks are mitigated with scoring updated on a regular basis, from monthly to annually depending on the level of risk.

During the year, the length of future contracts is being discussed and assessed as something that could impact Active Luton's ability to continue to contribute to the health and wellbeing of Luton's community. A successful extension of the current Healthy Lifestyles contract was agreed during the year. The uncertainty of the future of the library contract though has run throughout the year.

Other key risk during the year with work being undertaken to mitigate was the rising cost of utilities. Key measures are being worked on within the whole organisation to reduce energy usage to support Luton's net zero targets alongside a key purchasing strategy to ensure we are paying fair prices.

The current method of review of the risk by the executive team has been established with highly scored risks now monitored and addressed on a monthly basis. Key risks now include uncertainty of disposable income in the current economic climate.

Public Benefit

The trustees of the group have considered the Charity Commission's guidance on public benefit.

There are two main principles of Public Benefit:

1) There must be an identifiable benefit or benefits.
2) The benefit must be to the public or section of the public.

Within each there are sub principles:

a) It must be clear what the benefits are.
b) The benefits must be related to the aims.
c) Benefits must be balanced against any detriment or harm.
d) The beneficiaries must be appropriate to the aims.
e) And, where the benefit is to a section of the public the opportunity to the benefit must not be unreasonably restricted.

Each of the objectives of the group are for the public benefit and the charity continues to achieve its objectives as demonstrated through the increased utilisation of the services provided by each facility as well as increased outreach programmes.

Activities provided include support for the community through:

- Programmes supporting physical, mental, and emotional wellbeing are provided under the Total Wellbeing brand.
- Employment programmes with partner organisations such as Luton Adult Community Learning
- Programmes for disabled people, including tackling inequalities fund
- Library services extend a community offering for various groups and a public service.
- Extensive work with schools to help achieve the objectives associated with the PE Premium funding as well as supporting the provision of high quality PE and school sport within and beyond the National Curriculum.

The charity also demonstrated increased activity in support of specific targeted groups such as women, ethnic minorities and the disabled.

The charity gives consideration to the affordability and accessibility of the services it provides through offering concessionary prices for those on low incomes.

Employment of disabled persons

Active Luton employed an average of 224 (FTE) employees in FY23 (FY22 214). Through its equality policy, the Company seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Active Luton is committed to employment policies which follow best practice, based on equal opportunities for all employees, irrespective of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Active Luton operates a fair recruitment policy and gives full and fair consideration to applications for employment from people with disabilities, having regard to their particular aptitudes and abilities. We do not condone or tolerate any form of discrimination in our recruitment or employment practices.

Our policies and procedures fully support our disabled colleagues.

Active Luton is responsive to the needs of its employees. As such, should any employee become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible. To ensure equity and fair access to career and personal/professional development opportunities, training opportunities are provided that reasonably accommodate a disabled employees needs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Engagement with employees

Regular communications are ongoing provided to our employees and volunteers. A regular monthly newsletter is issued to all staff and other announcements are delivered to all employees as and when. Regular communications give updates on the Charity's progress and managers regularly touch base with their own teams. A staff intranet has recently been launched and while not accessible by all the teams, this further helps with communication within the organisation.

In addition, our staff are encouraged to speak out and express views and employees are welcome to join the employee Feedback Forum. This forum is held at a minimum every quarter, where representatives from all areas of the organisation come together and discuss issues and ideas with the Chief Executive and Director of People & Culture.

Weekly Huddle communications are also cascaded from the Director team down on a weekly basis.

The Director of People and Culture's key responsibility is to work towards an overall people strategy and support our overall aim of making Active Luton an employer of choice and being a great place to work. This has been identified as a key objective in our recently launched 5-year strategy.

Our training team works hard to ensure all training requirements are met and we excel at continuing to develop and give our teams ongoing opportunities.

Our Going the Extra Mile scheme recognises outstanding achievement with nominations received across the company.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Active Luton for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and 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, Crowe UK LLP, appointmented at the Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 25/10/2023 and signed on the board's behalf by:

K Poulton - Trustee

Gagandeep Kashyap - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ACTIVE LUTON

Opinion

We have audited the financial statements of Active Luton (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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.

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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ACTIVE LUTON

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

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

- Enquiry of management, those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff and the board of trustees to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our 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. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Stephen Mason BSc FCA (Senior Statutory Auditor)
for and on behalf of FKCA Limited
Statutory Auditor

Date: 04/12/2015

260 - 270 Butterfield
Great Marlings
Luton
Bedfordshire
LU2 8DL

ACTIVE LUTON

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds - Be Active £	Restricted funds - other £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	3,039,362	661,114	130,489	3,830,966	4,749,248
Charitable activities						
Charitable activities	5	10,347,633	47,791	37,025	10,432,449	9,262,097
Other trading activities	3	376,003	-	-	376,003	235,073
Investment income	4	22,237	181	-	22,418	7,181
Total		13,785,235	709,086	167,514	14,661,835	14,253,599
EXPENDITURE ON						
Commercial operations	6	425,153	-	-	425,153	270,213
Charitable activities	7					
Charitable activities		12,600,111	787,867	166,793	13,554,771	13,098,211
Total		13,025,264	787,867	166,793	13,979,923	13,368,424
NET INCOME		759,971	(78,781)	722	681,912	885,175
Transfers between funds		-	-	-	-	-
Net movement in funds		759,971	(78,781)	722	681,912	885,175
RECONCILIATION OF FUNDS						
Total funds brought forward		4,747,660	236,527	-	4,984,186	4,099,012
TOTAL FUNDS CARRIED FORWARD		5,507,631	157,746	722	5,666,098	4,984,187

CONSOLIDATED BALANCE SHEET
for the Year Ended 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds - Be Active £	Restricted funds - other £	2023 Total funds £	2022 Total funds £
FIXED ASSETS						
Tangible assets	15	1,012,967	-	-	1,012,967	806,738
		1,012,967	-	-	1,012,967	806,738
CURRENT ASSETS						
Stocks	17	35,774	-	-	35,774	26,237
Debtors	18	807,425	14,324	-	821,749	1,378,402
Cash at bank and in hand		6,200,872	266,513	41,207	6,508,592	5,963,460
		7,044,070	280,837	41,207	7,366,114	7,368,099
CREDITORS						
Amounts falling due within one year	19	(2,309,025)	(123,091)	(40,485)	(2,472,602)	(3,000,650)
NET CURRENT ASSETS		4,735,045	157,746	722	4,893,513	4,367,449
TOTAL ASSETS LESS CURRENT LIABILITIES		5,748,012	157,746	722	5,906,480	5,174,187
PROVISIONS FOR LIABILITIES	20	(240,382)	-	-	(240,382)	(190,000)
NET ASSETS/(LIABILITIES)		5,507,631	157,746	722	5,666,098	4,984,187

CONSOLIDATED BALANCE SHEET - continued
31 MARCH 2023

	Notes	2023 Total funds £	2022 Total funds £
FUNDS	21		
Unrestricted funds:			
General fund		4,498,011	4,437,660
Designated fund - Future capital expenditure		500,000	500,000
Designated fund - Energy saving capital initiative		750,000	-
Designated fund - Sinking fund		(240,382)	(190,000)
		5,507,631	4,747,660
Restricted funds:			
Restricted fund		722	-
Be Active (formerly team Beds Luton)		157,746	236,527
		158,468	236,527
TOTAL FUNDS		5,666,098	4,984,186

The financial statements were approved by the Board of Trustees and authorised for issue on 28th October 2023 and were signed on its behalf by:

K Poulton - Trustee

Gagandeep Kashyap - Trustee

CHARITABLE COMPANY BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds - Be Active £	Restricted funds - other £	2023 Total funds £	2022 Total funds £
FIXED ASSETS						
Tangible assets	15	994,224	-	-	994,224	780,485
Investments	16	1	-	-	1	1
		994,225	-	-	994,225	780,486
CURRENT ASSETS						
Debtors	18	1,112,178	14,324	-	1,126,502	1,608,086
Cash at bank and in hand		6,167,836	266,513	41,207	6,475,556	5,509,064
		7,280,013	280,837	41,207	7,602,058	7,117,150
CREDITORS						
Amounts falling due within one year	19	(2,295,029)	(123,091)	(40,485)	(2,458,606)	(2,984,897)
NET CURRENT ASSETS		4,984,984	157,746	722	5,143,452	4,132,254
TOTAL ASSETS LESS CURRENT LIABILITIES		5,979,209	157,746	722	6,137,676	4,912,740
PROVISIONS FOR LIABILITIES	20	(240,382)	-	-	(240,382)	(190,000)
NET ASSETS/(LIABILITIES)		5,738,827	157,746	722	5,897,295	4,722,740

CHARITABLE COMPANY BALANCE SHEET - continued
31 MARCH 2023

	Notes	2023 Total funds £	2022 Total funds £
FUNDS	21		
Unrestricted funds:			
General fund		4,729,213	4,176,217
Designated fund - Future capital expenditure		500,000	500,000
Designated fund - Energy saving capital initiative		750,000	-
Designated fund - Sinking fund		(240,382)	(190,000)
		5,738,831	4,486,217
Restricted funds:			
Restricted fund		722	-
Be Active (formerly team Beds and Luton)		157,742	236,523
		158,464	236,523
TOTAL FUNDS		5,897,295	4,722,740

The financial statements were approved by the Board of Trustees and authorised for issue on 25 October 2023 and were signed on its behalf by:

K Poulton - Trustee

Gagandeep Kashyap - Trustee

ACTIVE LUTON

CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	1,056,090	1,134,247
Interest paid		-	(5,611)
Net cash provided by operating activit		1,056,090	1,128,636
Cash flows from investing activities			
Purchase of tangible fixed assets		(534,376)	(348,012)
Sale of tangible fixed assets		1,000	-
Interest received		22,418	7,181
Net cash used in investing activities		(510,958)	(340,831)
Cash flows from financing activities			
Loans repaid in year		-	(500,000)
Net cash provided by financing activities		-	(500,000)
Change in cash and cash equivalents in the reporting period		545,132	287,805
Cash and cash equivalents at the beginning of the reporting period		5,963,460	5,675,655
Cash and cash equivalents at the end of the reporting period		6,508,592	5,963,460

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	681,912	885,175
Adjustments for:		
Depreciation charges	328,146	295,201
Profit on disposal of fixed assets	(1,000)	-
Interest received	(22,418)	(7,181)
Interest paid	-	5,611
Sinking fund	50,382	15,000
Decrease/(increase) in stocks	(9,536)	(15,681)
Decrease/(increase) in debtors	556,780	(503,340)
Increase/(decrease) in creditors	(528,175)	459,462
Net cash provided by operations	1,056,090	1,134,247

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22	Cash flow	At 31.3.23
	£	£	£
Net cash			
Cash at bank and in hand	5,963,460	545,132	6,508,592
Total	5,963,460	545,132	6,508,592

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of consolidation

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. The financial statements have been prepared under the historical cost convention.

These financial statements consolidate the results of the charity and its wholly owned subsidiary Active Luton Enterprises Limited on a line by line basis. A separate statement of financial activities and income and expenditure account are not presented for the charity itself following the exemptions afforded by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The presentation currency of the financial statements is the Pound Sterling (£).

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

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.

The following policies are applied to particular categories of income:

a) **Grants (including government grants) and donations**

- Income received by way of grants and donations is included in full in the Statement of Financial Activities when receivable.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

b) **Trading activities**

Incoming resources from commercial trading activity are accounted for when earned.

c) **Investment income**

Investment income is included when receivable.

d) **Charitable activities**

Incoming resources from charitable activities are accounted for when earned.

All income is stated after trade discounts, other sales taxes and net of VAT.

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.

1 ACCOUNTING POLICIES - continued

Expenditure

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Raising funds

The costs of generating funds consist of fundraising and trading expenses.

Charitable activities

Charitable expenditure comprises of those costs incurred by the group in the delivery of its activities and services for the beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature to support them.

Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Allocation and apportionment of costs

Overhead and Support Costs have been allocated between Charitable Activities and Governance Costs. Costs which are not wholly attributable to an expenditure category have been apportioned based on the activity to which they relate.

Tangible fixed assets

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

Leasehold property improvement	- the lower of 10%
Sports equipment	- 20% on cost
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 20% on costs (laptops treated as revenue expenditure)

Where the length of the remaining life of the lease is less than any of the above, the asset is written off over the shorter time period.

Items of equipment are capitalised where the purchase price exceeds £5,000. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Expenditure account each year as the ownership of those assets is not retained. This policy will be reviewed on a 3 year basis.

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets and depreciated over the shorter of the lease term and their useful lives. Obligation under such agreements are included in creditors net of the finance charged allocated to future periods. The finance element of the rental payment is charged to the profit and loss account to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Stocks

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

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds have been set aside out of general funds as shown in the notes to the financial statements.

Further explanation of the principle funding sources is included in the trustees report.

1 ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution scheme. The pension cost is charged to the statement of financial activities.

