

REGISTERED COMPANY NUMBER: 05621359 (England and Wales)
REGISTERED CHARITY NUMBER: 1113486

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
WAVE ACTIVE LIMITED
T/A WAVE ACTIVE

McCabe Ford Williams
Statutory Auditors and Chartered Accountants
Building 1063
Cornforth Drive
Kent Science Park
Sittingbourne
Kent
ME9 8PX

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FOR THE YEAR ENDED 31 MARCH 2024

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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 financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objects of the Charity

The Objects of the Charity per the Memorandum of Association are:

- To provide or assist in the provision of facilities and services for recreation, sport, culture or other leisure time occupations and the interest of social welfare, such facilities being provided to the public at large save that special facilities maybe be provided for persons who, by virtue of their youth, age, infirmity, disability, poverty or social or economic circumstances may have need for special facilities or services.
- To promote community participation in healthy recreation.
- To advance the education of the general public on the benefits of active lifestyles, and in particular the value of physical activity for young people.
- Any other charitable activity beneficial to the local community consistent with the above objectives.

Public benefit

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

The Charity has referred to the guidance in the Charity Commission general guidance on public benefit when reviewing aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that they have set.

The Charity provides leisure services to the residents primarily, but not restricted to the Lewes District and Eastbourne Borough areas of East Sussex.

The Charity provides leisure and recreational services at the following facilities:

- Downs Leisure Centre, Seaford
- Lewes Leisure Centre, Lewes
- Peacehaven Leisure Centre, Peacehaven
- Seahaven Swim and Fitness Centre, Newhaven
- Seaford Head Swimming Pool
- Ringmer Swimming Pool (closed due to extensive maintenance issues)
- Shakespeare Hall, Newhaven
- Newhaven Fort, Newhaven (closed March 2024, reopen February 2025 for extensive property maintenance)
- Hampden Park Sports Centre, Eastbourne
- Eastbourne Sports Park
- Shinewater Sports Centre, Eastbourne
- Motcombe Swimming Pool, Eastbourne (closed since April 2020 due to extensive maintenance issues)
- Regency Park Community Centre, Eastbourne
- Sovereign Harbour Community Centre, Eastbourne (due to transfer to community group 1st October 2024)
- Skyhigh Trampoline Park
- Saltdean Lido (commenced 1st May 2023)

Facilities provided include; gym and fitness suites, swimming pools, sports halls, squash courts, soft play and meeting rooms at various locations. A varied programme of holiday scheme activities and special events are also provided. The Charity contributes to the health and wellbeing of the population and agrees an annual series of targets with the local authority that demonstrates its reach and effectiveness.

The Charity offers a wide range of membership options and also allows customers to use the facilities on a pay and play basis. There are special discounted memberships available specifically for juniors, students and seniors and for couples.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRATEGIC REPORT

Achievement and performance

Charitable activities

The Charity completed its 18th year of trading after its transition from a Local Authority controlled service to a Charitable Company in 2006.

Creating a new Wave of Active Health

Whilst the Charity's "Creating a new Wave of Active Health" Strategy continues to develop, significant progress has been achieved with actions directly aligned to the Charity's purpose and vision now split across two distinct brands: "Wave Active" and "Wave Active Health" each with their own supporting aim, to provide greater focus, traction and impact.

The following table summarises the shared elements of both brands and those individual elements:

	Wave Active	Wave Active Health
Common Belief	We believe in the power of physical activity to improve people's physical, mental and emotional health	
Purpose	<i>"Inspiring Active Lifestyles"</i>	
Vision	<i>"To be at the heart of the improvement of health and wellbeing in our community."</i>	
Aim	<i>"Inspiring and sustaining an active life."</i>	<i>"Empowering independent health and well-being."</i>
Key Activities	Developing and operating high-quality, sustainable facilities, activities and programmes for the general public	Designing and delivering behavioural change and activity programmes and pathways that help those suffering from injury, illness and inactivity back to physical and mental health

As highlighted in the prior year's report, The Charity had in place the initial resources to develop and deliver the programmes, but with the additional focus on stakeholder engagement it was identified that the Charity would need to strengthen the existing team.

Staffing

The organisational restructure implemented in August and October of 2020 cut across every department, supporting the key objective to reduce the financial burden and protect cash whilst maximising revenue opportunities. That approach has remained in place to ensure staff costs as a percentage of income remains at circa 50%, however as the Charity seeks to evolve, embracing the aims of both Wave Active and Wave Active Health, new team members are being recruited to support growth. Principally, this has been under the new brand of Wave Active Health, with the recruitment of a new Head of Wave Active Health, Health Coach and Health Practitioners. It is anticipated that this team will be further enhanced soon, with the recruitment of a Care Navigator, funding dependent, ensuring Health Practitioners can focus on delivery as opposed to the additional but required and essential functions of care navigating and administration.

The recruitment challenges experience in prior years have improved but remain difficult, particularly with a number of front-line roles, for example, Lifeguards, Swim Teachers, Duty Managers and Fitness Instructors with many remaining vacant throughout the year, placing additional pressure on staff.

Structuring for success

It has been identified that the Charity's dual focus will, over time, require capabilities in a number of areas, including:

1. Leading a dual-purpose organisation, requiring the sound operation and development of core activities and the development and delivery of evidence-base activity programmes.
2. Engaging and managing key stakeholders in primary health care.
3. Potentially recruiting and managing health professionals.
4. Evidencing and reporting health and social impact.

REPORT OF THE TRUSTEES
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STRATEGIC REPORT

Achievement and performance

Structuring for success

In line with Wave Active Key Activities, the Charity continues to successfully develop and operate high-quality, sustainable facilities, activities and programmes for the general public. In addition, significant steps have been taken with the recruitment of key team members under the Wave Active Health brand. Not only does this support with the development of health interventions and related programmes of activity but also supports with the engagement and management of key stakeholders within primary health care. Three new health professionals have been recruited directly from Primary Care Networks, one of whom has been appointed as the new Head of Wave Active Health. This team has been task with reviewing and updating the "Creating a new Wave of Active Health" Strategy and to create an associated Development Project Plan. This development plan is both, in production and in action, covering a number of workstreams, including:

- Service Offer (Design and Implement).
- Data Analytics, Reporting and Research.
- Marketing and Communication.
- Stakeholder Engagement.
- Governance
- Project Evaluation

Consequently, as the Charity enters Q3 the number of Wave Active Health interventions/programmes of activity will increase by 50%. In addition, three new funding applications with a total value of circa £600,000 have been submitted to support new health intervention projects supporting those with health conditions, illness or injury.

Finance

For the 12 months to March 2024 a net income of £304,015 before pension adjustments was generated compared to the forecasted loss of £(87,532) giving rise to a positive variance of £391,547; This compares to an approved budgeted loss of £(142,970). With the approval from Eastbourne Borough Council Cabinet to transfer the Sovereign Centre into the Charity, this site was included within the original Budget but due to delays was later excluded from the Forecast.

The key positive income budget variance of £444,103 arose from Bookings, Junior and Softplay, Food & Beverage and Retail, and Grant and Other Income of which income not forecasted was earned from the management fee for Saltdean Lido and a grant awarded for Seaford Head Pool from the Sport England Swimming Pool Support Fund.

Negative income budget variances arose from Newhaven Fort Visitors and Swim School/Wetside.

With reference to Expenditure, excluding depreciation and interest payable, there was a small negative variance of £(84,948).

A strong performance for the year despite inflationary pressures providing a base for reinvestment in 2024/25 to support ongoing growth of the Charity.