2 DONATIONS AND LEGACIES

	2023	2022
	£	£
Grants/Donations	3,830,966	4,749,248

3 OTHER TRADING ACTIVITIES

The wholly owned trading subsidiary Active Luton Enterprises Limited (company number 05509883), which is incorporated in the United Kingdom (registered office 2nd Floor, Apex House, 30-34 Upper George Street, Luton, Bedfordshire, LU1 2RD), donates all of its profits to the charity by gift aid. Active Luton Enterprises Limited operates the bars and catering facilities at Active Luton's centres. The charity owns the entire issued share capital of ordinary shares of £1 each. A summary of the trading results is shown below.

Any profits are gifted to Active Luton.

	2023	2022
	£	£
Turnover	368,917	235,073
Cost of sales & administration costs	(418,067)	(270,213)
	(49,150)	(35,140)
The assets and liabilities of the subsidiary were:		
Fixed Assets	18,744	26,253
Current Assets	77,067	48,199
Current liabilities	(327,006)	(256,497)
	(231,195)	(182,045)
Aggregate share capital & reserves	(231,195)	(182,045)

4 INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	22,418	7,181

5 INCOME FROM CHARITABLE ACTIVITIES

Activity		2023 £	2022 £
Use of sports facilities	Charitable activities	5,861,981	4,795,563
Coaching and education	Charitable activities	345,899	420,704
Delivery of library services	Charitable activities	704,026	680,417
Miscellaneous	Charitable activities	368,344	366,886
Government grants	Charitable activities	-	148,999
Delivery of health services	Charitable activities	1,708,957	1,445,169
Delivery of energise camps	Charitable activities	1,337,750	929,278
Support services	Charitable activities	105,491	475,081
		10,432,449	9,262,097

Government grants

Government grants received, included in the above, are as follows:

	2023	2022
	£	£
Coronavirus Job Retention Scheme (CJRS)	-	148,999
	-	148,999

6 COMMERCIAL OPERATIONS

Other trading activities

	2023	2022
	£	£
Commercial trading operations	425,153	270,213

7 CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Grant funding of activities (see note 9)	Support costs (see note 10)	Totals
	£	£	£	£
Charitable activities	12,851,165	362,214	341,392	13,554,771

8 DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Staff costs	7,832,275	7,287,232
Rent, rates, heat & light	872,673	851,081
Insurance	145,261	101,747
Telephone	75,521	112,554
Postage and stationery	23,827	77,009
Advertising and marketing	184,504	275,548
Sundries	45,032	85,010
Other staff costs	88,739	146,212
Motor & travelling	150,963	124,529
Repairs & maintenance	814,821	895,219
Security costs	3,226	4,064
Computer costs	174,682	184,745
Hire of equipment	26,448	26,253
Licenses & subscriptions	158,902	103,399
Project delivery	636,983	607,343
Subcontractor costs	270,348	284,935
Purchase of equipment	170,942	336,987
Sinking fund	50,382	15,000
Direct selling costs	44,448	57,663
Delivery of libraries	266,827	221,554
Depreciation	320,638	287,692
Loss on sale of assets	(1,000)	-
Interest payable and similar charges	494,596	513,106
Donations	128	-
	12,851,165	12,598,885

9 GRANTS PAYABLE

	2023	2022
	£	£
Charitable activities	362,214	378,067

Grants to Institutions

	2023	2022
	£	£
Sports Coaching	362,214	378,067
	362,214	378,067

10 SUPPORT COSTS

	Governance costs
	£
Charitable activities	341,392

11 NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Auditors' remuneration	13,250	13,250
Auditors' remuneration for non audit work	5,086	4,495
Depreciation - owned assets	328,146	295,201
Profit on disposal of fixed assets	(1,000)	-

12 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the Year Ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

Reimbursed expenses to one trustee totalled £31 (2022: £Nil) for the Year Ended 31 March 2023 All expenses were the reimbursement of travel and meeting related costs.

13 STAFF COSTS

	2023	2022
	£	£
Wages and salaries	6,454,197	5,956,185
Social security costs	520,819	455,538
Other pension costs	857,259	875,510
	7,832,275	7,287,232

The average monthly number of employees during the year was 685 (2022: 623). The average number of full time equivalents for the year split via the relevant departments is:

	2023	2022
	£	£
Leisure, Health & Communities	156	150
Education & Training	10	9
Management & Support	21	17
Catering	3	3
Libraries	34	35
	224	214

13 STAFF COSTS - continued

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

	2023	2022
£60,001 - £70,000	1	-
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
£100,001 - £110,000	1	1
	3	2

These employees are members of the defined contribution scheme. The key management personnel of the charity is deemed to be the Chief Executive Officer. The total employee benefits of the key management personnel of the were £141,313 (2022: £131,966).

14 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	4,114,479	1,564,047	5,678,526	3,589,702
Charitable activities	5				
Charitable activities		8,363,833	86,502	8,450,335	6,778,447
Other trading activities	3	235,073	-	235,073	39,331
Investment income	4	7,181	-	7,181	14,408
Total		12,720,566	1,650,550	14,371,116	10,421,888
EXPENDITURE ON					
Commercial operations	6	270,213	-	270,213	187,695
Charitable activities	7				
Charitable activities		11,803,502	1,412,226	13,215,728	9,214,013
Total		12,073,715	1,412,226	13,485,941	9,401,708
NET INCOME/(EXPENDITURE)		646,851	238,324	885,175	1,020,180

14 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

NET INCOME/(EXPENDITURE) - continued	646,851	238,324	885,175	1,020,180
Transfer between funds	169,725	(169,725)	-	-
Other recognised gains/(losses)				
Settlement of pension scheme obligation	-	-	-	3,949,000
Net movement in funds	816,576	68,599	885,175	4,969,180
RECONCILIATION OF FUNDS				
Total funds brought forward	3,931,085	167,927	4,099,012	(870,168)
TOTAL FUNDS CARRIED FORWARD	4,747,661	236,526	4,984,187	4,099,012

15 GROUP TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2022	1,975,502	1,038,389	75,393	141,932	3,231,216
Additions	367,634	156,532	10,210	-	534,376
Disposals	-	(7,467)	-	-	(7,467)
At 31 March 2023	2,343,136	1,187,454	85,603	141,932	3,758,125
DEPRECIATION					
At 1 April 2022	1,422,152	819,087	41,308	141,932	2,424,479
Charge for year	158,984	158,420	10,742	-	328,146
Eliminated on disposal		(7,467)	-	-	(7,467)
At 31 March 2023	1,581,136	970,040	52,050	141,932	2,745,158
NET BOOK VALUE					
At 31 March 2023	762,000	217,414	33,553	-	1,012,967
At 31 March 2022	553,350	219,302	34,085	-	806,737

15 TANGIBLE FIXED ASSETS - continued

CHARITABLE COMPANY TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2022	1,908,284	1,031,913	20,692	141,932	3,102,821
Additions	367,634	156,532	10,210	-	534,376
Disposals	-	(7,467)	-	-	(7,467)
At 31 March 2023	2,275,918	1,180,978	30,902	141,932	3,629,730
DEPRECIATION					
At 1 April 2022	1,354,934	812,611	12,859	141,932	2,322,336
Charge for year	158,984	158,420	3,233	-	320,637
Eliminated on disposal	-	(7,467)	-	-	(7,467)
At 31 March 2023	1,513,918	963,564	16,092	141,932	2,635,506
NET BOOK VALUE					
At 31 March 2023	762,000	217,414	14,810	-	994,224
At 31 March 2022	553,350	219,302	7,833	-	780,485

16 CHARITABLE COMPANY FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2022 and 31 March 2023	1
NET BOOK VALUE	
At 31 March 2023	1
At 31 March 2022	1

There were no investment assets outside the UK.

17 STOCKS

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Stock	35,774	-	26,237	-
	35,774	-	26,237	-

18 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Trade debtors	401,637	399,639	975,683	970,487
Other debtors	31,535	31,535	79,658	79,658
Prepayments & accrued income	348,871	342,663	323,060	317,200
VAT	39,706	39,655	-	-
Amounts due from group undertakings	-	313,009	-	240,741
	821,749	1,126,502	1,378,401	1,608,086

19 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Trade creditors	469,400	455,405	575,928	560,173
Social security and other taxes	114,855	114,855	143,532	143,532
VAT	-	-	74,183	74,183
Other creditors	16,471	16,471	105,323	105,323
Pension control account	92,873	92,873	97,588	97,588
Accruals and deferred income	1,779,003	1,779,003	2,004,098	2,004,098
	2,472,602	2,458,606	3,000,652	2,984,897

DEFERRED INCOME

	2023		2022	
	Grant Income	Activity Income	Grant Income	Activity Income
	£	£	£	£
Deferred Income brought forward at 1 April 2022	101,495	701,323	133,784	425,219
Incoming resources deferred in the current year	123,091	488,826	45,510	685,396
Amounts released from previous years	(101,495)	(701,323)	(77,799)	(409,292)
Deferred Income carried forward at 31 March 2023	123,091	488,826	101,495	701,323

Grant income is deferred as the charity is not entitled to the income until certain conditions are met.

Activity income is deferred as the charity is not entitled to the income until the activity is provided.

20 PROVISIONS FOR LIABILITIES

	2023	2022
	£	£
Sinking fund provision	240,382	190,000

Following investment by the English Football Association 2015 in the provision of a new 3G pitch at our Lea Manor site, Active Luton had to make the commitment to be able to resurface the facility as necessary. This is expected to be in 8 years from September 2015 so the work will be due in September 2023. An estimate of this is £240,382. Active Luton is building a provision for this and is shown in the accounts as a Sinking Fund and designated Reserve. As at March 2023, £240,382 has been provided. Security is provided by way of a legal charge over the property to which it relates.

21 MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	Transfers between funds	At 31.3.23
	£	£	£	£
Unrestricted funds				
General fund	4,437,661	810,352	(750,000)	4,498,013
Designated fund - Future capital expenditure	500,000	-	-	500,000
Designated fund - Energy saving capital initiative	-	-	750,000	750,000
Designated fund - Sinking fund	(190,000)	(50,382)	-	(240,382)
	4,747,661	759,970	-	5,507,631
Restricted funds				
Restricted fund	-	722	-	722
Be Active (formerly team Beds and Luton)	236,527	(78,781)	-	157,746
TOTAL FUNDS	4,984,187	681,911	-	5,666,098

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	13,785,235	(12,974,882)	810,353
Designated fund - Future capital expenditure	-	-	-
Designated fund - Sinking fund	-	(50,382)	(50,382)
	13,785,235	(13,025,264)	759,971
Restricted funds			
Restricted fund	167,514	(166,793)	722
Be Active (formerly team Beds and Luton)	709,086	(787,867)	(78,781)
TOTAL FUNDS	14,661,835	(13,979,923)	681,911

21 MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	4,106,085	661,851	(330,275)	4,437,661
Designated fund - Future capital expenditure	-		500,000	500,000
Designated fund - Sinking fund	(175,000)	(15,000)		(190,000)
	3,931,085	646,851	169,725	4,747,661
Restricted funds				
Restricted fund	-	169,725	(169,725)	-
Be Active (formerly team Beds and Luton)	167,927	68,599	-	236,526
TOTAL FUNDS	4,099,012	885,175	-	4,984,187

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,720,566	(12,058,715)	661,851
Designated fund - Future capital expenditure	-	-	-
Designated fund - Sinking fund	-	(15,000)	(15,000)
	12,720,566	(12,073,715)	646,851
Restricted funds			
Restricted fund	943,069	(773,344)	169,725
Be Active (formerly team Beds and Luton)	707,481	(638,882)	68,599
TOTAL FUNDS	14,371,116	(13,485,941)	885,175

A transfer from restricted to unrestricted funds the value of £169,725 in the prior year. This was a result of the unallocated surplus generated from the National Leisure Recovery Fund received from Sport England. Subject to direct costs incurred, any surplus from this fund was to support any trading losses in the leisure side of the operations whilst the sites and activity within recovered from Covid. £162,459 of this transfer related to this activity. The remaining balance was due to surplus' that are unrestricted ongoing that were to be used to fund all operations.

A designated reserve of £500,000 was designated in the prior year specifically to support the works and equipment necessary to ensure the Inspire extension is a success. The development is anticipated to commence in the next financial year.

In the current year, the board of Trustees made the decision to designate £750,000 for a future initiative for the design and implementation of intelligent lighting systems at a number of the Active Luton sites.

21 MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21	Net movement in funds	Transfers between funds	At 31.3.23
	£	£	£	£
Unrestricted funds				
General fund	4,106,085	1,472,203	(1,080,275)	4,498,013
Designated fund - Future capital expenditure	-	-	500,000	500,000
Designated fund - Energy saving capital initiative	-	-	750,000	750,000
Designated fund - Sinking fund	(175,000)	(65,382)	-	(240,382)
	3,931,085	1,406,821	169,725	5,507,631
Restricted funds				
Restricted fund	-	170,447	(169,725)	722
Be Active (formerly team Beds and Luton)	167,927	(10,182)	-	157,745
TOTAL FUNDS	4,099,012	1,567,086	-	5,666,098

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds				
General fund	26,505,801	(25,033,597)	-	1,472,204
Designated fund - Sinking fund	-	(65,382)	-	(65,382)
	26,505,801	(25,098,979)	-	1,406,822
Restricted funds				
Restricted fund	1,110,583	(940,137)	-	170,447
Be Active (formerly team Beds and Luton)	1,416,567	(1,426,749)	-	(10,182)
TOTAL FUNDS	29,032,951	(27,465,864)	-	1,567,087

22 ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party. The charitable company is controlled by the board of trustees.

23 RELATED PARTIES

At the year end, Active Luton was owed £313,009 (2022: £240,741) from its trading subsidiary Active Luton Enterprises Limited. The balance is repayable on demand and non-interest bearing.

During the year the charity was invoiced £1,000 (2022: £nil) for legal costs from Bates Wells LLP, an LLP where Paul Seath (Trustee) is a partner. Transactions were charged at a fair market rate.

ACTIVE LUTON

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 MARCH 2023

	Unrestricted funds £	Restricted funds - Be Active £	Restricted funds - other £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS					
Donations and legacies					
Grants/Donations	3,039,362	661,114	130,489	3,830,966	4,749,248
Other trading activities					
Commercial trading operations	376,003	-	-	376,003	235,073
Investment income					
Deposit account interest	22,237	181	-	22,418	7,181
Charitable activities					
Use of sports facilities	5,855,366	-	6,615	5,861,981	4,795,563
Coaching and education	315,393	30,506	-	345,899	420,704
Delivery of library services	704,026	-	-	704,026	680,417
Miscellaneous	335,738	2,197	30,410	368,344	366,886
Government grants	-	-	-	-	148,999
Delivery of health services	1,708,957	-	-	1,708,957	1,445,169
Delivery of energise camps	1,337,750	-	-	1,337,750	929,278
Support services	90,403	15,089	-	105,491	475,081
	10,347,633	47,791	37,025	10,432,449	9,262,097
Total incoming resources	13,785,235	709,086	167,514	14,661,835	14,253,599
EXPENDITURE					
Other trading activities					
Commercial trading operations.	425,153	-	-	425,153	270,213
Charitable activities					
Wages	6,220,727	218,967	14,502	6,454,197	5,956,185
Social security	492,528	26,684	1,607	520,819	455,538
Pensions	822,213	32,688	2,357	857,259	875,510
Rent, rates, heat & light	871,252	1,421	-	872,673	851,081
Insurance	145,261	-	-	145,261	101,747
Telephone	71,870	3,650	-	75,521	112,554
Postage and stationery	23,475	352	-	23,827	77,009
Advertising and marketing	168,790	14,669	1,046	184,504	275,548
Sundries	21,426	22,670	936	45,032	85,010
Other staff costs	84,096	4,642	-	88,739	146,212
Carried forward	8,921,640	325,743	20,448	9,267,832	8,936,393

ACTIVE LUTON

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 MARCH 2023

	Unrestricted funds £	Restricted funds Be Active £	Restricted funds - other £	2023 Total funds £	2022 Total funds £
Charitable activities					
Brought forward	8,921,640	325,743	20,448	9,267,832	8,936,393
Motor & travelling	143,422	7,251	290	150,963	124,529
Repairs & maintenance	814,821	-	-	814,821	895,219
Security costs	3,226	-	-	3,226	4,064
Computer costs	166,528	7,704	449	174,682	184,745
Hire of equipment	24,262	240	1,947	26,448	26,253
Licenses & subscriptions	131,791	14,254	12,857	158,902	103,399
Project delivery	596,547	27,613	12,823	636,983	607,343
Subcontractor costs	154,695	106,032	9,621	270,348	284,935
Purchase of equipment	161,618	1,176	8,149	170,942	336,987
Sinking fund	50,382	-	-	50,382	15,000
Direct selling costs	44,448	-	-	44,448	57,663
Library Resource Costs	266,827	-	-	266,827	221,554
Leasehold property improvement depre	158,985	-	-	158,985	116,987
Plant & machinery depreciation	158,420	-	-	158,420	170,285
Fixtures & fittings depreciation	3,233	-	-	3,233	420
(Profit)/Loss on sale of tangible fixed a	(1,000)	-	-	(1,000)	-
Bank and credit charges	55,703	-	-	55,703	51,872
Irrecoverable VAT	435,244	2,256	1,392	438,893	461,234
Grants payable	6,042	257,495	98,677	362,214	378,067
Donations	128	-	-	128	-
	12,296,961	749,766	166,653	13,213,379	12,976,952
Support costs					
Governance costs					
Auditors' remuneration	13,250	-	-	13,250	13,250
Auditors' remuneration for non-audit work	5,086	-	-	5,086	4,495
Legal and professional fees	284,814	38,102	140	323,056	103,514
	303,150	38,102	140	341,392	121,259
Total resources expended	13,025,264	787,867	166,793	13,979,923	13,485,941
Net income before gains and losses	759,971	(78,781)	722	681,912	885,175
Settlement of defined pension scheme	-	-	-	-	-
Net income	759,971	(78,781)	722	681,912	885,175

ACTIVE LUTON

England & Wales - Charity number 1111804

Accounts

REGISTERED COMPANY NUMBER: 05458934 (England and Wales)
REGISTERED CHARITY NUMBER: 1111804

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

FOR

ACTIVE LUTON

ACTIVE LUTON

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for the Year Ended 31 MARCH 2022

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ACTIVE LUTON

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2022

The trustees serving during the year and since the 31 March 2022 are as follows:

Local Authority Trustees
Clive Richard Mead
Mahmood Hussain
John Young

Ordinary Trustees
Jonathan Williets (resigned - 17 January 2022)
Mark Cattle
Paul Seath
Kevin Poulton
Femy Lester
Ali Haider
Magdalena Golieblewska
Derek Ludlow (resigned - 27 April 2022)
Emma Knowler
Priya Chauhan
Morag Stewart
Glynis Yates
Philippe Hucklesby
Wayne Cullum (appointed - 28 April 2021)
Noneyelum Alomaja (appointed - 27 April 2022)

Chief Executive Officer
Helen Barnett

Company Secretary
Sue Jones

REGISTERED OFFICE
2nd Floor
Apex House
30-34 Upper George Street
Luton
Bedfordshire
LU1 2RD

REGISTERED COMPANY NUMBER
05458934 (England and Wales)

REGISTERED CHARITY NUMBER
1111804

AUDITORS
FKCA Limited
Statutory Auditor
260 - 270 Butterfield
Great Marlings
Luton
Bedfordshire
LU2 8DL

ACTIVE LUTON

REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2022

Bankers

Metro Bank
10-20 Castle Street
Luton
Beds
LU1 3AJ

Bank of Scotland
2nd Floor
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

NatWest Bank
31 George Street
Luton
LU1 2YN

REPORT OF THE TRUSTEES
for the Year Ended 31 MARCH 2022

The trustees (who are also directors of the charity for the purposes of the Companies Act 2006) present their report with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP") (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland; FRS 102) issued in October 2019.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable company has been established to:

- Provide or assist in the provision of facilities and services for recreational, sporting or other leisure time occupation in the interests of social welfare, such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services;
- Promote community participation in healthy recreation.
- Advance the education of the public of the benefit of active lifestyle and in particular the value of physical activity for young people as part of the school curriculum.
- Such other charitable purposes beneficial to the community consistent with the objects above as the Trustees shall in their absolute discretion determine.

We believe that sport and physical activity is of benefit to the community for their physical, mental, and emotional health and wellbeing and we aim to make a difference to the lives of the people of Luton, working in partnership with like-minded organisations.

Our Mission

Active Luton is an innovative community focused charity committed to making a positive impact on the health and wellbeing of our community; inspiring, motivating and offering opportunities for people of all ages and backgrounds to learn and take action to improve their life changes.

We provide a wide range of high-quality programmes, activities and facilities enabling residents to participate in physical activity; improve their health and wellbeing; enhance their education and skills through training; and create career opportunities. We are committed to being inclusive, accessible, and affordable, working closely with partners locally, across the region and nationally, continuously looking to bring the best to our diverse and vibrant community.

The charity also hosts Be Active (formerly Team Beds & Luton) which is one of 43 Active Partnerships across England which work collaboratively with local partners to create the conditions for an active nation, using the power of sport and physical activity to transform lives. Active Partnerships are locally based, strategic organisations that recognise that activity levels are affected by a complex system of influences and no single organisation or programme create sustainable change at scale. By adopting a collaborative, whole-system approach, Active Partnerships seek to make active lifestyles the social norm for everyone to address inactivity in society.

STRATEGIC REPORT

Achievement and performance

Charitable activities

Although the impact of Covid remained for much of the year, we were able to open our facilities and services and reached the year end proud with all that had been achieved.

Leisure and Community Centres

Step 2 of the government's roadmap meant that we were able to re-open all of our centres again in April 2021. With the lifting of all formal UK restrictions in July, we continued to work hard to gain customers' confidence to visit us.

- We maintained strict, twice-hourly cleaning regimes in high-touch areas.
- We kept our popular cleaning stations well-stocked and made sure hand sanitiser could be found throughout our centres.
- We maintained ventilation systems to take in and circulate fresh air.

Lewsey Pool Open

The Lewsey community was delighted to see their local pool re-opening gradually from October.

Investment by Luton Borough Council in essential repairs, plus refurbishment works thanks to a £150k grant from Sport England's Community Asset Fund, have meant that Lewsey is now welcoming over 1,350 swimmers every week and over 480 children on our learn to swim programme.

Building Back

After the significant award from the National Leisure Recovery Fund (NLRF), we were able to start attracting our customers back following the extended period of disruption. Strong membership offers and increased awareness through marketing, including advertising on Sky TV boxes, helped us reach potential customers and entice them back to get active with us again.

By March 2022 we had achieved 91 per cent of pre-covid membership.

We also put the NLRF to effective use by inviting children on free schools meals to free swimming lessons during February half term. Our Energise Luton holiday camp teams had noticed a surprising number of children who could not swim.

Getting Everyone Active

During 2021 we now offer the Go4Less Advantage cards and gym inductions for people on low incomes, free of charge.

Those eligible received a free card and induction before being able to attend the gym, go swimming, or take part in a group fitness class for £2/session.

We also introduced women-only gym sessions to ensure that women who wished to work out in a single-sex environment would have this opportunity.

Boxing Clever

In October we opened a new boxing training area to further enhance the numerous facilities at Lewsey Sports Park and Pool.

Hightown Community Sports & Arts Centre

A new "No Strings" programme has been introduced thanks to a £500 award from Badminton England which has been matched by our Active Partnership, Be Active. This has enabled the team to get a Badminton club off the ground and helped us to develop participation for community players; we are currently averaging 15-20 players a week.

A range of group fitness classes are running, including 'This Girl Can' classes, perfect for those who have taken a break from physical activity, new to it or simply wanting to try something new.

Stockwood Park Athletics Centre

The team has established links with a number of external clubs who are making best use of the gym, track, and field facilities. There are also a number of very well attended community facing classes for all abilities.

Athletics and Running

- **Luton Athletics Club** continues to run multiple sessions out of the facility for all age groups and abilities.
- **Stopsley Striders Running Club** use the facility one evening a week and **Dunstable Road Runners** utilised the facility during the winter months.
- **Saints Athletics Club** is new to Stockwood; their sessions focus on more competitive athletics in regional/national competitions.
- **Root to Rings** is a twice weekly sprinting session aimed at individuals competing in multiple sports including football, rugby, and athletics.

Community

- **Nordic Walking** mixed ability sessions are designed for the community. Running twice weekly they have proved very popular and attract an average 15 attendees per session.
- **Fit to Push** remains a firm favourite. The session set up for parents to get active with their young children takes place twice a week and has a regular following.

Schools

A number of schools used the centre for their school sports days and the Home School Group has utilised the track to support their children to get active.

Stockwood Park Golf Centre

Luton's commitment to golf continued in 2021-22, with Stockwood Park Golf Centre's Pay As You Play footfall increasing by an encouraging 9% versus the previous year, which too had seen an increase in usage. The course also welcomed many new societies to enjoy the challenging course and the team was able to show off their newly refurbished bar and café.

Lea Manor Recreation Centre

The Lea Manor community missed their local leisure facility during periods of lockdown, and this was clear to see when re-engaging memberships. Since reopening to the public, the team has seen an encouraging return at 94% of pre-covid levels.

Learn to Swim

Learning to swim was definitely missed during the pandemic. With the closure of the Lewsey Pool some lessons transferred to Lea Manor and numbers were 50% up on figures prior to lockdown in March 2020. Inspire: Luton Sports Village also saw a revival and was 13% up on the same period.

3,313 children in total took part in our Learn to Swim programme.

Learn to Dive

Diving is definitely back in business and numbers are on the way back to pre-pandemic levels, now showing at 70%.

Diving provides a challenge, and the Active Luton Diving Awards are the perfect stepping stone. The programme can take children from complete beginner through to international competitive diving and some of our Active Luton divers are doing just that.

At the Elite Junior National Championships, (the top national event for junior divers) our team of seven divers, made fourteen finals (top six in the preliminary competition) and came away with six GOLD, four SILVER and two BRONZE medals, finishing a brilliant second in the medal table.

And to top it all, we've also had national champions and divers representing GB at the World Junior Championships. Here's hoping the next step will be Commonwealth Games selection.