**REPORT OF THE TRUSTEES
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STRATEGIC REPORT**Achievement and performance****Funding and Investment**

Either through utilisation of the Charity's funds, successful grant and loan applications, or in partnership with key stakeholders, e.g. Lewes District Council and Eastbourne Borough Council, a number of projects have been successfully implemented including:

In addition a number of larger projects remain live, all of which will be completed within the 2024/25 financial year:

Site	Project	Purpose	2024 Update
Peacehaven Leisure Centre	Create extension to current gym.	Revenue Generation Customer Satisfaction	Work is due to commence in October 2024 to be completed in advance of January 2025.
Seahaven Leisure Centre	Health Hub development incorporating a complete refurbishment of the current centre, extension and introduction of new facilities and activities aligned to the new strategy, empowering independent health and wellbeing for those with health conditions.	Revenue Generation Customer Satisfaction	LDC Cabinet decision for project to proceed approved July 2024. Works due to commence October 2024 for completion calendar year end 2025/early 2026.
Newhaven Fort	Improve visitor experience through a series of projects linked to: - Health, Safety and Environment - Visitor Attractions - Restoration	Increase Visitor Numbers Revenue Generation Improve Visitor Experience	Towns Fund Project in Progress due to complete and re-open February 2025.
Downs Leisure Centre	Health Hub	To support the new Strategy, empowering independent health and wellbeing for those with health conditions.	Funds in place, planning for project in progress.

On the back of being awarded a circa £1,000,000 grant from LDC a number of additional projects will also be implemented during the 2024/25 financial year, including:

Site/s	Project/s	Purpose
Lewes Leisure Centre Seahaven Leisure Centre	Pool Covers	Reduce energy costs
Lewes Leisure Centre Downs Leisure Centre Seahaven Leisure Centre	Green Technology	Reduce energy costs
Lewes Leisure Centre	Pool lights and external floodlights changed to LED	Reduce energy costs
Lewes Leisure Centre Downs Leisure Centre	Reception refurbishment	Revenue protection
Lewes Leisure Centre	Wet Change refurbishment	Revenue protection
Lewes Leisure Centre	Turnstiles	Revenue protection
Downs Leisure Centre	3G Flood Lights	Reduce energy costs
Lewes Leisure Centre	Replace corridor flooring	Revenue protection
Lewes Leisure Centre	Replace lighting in foyer	Reduce energy costs
Downs Leisure Centre	Refurbish Studio 3	Grow and protect revenue
Lewes Leisure Centre Seahaven Leisure Centre	E15 Pool Circulation pumps	Reduce energy costs

REPORT OF THE TRUSTEES
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STRATEGIC REPORT

Achievement and performance

Funding and Investment

In addition, following the University of Brighton's decision to exit Eastbourne and procure a new freehold owner of their sports centre in Meads, the Charity entered into a new partnership with South Downs Health and Care GP Federation to bid for the site. Following a formal procurement process, on 26th March 2024 the new partnership was selected as preferred bidder and on 1st August 2024 "Hillbrow Health and Wellbeing" opened to the public.

The Charity has agreed to invest in Hillbrow Health and Wellbeing which has a focus on person-centred care, and positive outcomes for physical, mental and emotional wellbeing, achieved through effective treatment, including encouraging participation in relevant and appropriate physical activity. The goal is to change the way clinical and leisure health professionals work together on a daily basis to improve the health of the local community.

At this early stage, Hillbrow Health and Wellbeing has focused on the smooth transition from the University of Brighton and engage a wider community to access facilities and activities on offer. However, as the year progresses, development plans will be formulated to empower the local community to live healthier and happier lives by dynamically blending healthcare and preventative health interventions. As these plans develop, the Charity will seek to invest in the site to support growth ambitions, and further the health impact of the local community.

In addition, the Charity will continue to explore new relevant contract and investment opportunities aligned to the Charity's Purpose, Vision and Charitable Objectives as they arise.

Community Health

The Charity has been at the heart of community health since 2006 and has well-established and respected partnerships with several Public Health Partners including East Sussex Public Health, Integrated Care Board, Primary Care Networks, and the NHS in relation to the delivery of commissioned services supporting those in greatest need with physical and mental health conditions.

The programme of activities launched in May 2023 included a range of health specific interventions including:

- Chair Based Exercise
A seated exercise class focusing on exercises that improve strength, mobility and confidence.
- Move and Mobilise
A group session comprising strength and balance to specifically aid with the prevention of falls.
- Referral Gym – Functional Training
Supporting those unfamiliar to the gym, seeking adaptive exercise to support health conditions.
- Referral Yoga
Supporting those unfamiliar to Yoga with health conditions.
- Referral Spin
Supporting those unfamiliar to Spin with health conditions.
- Referral Pilates
Supporting those unfamiliar to Pilates with health conditions.

Over 13,000 participations specifically relating to the Charity's health intervention activities were achieved and, as the programme expands through the course of the 2024/25 year, more resource will be required directly aligned to delivery supporting more individuals to gain, regain or maintain health, fitness, and wellbeing.

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STRATEGIC REPORT

Achievement and performance

Seaford Primary Care Network (PCN) Hypertension Pilot

During the course of the year the Charity establish a new, formal partnership with the Seaford PCN to deliver a new project focused on the health condition of Hypertension. The original project outline, agreed in October 2023 was to enable people referred by Seaford PCN with the common health condition of hypertension, to access support which would result in an identified positive health outcome.

Patients, identified by Seaford Medical Practice and Old School Surgery in Seaford, were directed to the Charity to take part in a 12-week intervention to prevent and/or improve their health outcomes. The project ran from 1st November 2023 to 31st March 2024 and included a free 12-week membership to enable participants to engage in a range of activity beyond the weekly sessions.

In general, the 11 participants completing the 12-week program all showed a positive outcome in two areas of either physical outcomes, increase in activity or/and emotional wellbeing of which 10 showed improvements in either their weight and BMI or Body Fat percentage and, on the back of the success of this project a further cohort of 20 participants was identified, completing the course in July 2024. A third cohort will commence in November 2024.

Plan for Future Periods

The Charity has been successfully delivering on its Inspiring Active Lifestyles purpose and, over the past 12 months has continued to make positive progress against its vision; "to be at the heart of the improvement of health and wellbeing in the community".

The new "Creating a new Wave of Active Health" Strategy has two key activities:

1. Developing and operating high-quality, sustainable facilities, activities and programmes for the general public.
2. Designing and delivering behavioural change and activity programmes and pathways that help those suffering from injury, illness and inactivity back to physical and mental health.

As the Charity enters its 19th year of operation, these two activities will be the focal point, ensuring the Charity remains financial sustainable whilst ensuring impact on the health of the local community.

There are a number of key projects, highlighted earlier which will be delivered during the course of the 2024/25 financial year and, as the Charity's Active Health Team build's momentum, new partnership, funding opportunities and programmes of activity will be delivered ensuring the Charity is recognised as a key partner to primary health care as new, neighbourhood teams are established.

Data will undoubtedly be key in demonstrating the Charity's health impact, as such, priority must be given to working in partnership with partners to design and implement effective data (hard and soft) capture system to provide intelligence and insight to support the evolution of the team, the framework and the programmes.

In addition, in order to effectively communicate impact, the Charity will be required to design accurate, efficient and interesting reporting mechanisms.

REPORT OF THE TRUSTEES
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STRATEGIC REPORT

Achievement and performance

Fundraising activities

The Trustees are responsible for ensuring that the charity operates within a responsible, sustainable financial framework and that it has adequate resources to carry out its role in educating residents in the local community. While the Trustees may delegate many of the operations of fundraising to other parts of the organisation, they retain the responsibility for inspiring other fundraisers, demonstrating the perceived importance of fundraising to the organisation, and demonstrating their leadership in this area.

In carrying out fundraising, the charity adheres to the following standards:

- The Trustees will have regard to the Charity Commission's publication 'Charity Fundraising' (CC20).
- Fundraising activities carried out by the charity will comply with all relevant laws.
- Any communications to the public made in the course of carrying out a fundraising activity shall be truthful and non-deceptive.
- All monies raised via fundraising activities will be for the stated purpose of the appeal and will comply with the charity's stated mission and purpose.
- The charity will comply with GDPR Legislation in relation to all personal data collected.
- Nobody directly or indirectly employed by or volunteering for the charity shall accept commissions, bonuses or payments for fundraising activities.
- No general solicitations shall be undertaken by telephone or door-to-door.
- Fundraising activities should not be undertaken if they may be detrimental to the good name or community standing of the charity.
- All Trustees, casual, permanent and contract staff and volunteers are responsible for adhering to these procedures.
- Fundraising activities should not be undertaken if they will expose the charity to significant financial risk.
- Complaints will be dealt with in accordance with the Charity Commissions guide CC20.