Hart Hill Community Centre

Hart Hill continues to provide a range of opportunities for the community such as youth clubs which take place 5 nights a week, over 65s Healthy Ageing Sessions and women only sessions. A Friday prayer group takes place weekly with over 20 attendees per week. All of our work here is supported, and part funded by the Bedfordshire & Luton Community Foundation's Community Investment Fund.

Luton Libraries - A home for all seasons

Our libraries swung back into full action from September 2021, welcoming customers back through their doors.

Despite the best efforts of the pandemic to slow things down, our teams were not deterred and soon had things back up and running, both inside our library buildings and out in the community.

Customers are once again using the free request with levels of books being collected, already similar to pre-Covid levels.

Networking and developing new links have been key, including the ongoing delivery of Thriving Communities, a comprehensive arts and cultural offer based in Library settings across the town.

Our Library settings are safe and accessible spaces and a valuable community asset. A significant investment has been made in the refurbishment of the conference rooms including new IT equipment at Central library and we now operate a fine-free system, to help remove barriers to access, supporting the Council's 'Luton 2040 vision' where no-one has to live in poverty.

As an organisation, we are delighted that our libraries' operating contract with the Council has been extended.

Activities for all Ages

A range of free activities for adults and children restarted across our libraries and it has been really encouraging to see attendances growing. Sessions have included Rhyme Time, attended by 1,870 by children, Knit and Natter, Library Games, Colour Me Calm and Homework Helpers.

Our newest activity is Code Club, which is a national programme run by the Raspberry Pi Foundation, a registered UK charity whose aim is to spread the power of computing and digital making for young people. In just a few short months, we had nearly 40 budding coders.

Library Community Outreach

It's so important to encourage a love of reading at an early age and the team has been busy getting out into the heart of the community visiting local primary schools, taking part in activities like class assemblies, and promoting the service at new parent school intake evenings amongst others. Class assemblies were delivered to 4,147 Key Stage 1 & 2 pupils.

Children Love a Challenge

The Summer Reading Challenge, designed to get children reading during the holidays with activities and rewards along the way is a children's favourite and once again proved a great success. 1,771 children joined the challenges and 976 completed them, our best completion results over the last 6 years!

Home Library Service Continues to Deliver

As restrictions eased and opening hours increased, the Home Library Service also saw an increase in demand with 13,000 books delivered over the year. The service has built strong connections with local organisations such as Sight Concern and worked closely with the Thriving Communities programme to strengthen outreach support to people across Luton and clients within Total Wellbeing. The team also completed nearly 9 months of co-work and partnership with the Luton Town Community Trust in delivering materials across Luton.

"I love reading and the social contact with the staff is really good for me, I look forward to my monthly visits"

"I'm housebound - it's so lovely to have a change from watching TV, I often read a book twice"

"I live on my own, I am 95 years old and having the library come to me suits me perfectly. I don't know what I would do without the great service"

Thriving Communities programme

The award of a Thriving Communities grant from the Arts Council made in early 2021 was extended in January 2022 and continues today. As a result, a comprehensive creative, cultural and also physical activity offering, based in library settings and parks across the town is blooming.

Thriving Communities has provided immense enjoyment for many taking part and the teams have established strong relations among our Social Prescribing Link Workers and the town's Parks and Countryside team.

In the period to March 190 sessions were delivered across 33 different programmes with 80 people participating in 1 or more programmes.

'"To me, all of you have been so supportive, gentle, it was so lovely, I feel like I am being listened to and understood, there is help there, there is hope there" - Client 1

"I love it, I go to all the classes, this is a creative, healing and safe space' - Client 2

"Today's workshop was fun, relaxing and therapeutic" - Client 3

Working with Schools

Our Active Education team of qualified teachers work with Luton's schools to develop PE and physical activity, not just in PE lessons but also to incorporate more physical activity into the whole school day to support children in their overall development.

Professional Development

During the year, over 600 learners from schools benefitted from professional development opportunities delivered by the Active Education team.

Learning Outside the Classroom

Throughout the pandemic advice, guidance and support was given to schools to help them navigate the restrictions imposed on them in relation to educational visits and provide them with resources to support the delivery of opportunities for Learning Outside the Classroom on their own school sites.

As restrictions eased, and schools were once again able to resume educational day visits and then residential visits, the team approved over 3,000 school visits via the online system managed by Active Education.

Among these visits, 43 were residential and over 110,000 children and young people benefitted from these enriching opportunities once again.

FA Girls Football Development Programme

We are supporting the FA girls' development programme which pledges to have the same access to football for girls as for boys in schools. There is online CPD for teachers and a commitment to providing access to competition and training on a par with boys. Currently 25 Luton schools are signed up to the programme.

School Games

93% of Luton schools engaged in School Games events this year. Over 16,000 children took part in events across 34 different sports - 80% of the children were from diverse ethnicities and 14% had additional needs or disabilities.

140 volunteers from clubs, community groups and NGBs helped support events.

538 young leaders from all secondary schools and Luton Sixth Form College supported the events.

Careers and Training

Kickstarting Careers

Our participation in the government's Kickstart Scheme has been hugely beneficial - both to us as an employer and to the young people across Luton that we have worked with.

The Kickstart Scheme supports employers to create jobs for 16 to 24-year-olds who are on Universal Credit.

During 2021/22, Active Luton offered 53 Kickstart places for young people. Among these:

- 17 gained permanent employment with us
- 8 are doing casual work for us
- 6 gained employment elsewhere
- 1 young person took up an apprenticeship
- 1 young person went to university while also working for us on a casual basis
- 1 young person went on to university
- 9 young people are continuing the programme into 2022

Supporting Mental Health

We recognise the importance of supporting our teams with their mental as well as physical health. Our team members, whether they work in our libraries, our centres, or in our Head Office support services can all find a colleague who is trained to listen and to support them to find any help they may need.

We've trained 67 Mental Health Champions across our organisation this year.

We've also signposted our team members and customers to support organisations across Luton through our Mental Health information plaques in our centres and libraries.

'It has been so helpful to talk to someone about how I feel and have them listen'

'I have used the training to support myself as well as family and friends through difficult times'

We also worked in partnership with Be Active (formerly Team Beds and Luton) on a Sport England Workforce Project to offer mental health first aid training to coaches at a local swimming club.

Community Led Local Development (CLLD)

CLLD is a European Union Social Fund to target deprived areas with projects to build employment skills among local residents. Our Link CLLD projects are aimed at people living in the following wards across Luton: Biscot, Dallow, South, High Town, Farley, Northwell, Leagrave, Lewsey, Round Green, Crawley and Sundon Park.

CLLD Objective 4 is about providing free training opportunities and qualifications to people who are:

- Over 18
- Unemployed & not in education
- Working less than 16 hours per week
- Looking to upskill or learn new skills to improve employment prospects

During the year we worked with 125 different people and delivered 219 'outcomes' (qualifications or training courses). As a result, 25 people gained employment, 23 people started volunteering and 2 people went on to further education.

CLLD Objective 1 is aimed at young people aged 15- 24 who are at risk of not being placed into education, employment, or training. This includes young people who are undecided about a career pathway, or who need to gain skills and experience to pursue their chosen pathway or career.

Work on this objective started in December 2021. By April 2022 we had worked with 34 young people and delivered 106 'outcomes'.

Among these, 8 young people went into permanent employment, 2 went into casual employment and 1 went into volunteering.

Training for Success

Our Training team's work has been vital in our success rebuilding back after COVID to ensure everyone is competent and confident to welcome our customers.

1,773 training courses delivered:

- 492 Aquatic qualifications - NPLQs, Aquatic Rescue and Swimming Teacher qualifications
- 909 First Aid qualifications
- 38 Activity Leadership qualifications
- 334 additional accredited and non-accredited qualifications

Our team also trained over 1,000 people to use automated electronic defibrillators (AEDs).

Community Health and Wellbeing

Long Term Conditions (LTC)

The work carried out by the LTCs team is testament to the benefits of exercise support for general health and wellbeing.

Over 1,000 people with Long Term Conditions were supported by the team during this last year; despite fears caused by the pandemic.

The team has worked hard to rebuild existing and develop new relationships after returning from Covid. Working closely with networks like 'Live Longer Better' linking in to campaigns such as 'We are Undefeatable' and working with the Luton Health Check team, all have helped open up pathways into the Total Wellbeing Luton (TWL) programme.

Additional exercise sessions have been created within the community to reach out to less engaged areas, and programmes such as Hydra Health have been expanded and innovative activities such as Good Boost, a therapeutic water-based exercise programme for musculoskeletal (MSK) conditions have been introduced. New Talking Therapies workshops have been created with the team to deliver specific LTC group sessions and a clear pathway has been established from GP classes to the TWL, LTC programmes. Elements of our Exercise on Referral programme have also been merged with Long Term Conditions for a more seamless referral route.

Strong associations with national health facing organisations continue and several events have been held such as Macmillan Coffee Morning (Cancer), Make May Purple (Stroke) and Asthma and Lung UK; all helping to raise the profile of LTCs.

Power our Minds

Exercise is important for our emotional health as well as our physical health, and over this past year alone, the Power Our Minds (POM) programme has helped over 500 people with their emotional health, through exercise support.

The team has been focused on developing existing relationships and building new partnerships, to ensure there is a seamless transition from hospital to community and from primary care to community, to support people, gain back a sense of control and improve their emotional and physical wellbeing.

Classes have expanded, providing more access to people who work during the day, exclusive POM gym sessions have been created, and the pathway from hospital inpatient wards to community has been rebuilt as a 5-step plan for patients.

Fighting Back Against Long Covid

The after effects of Covid-19 have, for some, been both physically and emotionally draining. Symptoms of extreme tiredness, joint pain and shortness of breath lasting for up to 12 weeks and longer are affecting a diverse range of the Luton population.

The team has linked with the Luton & Dunstable Pulmonary Rehab team to create a Long Covid referral pathway. Links have also been created with our Talking Therapies service to refer clients for group emotional health sessions. Over 60 people with Long Covid symptoms have accessed support.

Using Exercise to Fight the Long Covid Battle - Case Study

'Before starting the programme, I suffered a lot with fatigue, aches and pains, breathlessness which started to affect my moods and me being able to do things that I would normally do. Since starting the programme I was introduced to the gym and had a plan set up for me to follow which I enjoyed but then I wanted to try some other activities such as the group classes at Inspire. Now since completing my programme I'm doing 3 sessions a week and I feel I'm almost back to normal but I'm still getting there.'

Social Prescription - Making an Impact

Social Prescription is growing with Link Workers now servicing 6 Primary Care Networks and the relationships go from strength to strength.

Over the year we supported 1,758 members of our community, signposting to almost 100 different voluntary and community sector organisations. Service users reported an 88% reduction in GP appointments attended and 70% reported improvements in their wellbeing and/or an increase in physical activity levels.

A new Link Worker has also been employed to take referrals solely from the Talking Therapies team. To date 60 referrals have been made direct from this service.

Transforming Our Approach

A full time Link Worker and a part time Healthy Lifestyle Specialist (HLS) have been employed as part of our Transformation team to work closely with the Community Mental Health team (CMHT) and their clients. The HLS provides extra support to clients to attend groups and sessions and the outcomes have been positive.

Developing positive working relationships is crucial to the success of the programme and the team works collaboratively with a number of organisations including Luton All Women's Centre, Penrose, Mind BLMK and Resolutions. There have been 102 referrals to date.

High Intensity Use Programme (HIU)

The HIU service offers support to people who make high intensity use of health services, particularly A&E and primary care.

The programme continues to develop and an extension to the funding has been received until March 2023.

"He has supported me in many ways such as helping me maintain and managing my allergies and preparing me for my new job role... I really liked the approach, how casual and related the conversation was. This helped me open up more and was comfortable to have conversations."

"She met with me weekly and phones twice a week just to check in how I was doing which was a life saver. She took time to get to know me and understand me which I am grateful for"

Life Hacks - Children and Young People's Social Prescription (CYPSP)

Life Hacks continues to work in the heart of the Luton community, supporting young people aged 11- 19. The nationally recognised programme connects young people with community-based support and services, to help with different aspects of emotional, physical, and social wellbeing, as well as providing training and development opportunities.

The team has continued to develop a strong network of partners, including local organisations and National charities. A pathway for young people being supported by Youth Offending Service (YOS) has been created; young people engaging with YOS can receive a free Junior Advantage Card, allowing access to our centres for just £1.

Person X is a young carer who was not accessing activities outside of the home; his behaviour and wellbeing was affected. He was referred to the Next Generation Youth Theatre.

"He is so happy with the theatre group you found for him. I have never seen him so animated and full of joy when talking about an activity. He told me that he has already made friends which he usually finds difficult and could not wait for his next session."

Person Y was told about the programme by his class teacher, and he agreed to meet with Link Worker Jane. Despite being nervous and doubting himself he talked and was given ideas about activities he could try. He wanted to go to the gym to try to lose some weight and help him feel better about himself.

'The programme has helped change my thoughts, because I was negative about myself and worried about going to the gym, but when I went, I saw there were lovely people and that there was nothing to worry about.'

Working Towards a Healthier Lifestyle

The Healthy Lifestyle Programme (HLS), created by nutritionists and personal trainers, takes a holistic approach to health and wellbeing. The goal of the team is to support families, adults, and children to make healthier choices and to become more active.

Not to be defeated by the pandemic restrictions, the HLS 10-week programme was successfully launched online, supporting individuals remotely to reach their Healthy Lifestyle goals. Once restrictions were lifted, face-to-face group classes restarted in September, and it was great to welcome people in person. Our Maternal Healthy Lifestyle programme, supporting new mums-to-be was also successfully relaunched.

68 participants have completed the Healthy Lifestyle programme, with weight loss ranging from 3kg-20kg.

'By improving my diet and level of physical activity, I feel that my mental health has improved. I feel much better, and my self-esteem has clearly improved.'

'I can't say that it is easy to change the habits of a lifetime, but I am now prepared to try new ways of eating and also do more exercise. My weight, my blood sugar levels, and my blood pressure have all gone down and I am looking forward to continuing some of the lessons that I have learned on this course.'

Giving Mum and Baby the Very Best Start

The Starting Well programme aims to improve health outcomes and reduce inequalities for children from pregnancy to Early Years and it really has got off to a great start with 158 mums being supported.

The team has also responded to the Luton and Dunstable Hospital's request for support around gestational diabetes in pregnancy.

Case study feedback:

"I have had and continue to have such an amazing experience. It has helped me to be the best version of myself as per doing the absolute best for raising my baby daughter. I get to learn new things and talk with other parents to exchange ideas. It is supportive to create a bond and know that you are not alone in things and that there is help on the other side. I can't describe how grateful I feel for all of these lovely ladies helping us mums raise strong and healthy babies as well as taking care of ourselves too"

Stop Smoking Service

It's been a very busy time for our Stop Smoking Service, with the pandemic heightening awareness of the associated dangers of smoking.

Our work with the Targeted Lung Health Check project created over 500 referrals between Dec 2020- April 2022 and the team has helped over 1,800 people in Luton to quit smoking in this last year. To date 930 people have successfully stopped smoking for more than 4 weeks.

Stoptober is a nationally recognised smoking cessation campaign to encourage the nation's smokers to make a quit attempt for the month of October and beyond. We have used the campaign to great effect and 2021 was no exception. Over 200 referrals were received, and 125 smokers quit during the 4-week period.

The success of the campaign carried over into January 2022 with a New Year Quit campaign, encouraging smokers to make quitting smoking their New Year's resolution. We had 182 quit dates set and 110 clients quit smoking for 4 weeks.

No Smoking Awareness Day in March provided another opportunity to highlight the benefits of quitting smoking. 171 referrals were received with 144 quit dates set.

Case Study

Shaz, was a 20 a day smoker over a number of years, secretly smoking in the garden shed. For the 43-year-old father of two, it was the realisation that he was harming his family, his health, and his finances, that finally brought him to his senses. He signed up to the Stop Smoking Service and is now reaping the benefits.

'The health benefits are immense. I don't feel the fatigue, I'm more energetic, I feel more alert, my heart rate has normalised, and my clothes don't smell. We are kidding ourselves if we think, 'Oh I'm stressed I need a cigarette,' because tobacco is a stimulant. I was going through some difficult personal issues and when stressed, perhaps before a difficult meeting, I'd light a cigarette, but it's a stimulant. It was making me think for the first ten minutes that I was back in control, but then the withdrawal happened, and I needed another one. I was using it as a coping mechanism, psychologically, I thought it was helping and it was the opposite.'

Energise Luton

'Energise Luton,' is Luton's Holiday Activity and Food programme (HAF) that is part of a nationwide movement to ensure that children aged 5-16 on free school meals enjoy healthy, enriching, inclusive experiences during school holidays.

Funded by the Department for Education, the Luton programme is all about having fun, making new friends, eating food together and experiencing a range of creative and physical activities.

Over 21,000 meals were served during the camps run from Easter to December 2021.

The strength of our programme lies in teamwork. Partnerships currently number over 30 and continue to grow. There is a united and overriding desire to make the project work. As a result, HAF has been a huge success and the programme has been extended for a further three years.

Over the year camps were attended by 5,049 young people, including 1,141 with additional needs.

Referrals were made through the Foodbank, Level Trust, and faith groups, as well as schools and other community routes. Support came from a variety of sources; Tesco remained with the programme increasing their involvement providing water and healthy snacks to the camps and the Amazon Community funding enabled the purchase of hygiene packs, stashed with a number of products, such as shower gel and shampoo for family use, all packed in a handy, lightweight drawstring bag.

The groups enjoyed a range of activities including arts, drama, book making, games, music and more with swimming proving extremely popular.

ME Time for Women only

The award-winning ME Time programme continues to play an important role in developing women only activities.

While there was a slow return to 'women only' activities following the lifting of pandemic restrictions, the team has worked hard to re-build confidence and to ensure safe spaces for women only activities.

Through the year we returned to 26 sessions per week and by March 2022 we were back to a monthly attendance of 750 women enjoying ME Time.

Volunteers

As a community wellbeing trust, volunteers are always welcome to support us and we are actively working to encourage more volunteers to come on board.

Last year we had volunteers helping in many different areas of our work including:

- Spending time as a golf ranger supporting the team and golfers at Stockwood Park
- Helping our Energise Luton teams make sure that children had a great time at our holiday camps
- Supporting our healthy lifestyle team at adult and child weight management groups
- Helping children learn to swim as volunteer swimming teachers as part of internal and external teacher training courses

Over 70 people volunteered their time last year to support us in our work to improve the health and wellbeing of Luton in lots of different ways.

We've also provided multiple opportunities for young people to volunteer and develop their skills and employability at our Energise Luton Holiday Camps and also through mentoring young leaders from local high schools to support with School Games events.

Ben, Volunteer at Stockwood Park Golf Centre

"I've been a golfer for over 40 years, and everyone knows everyone, it is a great place to be.

I was chatting with the manager at the golf centre one day when playing a round with a mate and he asked if I'd like to volunteer as I knew so many of the regular golfers and it would support the team on site.

I like to keep active, going out and meeting people it gives you a real buzz and keeps you healthy by being in the fresh air.

I feel that we are a real team at the golf centre, and we all support one another.

It gives you a lift when people are saying you are doing a good job."

Be Active (formerly Team BEDS&LUTON) - Our Active partnership

Our Mission

Our mission is to work in partnership to support, develop and promote safe, high quality and inclusive opportunities for people to participate in sport and physical activity for life.

This year, we developed our new strategy "Moving Forwards Together" to under pin our commitment to creating a healthier and happier Bedfordshire.

Moving Forwards Together, has four pillars (what we want to achieve): People Driven, Places, New Audiences and Sustainable Communities and four priority audiences: Culturally Diverse Communities, Disability, Low Socio-Economic Groups, and those with Long Term Health Conditions.

We have summarised here a small selection of our outcomes under each of our pillars of work. The full extent of our work can be accessed via our published annual report. *(https://www.teambedsandluton.co.uk/about-us)*

People Driven

- 86 community leaders/coaches have accessed: Emergency First Aid Award Level 3 and Safeguarding and Protecting Children.
- We have established a Local Skills Board through the East Sector Skills Pilot who have driven the development to understand the needs of local employers.
- In Partnership with LEAP we have engaged 40 local people who work within the disability sector to termly Activity for All Network Meetings in partnership with the Activity Alliance.

Places

- We have supported 7 clubs within Central Bedfordshire to secure funding with a total value of £962K furthermore supporting these clubs to secure an additional £220k towards the delivery of these projects.
- We have laid the foundations for our Be Active Local development working utilising an ABCD approach across the county. Working with Local Authority partners we have established Sandy as our first Be Active Local pilot area to inspire people to be more active.
- Our digital reach has grown, with our website visits doubling to 47,000+ visits as well as a healthy growth across all our social media pages.

New Audiences

- We have funded 42 projects from 50 different organisations across Bedfordshire. These have been a mixture of traditional and non-traditional sports organisations.
- We supported 33 schools across Bedfordshire to access £130,151 to help more schools open their facilities to the public in response to declining physical activity participation numbers due to the coronavirus pandemic.
- Through Live Longer Better we have delivered Physical Activity training to over 100 social prescribers, care navigators, befrienders, and volunteers. We also granted 17 'Oomph on Demand' licenses as part of a pilot with LEAP.
- We funded 28 Satellite Clubs to 17 organisations across Bedfordshire and Luton. From those 440 young people have engaged and accessed new opportunities to be active in a fun and social environment, helping to create positive experiences and promote active lifestyles.
- Our School Games County Finals resumed in November 2021 – data is as follows:

- Number of children participating	1,846
- Number of teams participating	171
- Number of sports provided	6
- Number of Competitions provided	34
- Number of Young Volunteers	34
- Number of SEND participants	72
- Number of participants from Culturally Diverse backgrounds	348

Be Active (formerly Team BEDS&LUTON) - Our Active partnership

Sustainable Communities

- We have supported both Bedford and Luton Local Authorities with their strategic planning work in relation to their facility stock and development of the Sport & Physical Activity strategies.
- Since inception of the Crowdfunding funding option, we have supported ten Bedfordshire based projects who have been approved for match funding from Sport England. These organisations have raised just over £190K of investment into sport and physical activity locally with an average project fundraising figure of £19k.

Financial Headlines

Income	£
Sport England Grant Funding	645,900
Local Authority donations and services	44,428
Project development and delivery	10,875
Training & Other Services	6,278
Total Income	**707,481**

Expenditure	£
Staffing & Subcontractors	286,905
Staff Training	1,924
Staff Training - Internal Recharge	(7,189)
Marketing	7,783
Professional Costs	21,043
Operating Costs	21,400
Workforce Training & Development	22,092
Children & Young People Programmes	89,963
Talent Development – Swimming	5,318
Tackling Inequalities Project	51,449
Opening School Facilities Project – CYP	130,151
Training & Development Programmes	5,881
Moving Communities Project	2,162
Total Expenditure	**638,882**
Surplus	**68,599**

ACTIVE LUTON STRATEGIC REPORT

Financial review

Fundraising activities

In the past year we have made a surplus from our unrestricted activities amounting to £816,576. In the previous financial period, we had made an operating surplus of £974,362, which was significantly supported by the furlough income. The surplus achieved this year is a significant achievement in what had been a year of recovery for Active Luton. The surplus is a result of the business continuing to be well managed, cost control being key, the range and diversity of services that the organisation offers, and support with effective management and back-office support. The National Leisure Recovery fund and continuing furlough support also supported.

Incoming resources for the whole organisation have not surprisingly increased to £14,371,116 (£10,421,888 in 2021). This is a result of the Covid restrictions being lifted during the April to June period, and also as a result of increased activity in the Energise programme, funding from the National Leisure Recovery Fund and the Kickstart programme. The donation received from the Airport did reduce by 10% across the organisation but Active Luton effectively managed this reduction.

Income continued for services provided to support Public Health with the testing centres and also providing staffing for the Test & Trace activities. The main trading income continued to increase during the year as recovery in different areas was achieved at different rates. Membership numbers by March 2022 reached 91% of pre-covid levels, with the Learn to Swim programme numbers and income being in excess of pre-covid levels as customers were keen to return and continue with the lessons.

Total resources for 2021/22 increased to £13,485,941 (£9,401,708 in 2021). This reflects the increase in staff costs as all employees returned to 100% pay, spending of the National Leisure Recovery Fund to support the recovery and growth, and payments to the Kickstart employees under that grant. Also, it includes the full delivery of the Energise Programme, along with normal costs increasing to deliver to customers. Costs were also incurred to relaunch and support Luton Borough Council (LBC) investment in Lewsey Pool. Strict cost control has continued to ensure we can continue to invest in the recovery and our sites and teams.

The balance on the restricted fund as at the year ended 31 March 2022 is £236,527 (2020/21: £167,927). The total unrestricted fund now shows a surplus of £4,747,661 (2020/21: £3,931,085).

STRATEGIC REPORT

Financial review

Principal funding sources

The parent charitable company obtains a donation from London Luton Airport Ltd, which this year totalled £2.5m reducing from £2.7m. This includes over £1m of donation to support the library services specifically.

Luton Borough Council continued to provide some support services to the charity which has now reduced to include Human Resources advice and payroll only.

The Public Health contract subcontracted from Turning Point during the year with income of £1.2m for the core contract continued. This year saw all services under this contract return to our sites and face to face delivery.

Grant income was significant during the year. The National Leisure Recovery Fund allocated at the end of the prior year amounted to £0.5m. This income was specially aimed at our leisure sites and ensuring we maximise the recovery. A good deal of this money was allocated to marketing and promotion to get our customers back. Other expenditure included investment in our facilities such as a second pool house at Inspire and also supported free swimming sessions for children on free school meals. The Kickstart scheme supporting young people back into the workplace was an enormous success across the organisation with Active Luton receiving funding of £350k to support young people with work experience and training leading to qualifications.

An extension to our services included just under £1m received to manage, coordinate and deliver the DfE funded Holiday Activity and Food programme, known locally as energise Luton. This funding supported children on income related free school meals to access holiday activity, inclusive of a nutritious meal, during the Easter, Summer and Christmas school holidays. Some of this was delivered at our sites and other activities were delivered by partner organisations.