Financial review

Financial position

The results for this eighteenth year continue to demonstrate the value of working to an approved budget that reflects the Company's strategic plan.

Incoming resources exceeded expended resources by £304,015 (2023: £329,370) before pension adjustments. Incoming resources includes £57,666 of restricted funds (2023: £9,840). A total of £145,587 (2023: £97,761) restricted funds were matched with expenditure in 2023/24.

The principal incoming resources arising from operations totalling £6,487,604 (2023: £6,301,792) were from grant from Eastbourne Borough Council, joint user arrangements, membership fees, swimming and other health and fitness activities, and a service fee from Lewes District Council in respect of Newhaven Fort.

Expended resources of £6,228,662 (2023: £6,129,165) includes £87,921 (2023: £87,921) in relation to the restricted incoming resources brought forward from earlier years, this restricted operational expenditure being depreciation. A further £57,666 of restricted expenditure was incurred in the year against restricted revenue funding.

Restricted funds carried forward at 31 March 2024 were £534,754 (2023: £622,675) relating to fixed assets which are being depreciated over their useful economic lives.

REPORT OF THE TRUSTEES
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STRATEGIC REPORT

Financial review

Investment powers

Under the Memorandum and Articles of Association, the Charity has the power to invest any monies not immediately required for its objects in or upon such investments, securities or property as may be thought fit.

The Charity having regards to the liquidity requirements of operating the centres and to the reserves policy has operated a policy of keeping available funds in interest bearing Public Sector Reserve Accounts. During 2023/24, the Charity sought to maximise the interest earning potential by investing £1,001,000 (2023: £751,000) of available funds with the Nationwide Building Society, £503,084 (2023: £500,941) with Virgin Money and £503,563 (2023: £501,353) with the Cooperative Bank. Subsequent to the year-end £250,000 was moved from the Cooperative Bank current account to Nationwide Building Society and £150,000 was moved out of the Co-op Instant Access deposit account to fund an Investment loan in Hillbrow Health and Wellbeing Limited.

Borrowing powers

Under the Memorandum and Articles of Association, the Charity has the power to borrow and raise money for the objects of the Company on such terms and conditions and on such security as may be thought fit. During the year to 31 March 2021 Charity secured a loan of £500,000 from Lewes District Council to provide working capital during closure and a CBILS loan of £650,000. The £500,000 loan is due for repayment in full after 10 years and the CBILs is due to be repaid in full in 48 months from August 2022. In the year to 31 March 2024 the Charity repaid £186,781 of the CBILs loan of which £33,778 was interest payable and £153,003 repayment of principal, along with £13,925 interest only to Lewes District Council.

Reserves policy

The Charity, prior to the COVID-19 pandemic, had accumulated a favourable cash flow position. It also receives some income such as service fees and grants in advance of its expenditure. The Trustees, however, recognise the need for a buffer of financial reserves that will protect the Charitable Company from the possibility of any adverse unforeseen circumstances. These include a number of specific risks that have been identified in the Charitable Company's Risk Register. The key financial risk is access to cash, which is determined by the level, timing and certainty of the Charity's income and the phasing and control of expenditure. The Charity's budget process identifies peaks and troughs in cash flow and it is deemed essential that sufficient funds are available at all points in the cycle.

Trustees have examined the requirement for any useable reserves, i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed. In defining the reserves policy Trustees have been mindful of the requirements within the following areas:-

- Insurance
- IT strategy
- Pension Liability
- Business Development and Investment Fund.

The Trustees have assessed that the target free reserves of the Charity should be £1.5million, which is based on three months expenditure cover. The current level of free reserves is £1,481,238 (2023: £1,089,302). Budgets will be set in future years with the Reserves Policy in mind.

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STRATEGIC REPORT

Financial review

Pension and Tax Reserve

Within Unrestricted Reserves the Charity has a pension scheme asset of £3,191,000 (2023: £2,571,000 asset) as of 31 March 2024; however, an asset ceiling has been applied to the same value and therefore there is a £Nil asset within the financial statements. In the long term, the cash flow impact of having a pension scheme asset is that employer contributions may reduce to reduce the asset. The Charity will always pay the employer contribution rates set by the pension scheme actuaries which as of 31 March 2024 for 3 years will be 7.1% per an independent scheme valuation.

Significant post year end events

The Trustees report that the transfer of the provision of health and leisure activities of The Sovereign Centre from Eastbourne Borough Council to Wave Active Limited has been delayed until 2025, this transfer was ratified by Cabinet of the Council 26th July 2023. The Charity approved an Investment Loan of £500,000 to Hillbrow Health and Wellbeing Limited, a company limited by guarantee of which 50% is guaranteed by Wave Active Limited.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Appointment of Trustees

As set out in the Articles of Association the Board shall consist of at least six and not more than nine Trustees all of which shall be required to become a member of the Charity.

The Board of Trustees shall consist of:

- A maximum of two Local Authority Trustees
- One Employee Trustee (if determined by the Charity)
- One individual appointed to be the Chief Executive Officer Trustee (if determined by the Charity)
- No less than four or more than nine other individuals appointed as Community Trustees.

In exercising their powers to nominate, appoint, reappoint, elect, re-elect, approve and dismiss Trustees, both the members and Trustees shall seek to ensure that the Board is representative of those with an interest in the facilities and services offered by the Charity and also comprises persons with a broad range of skills and who are likely to contribute to the Charity's success.

The Local Authority Trustee/s shall be nominated by Lewes District Council to serve for such period of office as shall be confirmed by Lewes District Council.

On the back of the Employee Trustee and CEO Trustee resigning, The Charity determined that replacements would not be appointed.

At the first Annual General Meeting after the Charity has commenced its activities all of the Trustees shall retire but will be eligible for reappointment without requirement for nomination. At each Annual General Meeting held thereafter, one third of the Community Trustees must retire, those longest in office retiring first and the choice between any equal service being made by drawing lots.

No Trustee shall serve on the Board for more than nine years in total excluding the period between the commencement of activities and the first Annual General Meeting.

All Trustees give their time voluntarily and receive no benefits from the Charity. Any expenses redeemed by the Charity are set out in note 8 to the accounts.

Trustee Induction and Training

New Trustees undergo an induction session to brief them of their legal requirements under charity and company law, the content of the Memorandum and Articles of Association, the board meetings and decision-making process, the business plan and recent financial performance of the Charity.

They will also meet key employees and other members of the Board and will be encouraged to attend any appropriate internal or external training where it will facilitate the undertaking of their role.

In 2023/24, internal training for Trustees comprised the following:

- Expression of Interest pack including application forms, details of the work of the Charity and the role and expectations of Trustees
- Selection meetings with the CEO and Chair of Trustees
- Invitation to attend a Board meeting prior to becoming a Trustee
- Visits to the facilities and meeting key staff
- Invitation to attend the meetings of Sub Groups
- On-going training in legislation and responsibilities of Trustees

External training is arranged through the Head of People and Culture. Courses relevant and likely to be of interest to Trustees in enhancing their own performance and knowledge are identified through links with local voluntary service organisations, AVECO, the Charity Commission and other Charity Training web sites.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT**Organisation**

The Board of Trustees administers the Charity. The Board meets every quarter and there are three Sub Groups covering Finance and Audit, Governance and Health and Safety which meet regularly.

On a biennial basis, Trustees attend a strategic away day to review performance, re assess market conditions and prepare a tactical plan for the future. In keeping with the time frames a Trustee Away Day was held on 15 January 2022.