Our highest income is from running our leisure facilities and income significantly increased for memberships and our Learn to Swim programmes, back to previous levels and in some cases over achieved this.

Price increases were held where possible during the year to continue to support and encourage return to our facilities. Concessionary prices also remain unchanged to support engagement where relevant. We also now offer our Go4Less advantage card free to further support those groups in most need.

The charity operates from buildings and uses equipment leased at peppercorn rents from Luton Borough Council. No adjustment has been made to bring in the market value of those rents and equipment lease charges at a cost along with the corresponding adjustments to grants received.

Active Luton had been successful in the previous year application and had received £500,000 under the Covid Business Interruption Scheme from NatWest. Due to the financial solvency in the past two years, this cash wasn't needed to support working capital and was paid in full before any interest was due.

Reserves policy

The Board reviews the reserve policy on an annual basis to ensure that the reserves are maintained at a level that is consistent with the group having sufficient funds to operate at its planned activity levels, taking into account the various financial risk factors that have been identified. The target is to operate with reserves at a level that equates to between one and three months of future anticipated operating costs plus the net book value of fixed assets funded out of reserves. The current aim is to hold a minimum reserve value of £1.1m. This level of reserves would allow us to meet our employee and other committed costs for enough time to be able to make key strategic decisions in the event of unplanned scenarios that would significantly affect our trading position.

Free reserves held at the year-end (excluding fixed assets) have now achieved the target of 3 months of expenditure and will be held to support the organisation through the next few years. The expected significant increase in utilities will affect the finances in the immediate future and the reserves held will help support the organisation throughout this period.

The Board also plans to use the reserves where necessary for future investments and to support the organisation to maintain and grow its customer base and services. This year a designated reserve of £0.5m has been held. This is specifically to support the works and equipment necessary to ensure the Inspire extension is a success and that we fully maximise our income growth from the use of this extra space. The Inspire extension is planned for completion during late 2023.

Reserves policy continued

We have transferred from restricted to unrestricted funds the value of £169,725 in the current year. This is mainly as a resulted of the unallocated surplus generated from the National Leisure Recovery Fund received from Sport England. Subject to direct costs incurred, any surplus from this fund was to support any trading losses in the leisure side of the operations whilst the sites and activity within recovered from Covid. £162,459 of this reserve transfer relates to this activity. The balance is due to surplus' that are unrestricted ongoing that can be used to fund all operations.

STRATEGIC REPORT

Future plans

This year sees our continued recovery and during this year we plan to grow and exceed pre covid membership numbers. We continue to expand our Learn to Swim programme and are rolling out Direct Debit payment methods to make it more affordable for our customers. Continuation and meeting all our agreed targets for our current strategy is key for the current year, along with outlining and planning the next 5-year strategy that will be effective from April 2023 to March 2028.

We have had successful extensions to key contracts. The Library contract, initially for two years, has been extend for a further 12 months and we continue to extend services within the library sites. The Turning Point subcontract from Public Health, originally due to expire in March 2023, has now been extended for a further 2 years to March 2025. Along with this, funding for different health work continues to grow, particularly in areas of Social Prescription and High Intensity User support. The Energise programme has now been secured with confirmed funding from Government for another 3 years. All these activities involved further management to increase volumes and service to exceptionally high standards and will be the focus in the next few years.

Investment in sites is key and work on the Inspire extension will start shortly. Further changes to space and how activity is delivered is planned in advance of the final extension being completed. Investment is to continue in energy saving initiatives, not only to continually work to reduce energy consumption and save costs, but also as part of the Green agenda and to support Luton Borough Council's aim for a net zero carbon town by 2040. We are also further investing in our systems with a new people project which will helps support our overall people strategy and further secure our own management of our back office services.

Risk management continues to be a priority. More focus time on this is being made at executive management level with regular consideration by the main Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Active Luton is a company limited by guarantee incorporated on 20th May 2005, governed by its Memorandum and Articles of Association that were revised 16 January 2018. It is a registered charity with the Charity Commission. In the event of the parent charitable company being wound up members are required to contribute an amount not exceeding £1. This liability remains for one year after ceasing to be a member in respect of debts incurred whilst a member.

Recruitment and appointment of new trustees

As set out in the Memorandum and Articles, there shall be at least sixteen and a maximum of eighteen Trustees comprised of:

- up to three Local Authority Trustees; and
- up to fifteen Ordinary Trustees
- provided that at least 25% of the Trustees at any one time shall be Independent Trustees.

Candidates for the office of an Ordinary Trustee shall be appointed by the Board following an open, formal, publicly advertised, and transparent selection process by a representation by board members, taking account of the individual's ability, experience, and expertise.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisation

The board of trustees, which can have up to 18 members, administers the charity. The board normally meets quarterly and there are sub-committees covering Be Active: Finance, Audit & Risk; Marketing; Health & Safety and HR. The trustees appoint the Chief Executive to manage the day-to-day operations of the charity. To facilitate effective operations, the Board delegate the day-to-day operation of the charity to the Director Leadership Team consisting of the following officers:

- Chief Executive
- Director of Finance & Resources
- Director of Operations
- Director of Learning & Skills
- Director of Marketing & Business Development
- Director of Community Health & Wellbeing
- Director of People & Culture
- Director of Be Active

Induction and training of new trustees

Training is provided as soon as practicable after appointment including visits to facilities and meetings with key management personnel. Trustees are encouraged to attend training events which facilitate the undertaking of their role. Briefings are also provided as relevant.

Related parties

Trustees are eligible for staff membership benefits during their board tenure. No other remuneration or benefits are received from their work with the charity.

The following organisations represent the group's related parties:

- London Luton Airport Limited provide a donation which represents approximately 20% of total income.
- Luton Borough Council provides some support services and nominates three trustees.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Active Luton holds a current risk register which is fully rewritten annually by the senior executive team and then reviewed and approved at Board Level bi-annually. This risk register scores the level of risk which are then ranked. The top 10 risks are allocated to the management team as owners who ensure the risks are mitigated with scoring updated on a regular basis, from monthly to annually depending on the level of risk.

By diversifying services and activities, Active Luton has significantly reduced its dependency on the London Luton Airport donation in recent years, and this is no longer considered a high risk but is still managed and monitored. The diversity of services that Active Luton now operates makes this much less of a significant issue. The other risk of being tied to Local Government Pension rates had also been high but Active Luton last year successfully negotiated to pass that risk back to Luton Borough Council and restrict its ongoing pension costs and liabilities.

As a result of the pandemic, various risks presented themselves during the relevant time period, but Active Luton managed effectively though this period and the year of 2021/22 has been a highly successful recovery year in all areas. Previously identified risks have now reduced. A new method of review of the risk by the executive team has been established with highly scored risks now monitored and address on a monthly basis. Key risks now included the rising cost of utilities, where various actions are being taken and also the future of the library contract.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Public Benefit

The trustees of the group have considered the Charity Commission's guidance on public benefit.

There are two main principles of Public Benefit:

1) There must be an identifiable benefit or benefits;
2) The benefit must be to the public or section of the public.

Within each there are sub principles:

a) It must be clear what the benefits are,
b) The benefits must be related to the aims;
c) Benefits must be balanced against any detriment or harm,
d) The beneficiaries must be appropriate to the aims;
e) And, where the benefit is to a section of the public the opportunity to the benefit must not be unreasonably restricted.

Each of the objectives of the group are for the public benefit and the charity continues to achieve its objectives as demonstrated through the increased utilisation of the services provided by each facility as well as increased outreach programmes.

Activities provided include support for the community through:

- Programmes supporting physical, mental, and emotional wellbeing are provided under the Total Wellbeing brand.
- Employment programmes with partner organisations such as Luton Adult Community Learning
- Programmes for disabled people, including No Limits
- Library services extend a community offering for various groups and a public service.
- Extensive work with schools to help achieve the objectives associated with the PE Premium funding as well as supporting the provision

The charity also demonstrated increased activity in support of specific targeted groups such as women, ethnic minorities and the disabled.

The charity gives consideration to the affordability and accessibility of the services it provides through offering concessionary prices for those on low incomes.

Employment of disabled persons

Active Luton employed an average of 213 (FTE) employees in FY2022 (FY2021 210). Through its equality policy, the Company seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

Active Luton is committed to employment policies which follow best practice, based on equal opportunities for all employees, irrespective of gender, ethnicity, religion, sexual orientation, age, employment status and disability.

Active Luton operates a fair recruitment policy and gives full and fair consideration to applications for employment from people with disabilities, having regard to their particular aptitudes and abilities. We do not condone or tolerate any form of discrimination in our recruitment or employment practices.

Our policies and procedures fully support our disabled colleagues.

Active Luton is responsive to the needs of its employees. As such, should any employee become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible. It is the current policy that the recruitment, training, and career development of any disabled person should be identical to that of other employees.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Engagement with employees

Regular communications is ongoing provided to our employees and volunteers. A regular monthly newsletter is issued to all staff, and other announcements are delivered as and when. Regular communications give updates on the Charity's progress and managers regularly touch base with their own teams.

In addition, our colleagues are encouraged to speak out and express views, and employees are welcome to join the employee Feedback Forum. This forum is held at a minimum every quarter, where representatives from all areas of the organisation come together and discuss issues and ideas with the Chief Executive and Director of Marketing & Business Development.

Weekly Huddle communications are also cascaded from the Director team on a weekly basis. A full six-month induction programme has been standardised and is also run for all employees.

In the current year we have appointed a Director of People and Culture whose key responsibility is working towards a comprehensive people strategy and support our overall aim of making Active Luton an employer of choice and being a great place to work.

Our training team work hard to ensure all training requirements are met, and we excel at continuing to develop and give our teams ongoing opportunities.

Our Going the Extra Mile scheme recognises outstanding achievement with nominations received across the company.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Active Luton for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and 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, FKCA Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ACTIVE LUTON

REPORT OF THE TRUSTEES
for the Year Ended 31 MARCH 2022

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 16/12/2022 and signed on the board's behalf by:



.....
Mr M L Cattle - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ACTIVE LUTON

Opinion

We have audited the financial statements of Active Luton (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company'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; 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.

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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ACTIVE LUTON

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

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

- Enquiry of management, those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff and the board of trustees to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our 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. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Stephen Mason BSc ACA (Senior Statutory Auditor)
for and on behalf of FKCA Limited
Statutory Auditor

Date: 20-12-2022

260 - 270 Butterfield
Great Marlings
Luton
Bedfordshire
LU2 8DL

ACTIVE LUTON

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	4,114,479	1,564,047	5,678,527	3,589,702
Charitable activities					
Charitable activities	5	8,363,833	86,502	8,450,336	6,778,447
Other trading activities	3	235,073	-	235,073	39,331
Investment income	4	7,181	-	7,181	14,408
Total		12,720,566	1,650,550	14,371,116	10,421,888
EXPENDITURE ON					
Commercial operations	6	270,213	-	270,213	187,695
Charitable activities	7				
Charitable activities		11,803,502	1,412,226	13,215,728	9,214,013
Total		12,073,715	1,412,226	13,485,941	9,401,708
NET INCOME		646,851	238,324	885,175	1,020,180
Transfers between funds		169,725	(169,725)	-	-
Other recognised gains/(losses)					
Settlement of pension scheme obligation	24	-	-	-	3,949,000
Net movement in funds		816,576	68,599	885,175	4,969,180
RECONCILIATION OF FUNDS					
Total funds brought forward		3,931,085	167,927	4,099,012	(870,168)
TOTAL FUNDS CARRIED FORWARD		4,747,661	236,526	4,984,187	4,099,012

ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CONSOLIDATED BALANCE SHEET
for the Year Ended 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	15	806,738	-	806,738	753,929
		806,738	-	806,738	753,929
CURRENT ASSETS					
Stocks	17	26,237	-	26,237	10,556
Debtors	18	1,375,293	3,109	1,378,402	875,064
Cash at bank and in hand		5,652,546	310,915	5,963,460	5,675,655
		7,054,076	314,024	7,368,099	6,561,275
CREDITORS					
Amounts falling due within one year	19	(2,923,152)	(77,498)	(3,000,650)	(2,574,525)
NET CURRENT ASSETS		4,130,924	236,526	4,367,449	3,986,750
TOTAL ASSETS LESS CURRENT LIABILITIES		4,937,662	236,526	5,174,187	4,740,679
CREDITORS					
Amounts falling due after more than one year	20	-	-	-	(466,667)
PROVISIONS FOR LIABILITIES	23	(190,000)	-	(190,000)	(175,000)
NET ASSETS/(LIABILITIES)		4,747,662	236,526	4,984,187	4,099,012

CONSOLIDATED BALANCE SHEET - continued
31 MARCH 2022

	Notes	2022 Total funds £	2021 Total funds £
FUNDS	24		
Unrestricted funds:			
General fund		4,437,660	4,106,084
Designated fund - Future capital expenditure		500,000	-
Designated fund - Sinking fund		(190,000)	(175,000)
		4,747,660	3,931,084
Restricted funds:			
Restricted fund		-	-
Be Active (formerly team Beds Luton)		236,527	167,928
		236,527	167,928
TOTAL FUNDS		4,984,186	4,099,012

The financial statements were approved by the Board of Trustees and authorised for issue on 16/12/2022 and were signed on its behalf by:

.....
Mr M Cattle - Trustee

.....
Mr J Young - Trustee

ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CHARITABLE COMPANY BALANCE SHEET
31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	15	780,485	-	780,485	720,165
Investments	16	1	-	1	1
		780,486	-	780,486	720,166
CURRENT ASSETS					
Debtors	18	1,604,978	3,108	1,608,086	1,063,651
Cash at bank and in hand		5,198,149	310,915	5,509,064	5,667,716
		6,803,128	314,023	7,117,150	6,731,367
CREDITORS					
Amounts falling due within one year	19	(2,907,397)	(77,500)	(2,984,897)	(2,563,952)
NET CURRENT ASSETS		3,895,731	236,523	4,132,254	4,167,415
TOTAL ASSETS LESS CURRENT LIABILITIES		4,676,217	236,523	4,912,740	4,887,581
CREDITORS					
Amounts falling due after more than one year	20	-	-	-	(466,667)
PROVISIONS FOR LIABILITIES	23	(190,000)	-	(190,000)	(175,000)
NET ASSETS/(LIABILITIES)		4,486,217	236,523	4,722,740	4,245,914

CHARITABLE COMPANY BALANCE SHEET - continued
31 MARCH 2022

	Notes	2022 Total funds £	2021 Total funds £
FUNDS	24		
Unrestricted funds:			
General fund		4,176,217	4,252,987
Designated fund - Future capital expenditure		500,000	-
Designated fund - Sinking fund		(190,000)	(175,000)
		4,486,217	4,077,987
Restricted funds:			
Restricted fund		-	-
Be Active (formerly team Beds and Luton)		236,523	167,927
		236,523	167,927
TOTAL FUNDS		4,722,740	4,245,914

The financial statements were approved by the Board of Trustees and authorised for issue on 16/12/2022 and were signed on its behalf by:

.....
Mr M Cattle - Trustee

.....
Mr J Young - Trustee

ACTIVE LUTON

CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	1,134,247	2,212,641
Interest paid		(5,611)	(3,929)
Tax paid		-	(76)
Net cash provided by operating activit		1,128,636	2,208,636
Cash flows from investing activities			
Purchase of tangible fixed assets		(348,012)	(18,770)
Interest received		7,181	14,408
Net cash used in investing activities		(340,831)	(4,362)
Cash flows from financing activities			
New loans in year		-	500,000
Loans repaid in year		(500,000)	-
Net cash provided by financing activities		(500,000)	500,000
Change in cash and cash equivalents in the reporting period		287,805	2,704,274
Cash and cash equivalents at the beginning of the reporting period		5,675,655	2,971,381
Cash and cash equivalents at the end of the reporting period		5,963,460	5,675,655

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	885,175	4,969,180
Adjustments for:		
Depreciation charges	295,201	420,264
Loss on disposal of fixed assets	-	9,461
Interest received	(7,181)	(14,408)
Interest paid	5,611	3,929
Settlement of pension liability	-	(3,949,000)
Sinking fund	15,000	17,500
Decrease/(increase) in stocks	(15,681)	994
Decrease/(increase) in debtors	(503,340)	(202,579)
Increase/(decrease) in creditors	459,462	957,300
Net cash provided by operations	1,134,247	2,212,641

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21	Cash flow	At 31.3.22
	£	£	£
Net cash			
Cash at bank and in hand	5,675,655	287,805	5,963,460
	5,675,655	287,805	5,963,460
Debt			
Debts falling due within 1 year	(33,333)	33,333	-
Debts falling due after 1 year	(466,667)	466,667	-
	(500,000)	500,000	-
Total	5,175,655	787,805	5,963,460

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of consolidation

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. The financial statements have been prepared under the historical cost convention.

These financial statements consolidate the results of the charity and its wholly owned subsidiary Active Luton Enterprises Limited on a line by line basis. A separate statement of financial activities and income and expenditure account are not presented for the charity itself following the exemptions afforded by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The presentation currency of the financial statements is the Pound Sterling (£).

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

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.

The following policies are applied to particular categories of income:

a) **Grants (including government grants) and donations**

- Income received by way of grants and donations is included in full in the Statement of Financial Activities when receivable.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

b) **Trading activities**

Incoming resources from commercial trading activity are accounted for when earned.

c) **Investment income**

Investment income is included when receivable.

d) **Charitable activities**

Incoming resources from charitable activities are accounted for when earned.

All income is stated after trade discounts, other sales taxes and net of VAT.

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.

1 ACCOUNTING POLICIES - continued

Expenditure

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Raising funds

The costs of generating funds consist of fundraising and trading expenses.

Charitable activities

Charitable expenditure comprises of those costs incurred by the group in the delivery of its activities and services for the beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature to support them.

Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Allocation and apportionment of costs

Overhead and Support Costs have been allocated between Charitable Activities and Governance Costs. Costs which are not wholly attributable to an expenditure category have been apportioned based on the activity to which they relate.

Tangible fixed assets

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

Leasehold property improvement	- the lower of 10% or over the remaining life of the lease
Sports equipment	- 20% on cost
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 20% on costs (laptops treated as revenue expenditure)

Items of equipment are capitalised where the purchase price exceeds £5,000. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Expenditure account each year as the ownership of those assets is not retained. This policy will be reviewed on a 3 year basis.

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets and depreciated over the shorter of the lease term and their useful lives. Obligation under such agreements are included in creditors net of the finance charged allocated to future periods. The finance element of the rental payment is charged to the profit and loss account to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Stocks

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

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds have been set aside out of general funds as shown in the notes to the financial statements.

Further explanation of the principle funding sources is included in the trustees report.

1 ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined benefit pension scheme. The regular pension cost is charged to the statement of financial activities and is based on the expected pension costs over the service life of employees.

The charitable company operates a defined contribution scheme. The pension cost is charged to the statement of financial activities.

2 DONATIONS AND LEGACIES

	2022	2021
	£	£
Grants/Donations	5,678,527	3,589,702

3 OTHER TRADING ACTIVITIES

The wholly owned trading subsidiary Active Luton Enterprises Limited (company number 05509883), which is incorporated in the United Kingdom (registered office 2nd Floor, Apex House, 30-34 Upper George Street, Luton, Bedfordshire, LU1 2RD), donates all of its profits to the charity by gift aid. Active Luton Enterprises Limited operates the bars and catering facilities at Active Luton's centres. The charity owns the entire issued share capital of ordinary shares of £1 each. A summary of the trading results is shown below.

Any profits are gifted to Active Luton.

	2022	2021
	£	£
Turnover	235,073	39,331
Cost of sales & administration costs	(270,213)	(187,695)
	(35,141)	(148,364)
The assets and liabilities of the subsidiary were:		
Fixed Assets	26,253	33,761
Current Assets	48,199	27,939
Current liabilities	(256,497)	(208,606)
	(182,045)	(146,906)
Aggregate share capital & reserves	(182,045)	(146,905)

4 INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	7,181	14,408

5 INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Use of sports facilities	Charitable activities	4,571,572	1,448,359
Coaching and education	Charitable activities	420,704	259,019
Delivery of library services	Charitable activities	680,417	700,000
Miscellaneous	Charitable activities	708,394	246,634
Government grants	Charitable activities	148,999	2,281,303
Delivery of health services	Charitable activities	1,445,169	1,465,998
Support services	Charitable activities	475,081	377,134
		8,450,336	6,778,447

Government grants

Government grants received, included in the above, are as follows:

	2022	2021
	£	£
Coronavirus Job Retention Scheme (CJRS)	148,999	2,292,178
Interest on Coronavirus Business Interruption Loan Scheme (CBILS)	-	1,923
	148,999	2,294,101

6 COMMERCIAL OPERATIONS

Other trading activities

	2022	2021
	£	£
Commercial trading operations	270,213	187,695

7 CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Grant funding of activities (see note 9)	Support costs (see note 10)	Totals
	£	£	£	£
Charitable activities	12,716,402	378,067	121,259	13,215,728

8 DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Staff costs	7,287,232	6,213,727
Rent, rates, heat & light	851,081	574,664
Insurance	101,747	104,524
Telephone	112,554	75,084
Postage and stationery	77,009	5,825
Advertising and marketing	275,548	89,947
Sundries	85,010	(10,956)
Other staff costs	146,212	40,514
Motor & travelling	124,529	115,794
Repairs & maintenance	895,219	312,192
Security costs	4,064	2,913
Computer costs	184,745	115,692
Hire of equipment	143,770	25,759
Licenses & subscriptions	103,399	77,148
Project delivery	607,343	35,297
Subcontractor costs	284,935	112,416
Purchase of equipment	336,987	165,679
Sinking fund	15,000	17,500
Direct selling costs	57,663	19,080
Delivery of libraries	221,554	208,243
Depreciation	287,692	393,520
Loss on sale of assets	-	9,461
Interest payable and similar charges	513,106	278,432
	12,716,402	8,982,455

9 GRANTS PAYABLE

	2022	2021
	£	£
Charitable activities	378,067	136,442

Grants to Institutions

	2022	2021
	£	£
Sports Coaching	193,132	136,442
	193,132	136,442

10 SUPPORT COSTS

	Governance costs
	£
Charitable activities	121,259

11 NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Auditors' remuneration	13,250	10,500
Auditors' remuneration for non audit work	4,495	2,500
Depreciation - owned assets	295,201	420,263
Deficit on disposal of fixed assets	-	9,461

12 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the Year Ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

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

13 STAFF COSTS

	2022	2021
	£	£
Wages and salaries	5,956,185	4,989,934
Social security costs	455,538	358,304
Other pension costs	875,510	865,489
	7,287,232	6,213,727

The average monthly number of employees during the year was 623 (2021: 706). The average number of full time equivalents for the year split via the relevant departments is:

	2022	2021
	£	£
Leisure, Health & Communities	150	142
Education & Training	9	8
Management & Support	17	19
Catering	3	6
Libraries	35	35
	214	210

13 STAFF COSTS - continued

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

	2022	2021
£60,001 - £70,000	3	1
£80,001 - £90,000	1	1
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
	5	3

These employees are a member of the defined benefit scheme. The key management personnel of the charity comprise the Chief Executive Officer. The total employee benefits of the key management personnel of the were £131,966 (2021: £125,841).

14 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted funds £	Designated fund - Pension £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	3,056,355	-	533,347	3,589,702	2,312,145
Charitable activities	5					
Charitable activities		6,762,533	-	15,914	6,778,447	7,584,002
Other trading activities	3	39,331	-	-	39,331	641,875
Investment income	4	14,408	-	-	14,408	17,936
Total		9,872,627	-	549,261	10,421,888	10,555,958
EXPENDITURE ON						
Commercial operations	6	187,695	-	-	187,695	584,929
Charitable activities	7					
Charitable activities		8,710,572	-	503,441	9,214,013	9,893,277
Other pension loss		-	-	-	-	142,000
Total		8,898,267	-	503,441	9,401,708	10,620,206
NET INCOME/(EXPENDITURE) EXCLUDING PENSION EXPERIENCE LOSS ON ASSETS		974,360	-	45,820	1,020,180	(64,248)
Pension - experience loss on assets		-	-		-	(834,000)
NET INCOME/(EXPENDITURE)		974,360	-	45,820	1,020,180	(898,248)

14 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes	-	-	-	-	935,000
Settlement of pension scheme obligation	-	3,949,000	-	-	-
Net movement in funds	974,360	3,949,000	45,820	1,020,180	36,752
RECONCILIATION OF FUNDS					
Total funds brought forward	2,956,725	(3,949,000)	122,107	(870,168)	(906,921)
TOTAL FUNDS CARRIED FORWARD	3,931,085	-	167,927	4,099,012	(870,169)

15 GROUP TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2021	1,645,527	1,027,064	68,681	141,932	2,883,204
Additions	329,975	11,325	6,712	-	348,012
Disposals	-	-	-	-	-
At 31 March 2022	1,975,502	1,038,389	75,393	141,932	3,231,216
DEPRECIATION					
At 1 April 2021	1,305,165	648,802	33,379	141,932	2,129,278
Charge for year	116,987	170,285	7,929	-	295,201
Eliminated on disposal		-	-	-	-
At 31 March 2022	1,422,152	819,087	41,308	141,932	2,424,479
NET BOOK VALUE					
At 31 March 2022	553,350	219,302	34,085	-	806,737
At 31 March 2021	340,362	378,262	35,302	-	753,926

15 TANGIBLE FIXED ASSETS - continued

CHARITABLE COMPANY TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2021	1,578,309	1,020,588	13,980	141,932	2,754,809
Additions	329,975	11,325	6,712	-	348,012
Disposals	-	-	-	-	-
At 31 March 2022	1,908,284	1,031,913	20,692	141,932	3,102,821
DEPRECIATION					
At 1 April 2021	1,237,947	642,326	12,439	141,932	2,034,644
Charge for year	116,987	170,285	420	-	287,692
Eliminated on disposal	-	-	-	-	-
At 31 March 2022	1,354,934	812,611	12,859	141,932	2,322,336
NET BOOK VALUE					
At 31 March 2022	553,350	219,302	7,833	-	780,485
At 31 March 2021	340,362	378,262	1,541	-	720,165

16 CHARITABLE COMPANY FIXED ASSET INVESTMENTS

	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.