In addition to training, one new Trustee was inducted to the Board. Figure 1 highlights the core skill sets and experiences of the current Board:

Figure 1

Serving Board Members	Occupation	Core Skills	Gender
Eric Khilstrom (Chair)	Chairman/Trustee	Strategy, Financial Management, National Governing Bodies, Healthcare Services, Social/Care Services	Male
Mark Beaumont	Founder/MD/ Entrepreneur	Business start-up and new product development	Male
Phil Clarke	Retired Director Tesco Stores Ltd	Private sector - retail and service management	Male
Mike Price	Retired Head Teacher Barnados	Public and Charity sector - Special Needs Education	Male
Kevin Ellis	Retired Actuary & Private Maths Tutor	Strategy, Financial Management, Accountancy, Treasury Management, Governance, Training & Development	Male
Marcel Miller	Treasurer	Financial Management, Accountancy, Banking, Treasury Management, Insurance, Pensions	Male
Cllr Laurence O'Connor	Dept for Work & Pensions	Working with Local Authorities	Male
Cat Harwood-Smith	Charity Senior Leader	Strategy, Community Relations, Local Government, Working with Local Authorities, Healthcare Services	Female
Cllr Joanne Saunders	Sound Designer	Media	Female
Cllr Charlotte Keenan	District Councillor	Financial Management, Local Government & Human Resources	Female

David Hearn was also retained as a Co-opted Trustee and continues to support The Trust as Chairman of the Health and Safety Sub Group during the year and at the AGM as held 18th November 2024 he resigned after 15 years serving as a Trustee. In addition Mark Beaumont and Mike Price resigned from the Board, both having played key roles supporting the Finance and Audit, and the Governance sub groups respectively and brought individual insights to the Board.

Cllr Joanne Saunders resigned in February as one of the Local Authority Trustees and was replaced by Cllr Charlotte Keenan.

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STRUCTURE, GOVERNANCE AND MANAGEMENT**Organisation**

The total number of Trustees currently on the Board stands at nine.

The CEO and Board Members have agreed specific work areas for the Board, and this is drawn up in Matters Reserved for the Board. Each of the Sub Groups have specific Terms of Reference for their areas of responsibility and this is reviewed annually. A Chair for the Board is elected at each AGM. The Chair nominates Trustees to undertake the role of Chair of each of the Sub Groups. The Chairs of each Sub Group are selected at the first meeting after the AGM.

Schedule of the work that the Board operates is provided in figure 2:

Figure 2

Wave Active Limited	Minimum Frequency	Method of Scrutiny	Elected Chair	No. of Trustees
Full Board of Trustees	7 per annum including the AGM (although additional meetings may be called as required)	Matters Reserved for the Board agreed and in place	Eric Kihlstrom	9
Governance Sub Group	5 per annum	Terms of Reference agreed and in place	Mike Price	2
Health and Safety Sub Group	4 per annum	Terms of Reference agreed and in place	David Hearn	2
Finance and Audit Sub Group	5 per annum	Terms of Reference agreed and in place	Marcell Miller	3
Wave Active Health	3 per annum	Terms of Reference agreed and in place	Eric Kihlstrom	2

At each full Board meeting, the agenda includes the opportunity for the Chair of each Sub Group to report on their work plan.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT**Organisation**

Figure 3 – Composition and Attendances at Board Meetings:

Name	Full Board (incl AGM)	Governance Sub Group	Finance & Audit Sub Group	Health & Safety Sub Group	Wave Active Health Board
Eric Kihlstrom (Chair) Registered: 04/04/2022	8/11	7/9	9/9	5/6	5/5
Mark Beaumont Registered: 16/07/15	4/11	n/a	4/9	n/a	n/a
Mike Price Registered: 16/07/15	9/11	Chair 9/9	n/a	n/a	n/a
Phil Clarke Registered: 25/02/16	8/11	7/9	n/a	n/a	n/a
Kevin Ellis Registered: 31/07/2018	9/11	n/a	7/9	n/a	n/a
Marcel Miller Registered: 22/02/2018	8/11	n/a	Chair 9/9	n/a	n/a
Cat Harwood-Smith Registered: 05/06/2023	7/11	n/a	n/a	1/6	2/5
Cllr Laurence O'Connor Registered: 24/07/2020	9/11	n/a	n/a	4/6	n/a
Cllr Johnny Denis Resigned: 22/05/2023	1/11	n/a	n/a	n/a	n/a
Cllr Joanne Saunders Resigned: 05/02/2024	1/11	n/a	n/a	n/a	n/a
Co-opted David Hearn	10/11	n/a	n/a	Chair 6/6	n/a
Cllr Charlotte Keenan Registered: 05/02/2024	Appointed after the year end date.				

Board and Trustee Evaluation

In 2023/24, the Governance Sub Group, of three trustees, continued to review matters in line with the annual work plan which includes a comprehensive review of the Governance arrangements of the Charity. As well review of the Risk Register and identifying areas to strengthen current arrangements around policy and procedures.

To facilitate the effective operation of the Charity, the Board has delegated the responsibility of administering the Charity to the Management Team of six officers. The Management Team meets on a regular basis and is made up of:

- Chief Executive Officer
- Head of Finance and Resources
- Head of Commercial Development
- Head of People and Culture
- Head of Marketing and Stakeholder Engagement.
- Head of Property, Quality and Compliance.

The Management Team is supported by two Area Managers, Site Manager, Aquatics Development Coordinator, Membership Sales and Retention Coordinator, Senior Operations Manager, Group Exercise Coordinator, Gym Manager, ICT Manager and a Financial Controller.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

The Charity has a very close relationship with Lewes District Council, who were providing a service fee up to 31st March 2020, at which point service fee funding ceased.

On 31st March 2021, a new 10 year extension to the original 2006 contract was agreed with Lewes District Council securing the long term partnership to 2031. The extension is not supported with a service fee.

In addition, on 1st April 2019 Eastbourne Borough Council agreed to support the Charity with an annual grant relating to a long-term project (10 years) to provide improved leisure, sports, and community services and to support healthcare and wellbeing in Eastbourne ("the Project"). The Agreement provides for the transfer of certain assets to the Charity, rights of occupation of relevant facilities and the transfer of employees to the Charity to support the Project.

Pay Policy for Senior Staff

The Directors comprise the Board of Directors, who are the Charity's Trustees, and the Business Development Team which comprise of the key management personnel of the Charity in charge of directing and controlling, running and operating the Charity on a day-to-day basis. All Trustees give their time freely. Details of Trustee expenses and related party transactions are disclosed in notes 8 and 21 to the accounts. The pay for senior staff is reviewed annually and increased with reference to the Consumer Price Index, financial conditions and reserves.

Disabled Employees

The Charity believes that excellent service provision will be achieved through recognising the value of every individual. The Charity aims to create an environment that respects the diversity of staff and customers and enables them to achieve their own personal goals, contribute fully, and derive maximum benefit and enjoyment from their relationship with the Charity.

The Charity recognises and values the diversity of the workforce and communities and wants to ensure that all the attributes, talents, and skills available throughout the community are recognised when employment opportunities arise. The principle is that jobs should be filled by those best able to do them.

The Charity takes every possible step to ensure that staff, and potential staff, are all treated fairly and given equal opportunity and support appropriate to their needs. All employment decisions including those on recruitment, selection, training and career development, are based job related objective criteria and personal qualities. All applicants will be provided with a full job description of the duties and responsibilities; and a person specification setting out the essential requirements in terms of education, qualification, knowledge, work performance, competencies and personal qualities.

Employee Involvement

The Charity ensures that employees are treated equally at work, across all levels and locations. This includes making sure they have the same opportunities for recognition, reward and career development.

Diversity and inclusion are central to the business to ensure continued success. The Charity must create a culture where people can be themselves at work, regardless of their gender or any other attribute or choice.

The Charity is committed to the belief that well-informed and properly consulted employees will work better and feel an integral part of the organisation. The Charity values everybody's contribution to success and believes that effective communication and working together as a team are critical to achieving business success. It is the Charity's aim to encourage effective communication that is open and two-way. In helping to achieve this objective the management team all have a responsibility to encourage upward information from their teams and in turn ensure that their teams are well informed about what is happening within the organisation.

The Charity has agreed jointly with Staff Representations a protocol and structure for informing and consulting with staff.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Employee Involvement

In accordance with legal requirements and in response to good employment practice the Charity's aim is to ensure employees are:

- Informed about the business's economic situation
- Informed and consulted about employment prospects, and
- Informed and consulted about decisions likely to lead to substantial changes in work organisation or contractual relations, which may include redundancies and transfers

Some key principles of effective consultation that we follow:

- A free exchange of ideas and news affecting the interests of the employees and the organisation.
- Communications are two way.
- Management and Staff Representatives will agree on the issues that will be the subject of consultation.
- Appropriate information to be made available.
- Those participating know their roles.

Risk or Uncertainties Management

The risks and uncertainties faced by the Charity are regularly reviewed by senior management and formally with the Trustees as part of the work assigned to the Finance and Audit Sub Group and Governance Sub Group subsequently reported to the Board.

A Risk Register, used to identify the primary risks faced by the Charity and the actions and initiatives to be taken to mitigate those risks is reviewed by the Governance Sub Group at each meeting as a standing agenda item. The risk register is then reported to the Board as required.

The risks and uncertainties faced by the Charity are those inherent with the management of sports and leisure services with the core aim of;

- Promoting community participation in healthy recreation, and/or
- Advancing the education of the public on the benefit of active lifestyle and in particular the value of physical activity for young people, and/or
- Such other charitable purposes beneficial to the community consistent with the objects as the Trustees shall in their discretion determine.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk or Uncertainties Management

Figure 5 – Identified Risks and Management Procedures

Identified Risk	Description	How we manage the risk
Contractual Risk	Failure to perform in terms of the contract to provide leisure and recreational services to communities.	Through regular partnership meetings and reporting with Local Authority partners highlighting Charity Performance and Impact.
Operational Risk	Incurring losses as a result of inadequate or failed internal and external processes, systems and human error or from external events.	Internal audit and external audit programme in place. Documented processes in place for all financial controls and processes.
Regulatory risk	Failure to comply with relevant regulations and procedures, for example health and safety.	Robust systems of internal and external audits and training by specialist training providers and third-party advisors with specialist knowledge of the sports and leisure sector.
People risk	Failure to ensure we maintain a well-trained, competent and motivated workforce.	Comprehensive programme of training provided across the business including annual assessment needs, competency checks and systems for behaviour and performance monitoring.
Financial risk	Failure to ensure we maintain adequate reserves to ensure the on-going financial requirements of the Charity are met.	Reserves policy regularly reviewed as part of the annual Board assessment in line with the future needs of the business.
Reputational risk	Failure to meet the expectations of our key stakeholders, our partners, staff and customers in the performance and management of the charity's affairs.	Comprehensive partner relations established with key stakeholder groups that have a direct or indirect influence on the performance of the business.
Economic risk	Failure to achieve income levels due to increased competition or a reduction in levels of customers disposable income.	Regular review of pricing against competitors, price promotion and comprehensive systems for gathering customer feedback

WAVE ACTIVE LIMITED

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05621359 (England and Wales)

Registered Charity number

1113486

Registered office

Downs Leisure Centre
Sutton Road
SEAFORD
BN25 4QW

Trustees

Mr K Ellis
Mr P Clarke
Mr E Kihlstrom (Chair)
Mr M Beaumont
Mr M Price
Mr M Miller
Cllr L O'Connor
Cllr J Saunders
Ms C Harwood-Smith
Cllr C Keenan

Appointed 22 May 2023 / Resigned 5 February 2024

Appointed 5 June 2023

Appointed 5 February 2024

Company Secretary

Ms D Witts

Auditors

McCabe Ford Williams
Statutory Auditors and Chartered Accountants
Building 1063
Cornforth Drive
Kent Science Park
Sittingbourne
Kent
ME9 8PX

Bankers

Cooperative Bank
164/165 Western Road
Brighton
East Sussex, BN1 2BB

Solicitors

Mayo Wynne Baxter
20 Gildredge Road
Eastbourne
East Sussex, BN21 4RP

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Wave Active Limited 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) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

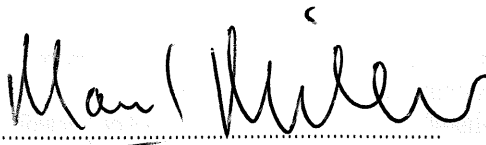
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

AUDITORS

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

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on ~~18 November 2024~~ and signed on the board's behalf by:


Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WAVE ACTIVE LIMITED

Opinion

We have audited the financial statements of Wave Active Limited (the 'charitable company') for the year ended 31 March 2024 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), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF **WAVE ACTIVE LIMITED**

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 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:

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with management, trustees and our experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including, but not limited to, the Companies Act 2006, UK tax legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WAVE ACTIVE LIMITED

Our responsibilities for the audit of the financial statements

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- reviewed management contracts where contract variations had arisen;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and the relevant regulator.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Committee of Management and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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.



Ashley Phillips (FCCA) (Senior Statutory Auditor)
for and on behalf of McCabe Ford Williams
Statutory Auditors and Chartered Accountants
Building 1063
Cornforth Drive
Kent Science Park
Sittingbourne
Kent
ME9 8PX

Date:18.....November.....2024

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

				31.3.24	31.3.23
		Unrestricted funds	FRS 102 Pension Adjustment Un-restricted	Restricted funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	30,193	-	-	30,193
Charitable activities	4				
Leisure Centre activity		6,429,938	-	57,666	6,487,604
Investment income	3	44,880	-	-	44,880
Total		<u>6,505,011</u>	<u>-</u>	<u>57,666</u>	<u>6,562,677</u>
EXPENDITURE ON Charitable activities					
Leisure Centre activity	5	<u>6,113,075</u>	<u>(30,000)</u>	<u>145,587</u>	<u>6,228,662</u>
NET INCOME/(EXPENDITURE) Other recognised gains/(losses)		391,936	30,000	(87,921)	334,015
Actuarial gains/(losses) on defined benefit schemes		-	(2,601,000)	-	(2,601,000)
Net movement in funds		391,936	(2,571,000)	(87,921)	(2,266,985)
RECONCILIATION OF FUNDS					
Total funds brought forward		1,089,302	2,571,000	622,675	4,282,977
TOTAL FUNDS CARRIED FORWARD		<u>1,481,238</u>	<u>-</u>	<u>534,754</u>	<u>2,015,992</u>

The notes form part of these financial statements

BALANCE SHEET
31 MARCH 2024

				31.3.24	31.3.23
		Unrestricted funds	FRS 102 Pension Adjustment Un-restricted £	Restricted funds £	Total funds £
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	11	411,318	-	534,754	946,072
Investments	12	<u>1</u>	<u>-</u>	<u>-</u>	<u>1</u>
		411,319	-	534,754	946,073
CURRENT ASSETS					
Stocks	13	28,647	-	-	28,647
Debtors	14	685,466	-	-	685,466
Investments	15	1,001,000	-	-	1,001,000
Cash at bank and in hand		<u>1,447,031</u>	<u>-</u>	<u>-</u>	<u>1,447,031</u>
		3,162,144	-	-	3,162,144
CREDITORS					
Amounts falling due within one year	16	(1,359,062)	-	-	(1,359,062)
		<u>1,803,082</u>	<u>-</u>	<u>-</u>	<u>1,803,082</u>
NET CURRENT ASSETS					
		<u>1,803,082</u>	<u>-</u>	<u>-</u>	<u>1,803,082</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		2,214,401	-	534,754	2,749,155
CREDITORS					
Amounts falling due after more than one year	17	(733,163)	-	-	(733,163)
PENSION ASSET	21	-	-	-	-
		<u>1,481,238</u>	<u>-</u>	<u>534,754</u>	<u>2,015,992</u>
NET ASSETS					
		<u>1,481,238</u>	<u>-</u>	<u>534,754</u>	<u>2,015,992</u>