17 STOCKS

	Group 2022	Charity 2022	Group 2021	Charity 2021
	£	£	£	£
Stock	26,237	-	10,556	-
	26,237	-	10,556	-

18 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2022	Charity 2022	Group 2021	Charity 2021
	£	£	£	£
Trade debtors	975,683	970,487	206,581	205,672
Other debtors	79,658	79,658	431,593	431,593
Prepayments & accrued income	323,060	317,200	236,887	228,352
Amounts due from group undertakings	-	240,741	-	198,034
	1,378,401	1,608,086	875,061	1,063,651

19 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2022	Charity 2022	Group 2021	Charity 2021
	£	£	£	£
Trade creditors	575,928	560,173	324,622	314,200
Social security and other taxes	143,532	143,532	430,902	430,902
VAT	74,183	74,183	52,910	52,910
Other creditors	105,323	105,323	138,684	138,684
Pension control account	97,588	97,588	255,407	255,407
Accruals and deferred income	2,004,098	2,004,098	1,338,666	1,338,516
Bank loans and overdrafts	-	-	33,333	33,333
	3,000,652	2,984,897	2,574,524	2,563,952

DEFERRED INCOME

	Grant Income	Activity Income
	£	£
Deferred Income brought forward at 1 April 2021	133,784	425,219
Incoming resources deferred in the current year	45,510	685,396
Amounts released from previous years	(77,799)	(409,292)
Deferred Income carried forward at 31 March 2022	101,495	701,323

Grant income is deferred as the charity is not entitled to the income until certain conditions are met.

Activity income is deferred as the charity is not entitled to the income until the activity is provided.

20 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
Bank loan and overdrafts			466,667	466,667
	-	-	466,667	466,667

21 LOANS

An analysis of the maturity of loans is given below:

	2022 £	2021 £
Amounts falling due within one year on demand:		
Bank loans	-	33,333
Amounts falling due between two and five years:		
Bank loans - 2-5 years	-	400,000
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 yr by instal	-	66,667

22 SECURED DEBTS

The following secured debts are included within creditors:

	2022 £	2021 £
Bank loans	-	500,000

Security is provided by way of fixed and floating charges over the debt in which it relates to.

23 PROVISIONS FOR LIABILITIES

	2022	2021
	£	£
Sinking fund provision	190,000	175,000

Following investment by the English Football Association 2015 in the provision of a new 3G pitch at our Lea Manor site, Active Luton had to make the commitment to be able to resurface the facility as necessary. This is expected to be in 8 years from September 2015 so the work will be due in September 2023. An estimate of this is £200,000. Active Luton is building a provision for this and is shown in the accounts as a Sinking Fund and designated Reserve. As at March 2022, £190,000 has been provided. Security is provided by way of a legal charge over the property to which it relates.

24 MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	Transfers between funds	At 31.3.22
	£	£		£
Unrestricted funds				
General fund	4,106,085	661,851	(330,275)	4,437,661
Designated fund - Future capital expenditure	-	-	500,000	500,000
Designated fund - Sinking fund	(175,000)	(15,000)	-	(190,000)
	3,931,085	646,851	169,725	4,747,661
Restricted funds				
Restricted fund	-	169,725	(169,725)	-
Be Active (formerly team Beds and Luton)	167,928	68,599	-	236,527
TOTAL FUNDS	4,099,012	885,175	-	4,984,187

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	12,720,566	(12,058,715)	661,851
Designated fund - Future capital expenditure	-	-	-
Designated fund - Sinking fund	-	(15,000)	(15,000)
	12,720,566	(12,073,715)	646,851
Restricted funds			
Restricted fund	943,069	(773,344)	169,725
Be Active (formerly team Beds and Luton)	707,481	(638,882)	68,599
TOTAL FUNDS	14,371,116	(13,485,941)	885,175

24 MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	3,114,225	991,860	4,106,085
Designated fund - Pension	(3,949,000)	3,949,000	-
Designated fund - Sinking fund	(157,500)	(17,500)	(175,000)
	(992,275)	4,923,360	3,931,085
Restricted funds			
Be Active (formerly team Beds and Luton)	122,107	45,820	167,927
TOTAL FUNDS	(870,168)	4,969,180	4,099,012

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,872,627	(8,880,767)	-	991,860
Designated fund - Pension	-	-	3,949,000	3,949,000
Designated fund - Sinking fund	-	(17,500)	-	(17,500)
	9,872,627	(8,898,267)	3,949,000	4,923,360
Restricted funds				
Be Active (formerly team Beds and Luton)	549,261	(503,441)	-	45,820
TOTAL FUNDS	10,421,888	(9,401,708)	3,949,000	4,969,180

We have transferred from restricted to unrestricted funds the value of £169,725 in the current year. This is mainly as a resulted of the unallocated surplus generated from the National Leisure Recovery Fund received from Sport England. Subject to direct costs incurred, any surplus from this fund was to support any trading losses in the leisure side of the operations whilst the sites and activity within recovered from Covid. £162,459 of this reserve transfer relates to this activity. The balance is due to surplus' that are unrestricted ongoing that can be used to fund all operations.

This year a designated reserve of £500,000 has been designated specifically to support the works and equipment necessary to ensure the Inspire extension is a success. The development is due to commence in the next financial year.

24 MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.22
	£	£	£	£
Unrestricted funds				
General fund	3,114,225	1,653,711	(330,275)	4,437,661
Designated fund - Pension	(3,949,000)	3,949,000	-	-
Designated fund - Future capital expenditure	-	-	500,000	500,000
Designated fund - Sinking fund	(157,500)	(32,500)	-	(190,000)
	(992,275)	5,570,211	169,725	4,747,661
Restricted funds				
Restricted fund	-	169,725	(169,725)	-
Be Active (formerly team Beds and Luton)	122,107	114,419	-	236,526
TOTAL FUNDS	(870,168)	5,854,355	-	4,984,187

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds				
General fund	22,593,193	(20,939,482)	-	1,653,711
Designated fund - Pension	-	-	3,949,000	3,949,000
Designated fund - Sinking fund	-	(32,500)	-	(32,500)
	22,593,193	(20,971,982)	3,949,000	5,570,211
Restricted funds				
Restricted fund	943,069	(773,344)	-	169,725
Be Active (formerly team Beds and Luton)	1,256,742	(1,142,323)	-	114,419
TOTAL FUNDS	24,793,004	(22,887,649)	3,949,000	5,854,355

25 EMPLOYEE BENEFIT OBLIGATIONS

Until 1 April 2020 the charitable company was part of a multi-employer defined benefits scheme in the UK. On 1 April this scheme was subsumed in full by Luton Borough Council, releasing Active Luton from the obligation. The pension reserve balance od £3,949,000 as at 1 April 2020 was released in the comparative period as an exceptional item in the SOFA as a donation.

26 ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party. The charitable company is controlled by the board of trustees.

ACTIVE LUTON

England & Wales - Charity number 1111804

Accounts

GOV.UK Charity Commission

Charity Commission Annual Return 2021

ACTIVE LUTON

Charity registration number: 1111804

Most of the information you give in this form will become publicly available on the Register of Charities. Any field that the Charity Commission will not display will be clearly marked.

This document is a record of the information provided in the Annual Return 2021.

PART A - Charity information

Financial period

Financial period start date

01/04/2020

Financial period end date

31/03/2021

Income and spending

Income £

£ 10,421,888

Spending £

£ 9,401,708

Serious Incidents

For the period of this return, were there any serious incidents in your charity that have not been reported to the Charity Commission?

No

Fundraising - professional fundraiser

Did your charity raise funds from the public?

No

Government contracts

During the financial period for this annual return, did the charity receive income from contracts (other than grant agreements) with central government or local authorities?

No

Government grants

During the financial period for this annual return, did the charity receive income from grants from central government or local authorities?

No

Income from outside the UK

Did your charity receive income from outside the UK ?

No

Spending outside England & Wales

Did your charity operate outside England and Wales?

No

Total Spending outside England & Wales

£

Trading subsidiaries

Did the charity have any subsidiaries?

Yes

Were any of the trustees also directors of the charity's subsidiaries?

Yes

Trustee payments

Did any of the trustees receive any remuneration, payments or benefits from the charity other than refunds of legitimate trustee expenses?

No

Did any of the trustees resign and then take up employment with the charity?

No

Employees' salaries

Did any of your charity's staff receive total employee benefits of £60,000 or more?
Select No if your charity does not have any staff or does not pay any staff.

Yes

For your highest paid member of staff only, what was the total value of their employee benefits?
(For example if your highest paid member of staff received £35,000 enter 35000). If you do not have any staff or did not pay any staff, enter 0 (zero)

£ 113,412

£60,000 to £70,000

1

£80,001 to £90,000

1

£100,001 to £110,000

1

Volunteers

How many UK volunteers, excluding trustees, did the charity have during the financial period?

0

Financial controls

Did your charity review its internal financial controls?

Yes

Safeguarding

Has the charity obtained a standard, enhanced or enhanced with barred lists DBS check on all trustees, employees and volunteers who are in roles that are eligible for these checks?
Select Yes if there are no trustees, employees or volunteers in roles that are eligible for these types of DBS checks.

Yes

PART B - Financial information

Account type

Does your charity prepare:

Group accounts

Income and endowments

Donations & legacies
£ 3,589,702

Of the total donations & legacies what amount is Legacies
£ 0

Of the total donations & legacies what amount is Endowments received
£ 0

Other trading activities
£ 39,331

Investment income
£ 14,408

Income from charitable activities
£ 6,778,447

Other income
£ 0

Total Income and endowments
£ 10,421,888

Expenditure

Expenditure on raising funds
£ 0

Of the total expenditure on raising funds what value is Investment management costs
£ 0

Other expenditure
£ 187,695

Expenditure on charitable activities
£ 9,214,013

Of the total expenditure on charitable activities what value is Grants to institutions
£ 0

Of the total expenditure on charitable activities what value is Governance costs
£ 13,000

Total Expenditure
£ 9,401,708

Gains/(losses)

Gains/(losses) on revaluation of fixed assets
This figure should be prefixed with the minus symbol if it is a negative value.

£ 0

Actuarial gains/(losses) on defined benefit pension schemes
This figure should be prefixed with the minus symbol if it is a negative value.

£ 3,949,000

Net gains/(losses) on investments
This figure should be prefixed with the minus symbol if it is a negative value.

£ 0

Other gains/(losses)
This figure should be prefixed with the minus symbol if it is a negative value.

£ 0

Assets

Total fixed assets

£ 753,929

Of the total fixed assets what value is Fixed asset investments

£ 0

Total current assets

£ 6,561,275

Of the total current assets what value is Current asset investments

£ 0

Of the total current assets what value is Cash at bank and in hand

£ 5,675,655

Funds

Endowment funds

£ 0

Restricted funds

£ 167,927

Unrestricted funds

£ 3,931,085

Total Funds

£ 4,099,012

Liabilities

Creditors due within 1 year

£ 2,574,525

Creditors falling due after one year and provisions

£ 641,667

Defined benefit pension scheme asset/(liability)
This figure should be prefixed with a minus symbol if it is a negative value

£ 0

Total net assets/(liabilities)

£ 4,099,012

Additional information

Support costs

£ 95,116

Depreciation charge for the year

£ 429,724

Level of reserves

£ 4,252,989

Average number of employees

706

Privacy statement

Any information you give us will be held securely and processed only in accordance with the rule on data protection. We will not disclose your personal details to anyone unconnected to the Charity Commission unless:

· you have consented to their release; or

· we are legally obliged to disclose them; or

· we regard disclosure as either (a) necessary so that we can properly carry out our statutory functions or (b) necessary in the public interest.

We may share and disclose information about you with relevant public authorities, regulatory bodies and agencies, outside the Charity Commission but only if:

· we can lawfully do so; and

· we decide that disclosure is necessary for national security, crime detection, prevention, and law enforcement, or other issues in the public interest

Information we collect about you

We will use this information:

To enable us to carry out our statutory functions and duties;

This will include the following actions:

(a) update, consolidate, and improve the accuracy of our records;

(b) undertake crime detection and prevention and law enforcement and assist the third parties specified above to investigate or prevent crime and carry out law enforcement;

(c) data analysis, testing, research, statistical and survey purposes

Information we receive from other sources.

Information we receive from other sources

We may combine this information with information you give to us and information we collect about you.

We may use this information and the combined information for the purposes set out above (depending on the types of information we receive).

We will ensure that any such disclosure and use is proportionate; considers your right to respect for your private life; and is done fairly and lawfully in accordance with the data protection principles of the Data Protection Act.

The Data Protection Act 1998 regulates the use of 'personal data', which is essentially any information, however stored, about identifiable living individuals.

As a 'data controller' under the Act, the Charity Commission must comply with it. Any changes we may make to our privacy statement in the future will be set out in the replacement version of this form.

Please check back frequently to see any updates or changes to our privacy policy.

Declaration

This annual return has not been submitted and no Declaration has been made