The notes form part of these financial statements

BALANCE SHEET - continued
31 MARCH 2024

FUNDS	20		
Unrestricted funds		1,481,238	3,660,304
Restricted funds		<u>534,754</u>	<u>622,673</u>
TOTAL FUNDS		<u>2,015,992</u>	<u>4,282,977</u>

The financial statements were approved by the Board of Trustees and authorised for issue on18...November...2024... and were signed on its behalf by:


.....
Trustee

WAVE ACTIVE LIMITED**CASH FLOW STATEMENT**
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities			
Cash generated from operations	1	<u>784,998</u>	<u>404,051</u>
Net cash provided by operating activities		<u>784,998</u>	<u>404,051</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(162,194)	(151,698)
Interest received		44,880	8,051
Movement on investments		<u>(250,000)</u>	<u>(150,000)</u>
Net cash used in investing activities		<u>(367,314)</u>	<u>(293,647)</u>
Cash flows from financing activities			
Loan repayments in year		<u>(153,003)</u>	<u>(99,649)</u>
Net cash used in financing activities		<u>(153,003)</u>	<u>(99,649)</u>
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the reporting period		264,681	10,755
Cash and cash equivalents at the beginning of the reporting period		<u>1,182,350</u>	<u>1,171,595</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,447,031</u></u>	<u><u>1,182,350</u></u>

The notes form part of these financial statements

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

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

	31.3.24	31.3.23
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	334,015	195,370
Adjustments for:		
Depreciation charges	181,307	171,471
Loss on disposal of fixed assets	-	27,308
Interest received	(44,880)	(8,051)
Increase in stocks	(966)	(6,238)
Increase in debtors	(15,825)	(46,699)
Increase/(decrease) in creditors	361,347	(63,110)
Difference between pension charge and cash contributions	(30,000)	134,000
Net cash provided by operations	<u>784,998</u>	<u>404,051</u>

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	<u>1,182,350</u>	<u>264,681</u>	<u>1,447,031</u>
	<u>1,182,350</u>	<u>264,681</u>	<u>1,447,031</u>
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	<u>751,000</u>	<u>250,000</u>	<u>1,001,000</u>
	<u>751,000</u>	<u>250,000</u>	<u>1,001,000</u>
Debt			
Debts falling due within 1 year	(153,003)	(11,182)	(164,185)
Debts falling due after 1 year	<u>(897,348)</u>	<u>164,185</u>	<u>(733,163)</u>
	<u>(1,050,351)</u>	<u>153,003</u>	<u>(897,348)</u>
Total	<u>882,999</u>	<u>667,684</u>	<u>1,550,683</u>

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Statement of compliance

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, with the exception of investments which are included at market value.

Basis of preparing the financial statements

Under Financial Reporting Standard 102 (Retirement benefits) the surplus on the trust's pension schemes is included in the financial statements and the trust's reserves have therefore been increased by the pension surplus creating net assets of £2,015,992 (2023: net assets of £4,282,977) at the year end. The management committee are satisfied that the Trust will be able to meet all of its obligations as and when they fall due.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charitable company's accounting policies, management is required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period to which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are the depreciation charges that are calculated with reference to the useful economic life of fixed assets and the valuation of the pension asset in respect of the local government pension scheme.

The present value of the Local Government Pension Scheme defined benefit asset depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, will impact the carrying amount of the pension asset. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pension asset at 31 March 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension asset/liability. In determining the value of the pension asset the impact of an asset ceiling has been included to assess for recoverability, in accordance with the requirements of FRS 102.

Incoming resources

Incoming resources from recreation and leisure sites are included in the Statement of Financial Activities when receivable. Income for annual memberships is accounted for over the membership year.

Monthly direct debit subscriptions are recognised on the first day of the period in which they are paid.

Income represents net sales of goods and services and management fees excluding value added tax, to customers during the year.

Under certain contracts that the charitable company has entered into, the entity is entitled to management fees. Management fees are often paid in equal instalments over the life of the contract. However the entity recognises the management fee in accordance with the expected profile of the operating results and contracted lifecycle maintenance.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Incoming resources

Restricted income is included when the charitable company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Management Fee

The normal service fee is an unrestricted fund which is available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Resources expended include attributable VAT which cannot be recovered.

Tangible fixed assets

Individual fixed assets relating to leasehold property costing £10,000 or more, or vehicles costing £4,000 or more are capitalised at cost. Other assets costing £4,000 or more are also capitalised at cost. Tangible fixed assets are depreciated on a straight line basis over the remaining term of the lease of the properties or in the case of vehicles, their expected useful life. Depreciation is calculated as follows:

Improvements to property	- Over remaining term of lease
Motor vehicles	- Straight line over 3 years
Plant and machinery	- Over remaining term of lease

Tangible fixed assets

Information Technology systems	- Straight line over 5 years
--------------------------------	------------------------------

Stocks

Stocks consists of purchased goods for resale and is valued at the lower of cost and net realisable value, on a first in first out basis, 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

Unrestricted funds are incoming resources receivable or generated for the objectives of the Charity without further specified purpose and are available as general funds.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the funds.

Leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The Charity operates two pension schemes providing benefits based on final pensionable pay. Contributions to the defined benefit schemes are charged to the Statement of Financial Activities in order to allocate the cost of providing the pension recognising any actuarial surplus or deficit (where appropriate), over the working lives of the relevant employees as assessed in accordance with the advice of professional qualified actuaries.

The assets of the schemes are held separately in independently administered funds. Contributions to defined contribution pension schemes are charged to the Statement of Financial Activities as incurred. These include contributions to the stakeholder pension schemes and employee's personal pension schemes. One of the schemes closed as of April 2023 and this is disclosed in note 21.

Going concern

In the wake of the COVID-19 pandemic and the ongoing Russian invasion of Ukraine companies worldwide are experiencing adverse effects on the supply chain, availability of employee resources and rising inflation which put pressure of the cost of supplies to businesses and the economic health of the consumer. In the year to 31 March 2024 and into the year to 31 March 2025 the adverse global effects continue to result in a testing time for the leisure sector as a whole in the UK.

Inflation though reducing continues to put pressure on the cost of supplies and services to the business and the economic health of the consumer, and on the charity's financial performance, with the most affected areas being:

- Profitability
- Pricing structures
- Going concern consideration
- Risk and cashflow forecasting

Wave Active Limited have reacted to the inflationary pressures by maintaining price increases below inflationary impacts on the business to ease the pressure on members and casual users of the leisure facilities, and by applying increases to employee rates at the prevailing level of inflation as measured by the increase in the minimum wage. The Trust also considers long term viability of the business when reacting to inflationary pressures.

To counter the inflationary pressures Wave Active Limited will apply the cash reserves as held at 31 March 2024 which ensures that it can meet its debts as they fall due, including repayment of COVID-19 related loans which will provide sustainability in the medium term. Long term sustainability will be gained through the capital purchase plans which provides for ongoing investment in the Charity's facilities.

Growth of the business supports long term sustainability with post balance sheet events that give rise to positive impact on reserves and by mitigating any risk attached to new business opportunities. Management continues to explore new business opportunities with a focus on de-risking the business model.

The business model is under constant review to ensure that it reflects the latest forecast for inflation along with detailed review of energy pricing from flexible forward purchase contracts for gas and electricity.

Although uncertainty surrounding inflation and energy pricing past 31 March 2025 remains, the Charity has produced forecasts that indicate the Charitable Company will remain able to meet its financial obligations as they fall due for the foreseeable future. Therefore, the Board is confident that no material uncertainty exists that would put doubt on the Charity's ability to continue as a going concern and has therefore produced the financial statements on a going concern basis.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

2. DONATIONS AND LEGACIES

	31.3.24	31.3.23
	£	£
Donations	<u>30,193</u>	<u>14,692</u>

3. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	<u>44,880</u>	<u>8,051</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	31.3.24	31.3.23
	Leisure Centre activity £	Total activities £
Leisure centre income	5,403,771	5,257,041
Management Fee	220,793	188,204
Joint Use Agreement Income	343,374	384,707
Grants	<u>519,666</u>	<u>471,840</u>
	<u>6,487,604</u>	<u>6,301,792</u>

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

	31.3.24	31.3.23
	£	£
Eastbourne Borough Council	462,000	462,000
Adult Social Care Infection Control Fund	1,035	9,840
Active Sussex Grant	4,000	-
Primary Care PCN	20,079	-
Swimming Pool Support Fund (SHP)	<u>32,552</u>	<u>-</u>
	<u>519,666</u>	<u>471,840</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Leisure Centre activity	<u>2,218,355</u>	<u>4,010,307</u>	<u>6,228,662</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

6. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Leisure Centre activity	<u>3,879,053</u>	<u>116,151</u>	<u>15,103</u>	<u>4,010,307</u>

7. NET INCOME/(EXPENDITURE)

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

	31.3.24 £	31.3.23 £
Auditor's remuneration	15,103	13,746
Depreciation - owned assets	181,307	171,471
Hire of plant and machinery	25,134	116,542
Deficit on disposal of fixed assets	<u>-</u>	<u>27,308</u>

8. 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 trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

9. STAFF COSTS

	31.3.24 £	31.3.23 £
Wages and salaries	3,171,965	2,807,410
Social security costs	189,084	188,843
Other pension costs	<u>167,189</u>	<u>211,737</u>
	<u>3,528,238</u>	<u>3,207,990</u>

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

	31.3.24	31.3.23
Senior management	12	11
Recreation Sites	90	78
Administration	11	11
Casual Staff	<u>206</u>	<u>169</u>
	<u>319</u>	<u>269</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

9. STAFF COSTS - continued

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

	31.3.24	31.3.23
£60,001 - £70,000	1	-
£100,001 - £110,000	-	1
£120,001 - £130,000	<u>1</u>	<u>-</u>
	<u><u>2</u></u>	<u><u>1</u></u>

The number of employees earning in excess of £60,000 (for the year and the preceding year) to whom retirement benefits were accruing was as follows:

	2024	2023
Defined benefit schemes	2	1

The total amount of employee remuneration received by key management personnel is £286,886 (2023: £268,778). The Charitable Company considers its key management personnel comprises of the CEO, the Head of Finance and the Head of Commercial Development.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	FRS 102 Pension Adjustment Un-restricted £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	14,692	-	-	14,692
Charitable activities				
Leisure Centre activity	6,291,952	-	9,840	6,301,792
Investment income	<u>8,051</u>	<u>-</u>	<u>-</u>	<u>8,051</u>
Total	<u>6,314,695</u>	<u>-</u>	<u>9,840</u>	<u>6,324,535</u>
EXPENDITURE ON				
Charitable activities				
Leisure Centre activity	<u>5,897,404</u>	<u>134,000</u>	<u>97,761</u>	<u>6,129,165</u>
NET INCOME/(EXPENDITURE)	417,291	(134,000)	(87,921)	195,370
Other recognised gains/(losses)				
Actuarial gains on defined benefit schemes	<u>-</u>	<u>3,425,000</u>	<u>-</u>	<u>3,425,000</u>
Net movement in funds	417,291	3,291,000	(87,921)	3,620,370

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	FRS 102 Pension Adjustment Un-restricted £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS				
Total funds brought forward	672,011	(720,000)	710,596	662,607
TOTAL FUNDS CARRIED FORWARD	<u>1,089,302</u>	<u>2,571,000</u>	<u>622,675</u>	<u>4,282,977</u>

11. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Fixtures and fittings £
COST			
At 1 April 2023	2,169,299	227,172	33,118
Additions	<u>9,922</u>	<u>121,059</u>	<u>8,380</u>
At 31 March 2024	<u>2,179,221</u>	<u>348,231</u>	<u>41,498</u>
DEPRECIATION			
At 1 April 2023	1,394,304	127,980	8,912
Charge for year	<u>109,479</u>	<u>23,201</u>	<u>4,687</u>
At 31 March 2024	<u>1,503,783</u>	<u>151,181</u>	<u>13,599</u>
NET BOOK VALUE			
At 31 March 2024	<u>675,438</u>	<u>197,050</u>	<u>27,899</u>
At 31 March 2023	<u>774,995</u>	<u>99,192</u>	<u>24,206</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

11. TANGIBLE FIXED ASSETS - continued

	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 April 2023	8,580	216,249	2,654,418
Additions	-	22,833	162,194
At 31 March 2024	8,580	239,082	2,816,612
DEPRECIATION			
At 1 April 2023	8,580	149,457	1,689,233
Charge for year	-	43,940	181,307
At 31 March 2024	8,580	193,397	1,870,540
NET BOOK VALUE			
At 31 March 2024	-	45,685	946,072
At 31 March 2023	-	66,792	965,185

12. 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.

The company's investments at the balance sheet date in the share capital of companies include the following:

Wave Active Ventures Limited (formerly Wave Active Health Limited)

Registered office: Downs Leisure Centre, Sutton Road, Seaford, East Sussex, BN25 4QW

Nature of business: Dormant

	% holding		
Class of share:			
Ordinary	100	31.3.24 £	31.3.23 £
Aggregate capital and reserves		1	1

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. STOCKS

	31.3.24	31.3.23
	£	£
Stocks	<u>28,647</u>	<u>27,681</u>

14. DEBTORS

	31.3.24	31.3.23
	£	£
Amounts falling due within one year:		
Trade debtors	255,154	205,831
Amounts owed by group undertakings	750	750
Other debtors	29,127	34,673
Prepayments and accrued income	<u>342,385</u>	<u>370,337</u>
	<u>627,416</u>	<u>611,591</u>
Amounts falling due after more than one year:		
Other debtors	<u>58,050</u>	<u>58,050</u>
Aggregate amounts	<u>685,466</u>	<u>669,641</u>

15. CURRENT ASSET INVESTMENTS

	31.3.24	31.3.23
	£	£
Unlisted investments	<u>1,001,000</u>	<u>751,000</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Other loans (see note 18)	164,185	153,003
Trade creditors	291,501	150,068
Social security and other taxes	130,322	79,359
Other creditors	103,872	113,385
Accruals and deferred income	<u>669,182</u>	<u>490,718</u>
	<u>1,359,062</u>	<u>986,533</u>
	31.3.24	31.3.23
	£	£
Deferred income at 1 April 2023	172,606	196,321
Released from previous years	(172,606)	(196,321)
Resources deferred in the year	<u>199,370</u>	<u>172,606</u>
Deferred income at 31 March 2024	<u>199,370</u>	<u>172,606</u>

At the balance sheet date, the charitable company was holding funds received in advance for memberships and hire of facilities in respect of the following financial year.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.3.24	31.3.23
	£	£
Other loans (see note 18)	<u>733,163</u>	<u>897,348</u>

Social Investment Business FM Limited hold a fixed charge and a floating charge covering all the property or undertaking of the charitable company.

The charitable company received an unsecured loan of £500,000 from Lewes District Council in 2020/21. The loan was issued at an interest rate of 2.75% which shall accrue daily from the drawdown of the loan. The first payment of interest was paid on the last business day of March 2023. The loan is repayable in full by October 2030 or such a later date in any event being no later than October 2032 at the lender's discretion.

The charitable company secured a Coronavirus Business Interruption Loan of £650,000 in 2021/22. The loan was issued at an interest rate of 2.00% above the UK base rate which shall accrue daily from the drawdown of the loan with the first year of interest being paid by the government. The first payment of interest was paid on the first business day of August 2022. The loan is repayable over 5 years by July 2026.

18. LOANS

An analysis of the maturity of loans is given below:

	31.3.24	31.3.23
	£	£
Amounts falling due within one year on demand:		
Other loans	<u>164,185</u>	<u>153,003</u>
Amounts falling between one and two years:		
Other loans - 1-2 years	<u>175,998</u>	<u>164,185</u>
Amounts falling due between two and five years:		
Other loans - 2-5 years	<u>57,165</u>	<u>233,163</u>
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Other loans more 5yrs non-inst	<u>500,000</u>	<u>500,000</u>

19. LEASING AGREEMENTS

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

	31.3.24	31.3.23
	£	£
Within one year	3,169	3,169
Between one and five years	<u>7,161</u>	<u>10,330</u>
	<u>10,330</u>	<u>13,499</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	1,089,304	391,936	1,481,240
FRS 102 Pension Adjustment Un-restricted	<u>2,571,000</u>	<u>(2,571,000)</u>	<u>-</u>
	3,660,304	(2,179,064)	1,481,240
Restricted funds			
Ancient History Centre	24,508	(3,460)	21,048
Newhaven Fort Recovery	<u>598,165</u>	<u>(84,461)</u>	<u>513,704</u>
	<u>622,673</u>	<u>(87,921)</u>	<u>534,752</u>
TOTAL FUNDS	<u><u>4,282,977</u></u>	<u><u>(2,266,985)</u></u>	<u><u>2,015,992</u></u>

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	6,505,011	(6,113,075)	-	391,936
FRS 102 Pension Adjustment Un-restricted	<u>-</u>	<u>30,000</u>	<u>(2,601,000)</u>	<u>(2,571,000)</u>
	6,505,011	(6,083,075)	(2,601,000)	(2,179,064)
Restricted funds				
Ancient History Centre	-	(3,460)	-	(3,460)
Newhaven Fort Recovery	-	(84,461)	-	(84,461)
Active Sussex (SSC & SHCC)	4,000	(4,000)	-	-
Primary Care (PCN)	20,079	(20,079)	-	-
Swimming Pool Support Fund (SHP)	32,552	(32,552)	-	-
Adult Social Care Infection Control Fund	<u>1,035</u>	<u>(1,035)</u>	<u>-</u>	<u>-</u>
	<u>57,666</u>	<u>(145,587)</u>	<u>-</u>	<u>(87,921)</u>
TOTAL FUNDS	<u><u>6,562,677</u></u>	<u><u>(6,228,662)</u></u>	<u><u>(2,601,000)</u></u>	<u><u>(2,266,985)</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued**Comparatives for movement in funds**

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	672,013	417,291	1,089,304
FRS 102 Pension Adjustment Un-restricted	(720,000)	3,291,000	2,571,000
	(47,987)	3,708,291	3,660,304
Restricted funds			
Ancient History Centre	27,968	(3,460)	24,508
Newhaven Fort Recovery	682,626	(84,461)	598,165
	710,594	(87,921)	622,673
TOTAL FUNDS	<u>662,607</u>	<u>3,620,370</u>	<u>4,282,977</u>

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	6,314,695	(5,897,404)	-	417,291
FRS 102 Pension Adjustment Un-restricted	-	(134,000)	3,425,000	3,291,000
	6,314,695	(6,031,404)	3,425,000	3,708,291
Restricted funds				
Ancient History Centre	-	(3,460)	-	(3,460)
Newhaven Fort Recovery	-	(84,461)	-	(84,461)
Adult Social Care Infection Control Fund	9,840	(9,840)	-	-
	9,840	(97,761)	-	(87,921)
TOTAL FUNDS	<u>6,324,535</u>	<u>(6,129,165)</u>	<u>3,425,000</u>	<u>3,620,370</u>

Ancient History Centre

The Charity has received funding of £55,000 via East Sussex County Council to transform a relatively tired existing exhibition in one of the casemates, into a new exhibition/learning resource. This space now tells the story of how Newhaven and surrounding areas were inhabited during pre-roman times, and offers events programs to the public. The full funding of £55,000 has been capitalised in 2017/18 and written down over the remaining period of the lease for the site with Lewes District Council. During the year to 31st March 2024 there was expenditure of £3,460 (2023: £3,460), leaving a restricted fund balance of £21,048 (2023: £24,508).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

Newhaven Fort Recovery

Awarded by the Department of Digital, Cultural, Media and Sport, administered by the Heritage Lottery Fund. A total of £850,000 was awarded specifically for Newhaven Fort to enable it to relaunch in spring 2021. Overall purpose of the grant was to create an on-site visitor experience which complies with Government COVID-19 safe working protocols. Exhibition spaces were reviewed, adapted and renewed along with ticketing, tea room and shop to enable social distancing. The use of 'virtual' and 'digital' technology was applied to improve the visitor experience both on and off site. The grant was deemed to be of a restrictive capital nature with £766k being treated as Fixed Asset additions with the majority of the spend in 2021/22 relating to physical building works and interactive audio visual displays. During the year to 31st March 2024 there was expenditure of £84,461 (2023: £84,461), leaving a restricted fund balance of £513,704 (2022: £598,165).

Adult Social Care Infection Control Fund

Funds were made available by the government to enable organisations to help to combat the spread of Covid-19 infections. During the year ended 31st March 2024 there was income of £1,035 (2023: £9,840) matched against expenditure of £1,035 (2023: £9,840), leaving a restricted fund balance of £Nil (2023: £Nil).

Active Sussex (SSC & SHCC)

As part of the NHS Physical Activity and Digital Weight Management Programme, Active Sussex distributed funding for the provision of physical activity sessions. This was to be carried out in Eastbourne by the Health Improvement Team with the objective of providing physical activity sessions appropriate for people on low income and in deprived areas. During the year ended 31st March 2024 there was income of £4,000 matched against expenditure of £4,000, leaving a restricted fund balance of £Nil.

Primary Care (PCN)

During the course of the year, a new formal partnership with the Seaford PCN was established to deliver a project to enable people referred by Seaford PCN with the common health condition of hypertension, to access support which would result in an identified positive health outcome. The project ran from 1st November 2023 to 31st March 2024 and included a free 12-week membership to enable participants to engage in a range of activity beyond the weekly sessions. During the year ended 31st March 2024 there was income of £20,079 matched against expenditure of £20,079, leaving a restricted fund balance of £Nil.

Swimming Pool Support Fund (SHP)

Funding received from the UK Government during 2023/24 to assist funding expenditure relating to energy and chemical use for the period April 2023 to March 2024. During the year ended 31st March 2024 there was income of £32,552 matched against expenditure of £32,552, leaving a restricted fund balance of £Nil.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

21. EMPLOYEE BENEFIT OBLIGATIONS

The company operates a defined benefit scheme in the UK. The pension cost and provision for the year are based on the advice of a professionally qualified actuary the most recent full actuarial valuation is dated 31 March 2022. A roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pension liability at 31 March 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

At 31 March 2024 the scheme was valued with a £3,073,000 surplus. This surplus is not recoverable by the scheme employer and therefore a nil asset/liability is recognised in these accounts with an asset ceiling being applied.

During the year one of the company's defined benefit schemes ceased as at 30 April 2023. The scheme obligations and assets have been valued as at the scheme's ceased participation date with obligations of £524,000 and assets of £642,000. Wave Active Limited is not entitled to the scheme's surplus of £118,000 upon cessation and therefore an asset ceiling has been applied. The scheme's obligations and assets have been derecognised and do not form part of the total of defined benefit pension plans as at the balance sheet date.

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Current service cost	104,000	184,000
Net interest from net defined benefit asset/liability	(115,000)	18,000
Past service cost	-	-
	<u>(11,000)</u>	<u>202,000</u>
Actual return on plan assets	<u>472,000</u>	<u>287,000</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

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

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Opening defined benefit obligation	7,970,000	11,799,000
Current service cost	104,000	184,000
Contributions by scheme participants	41,000	61,000
Interest cost	357,000	305,000
Benefits paid	(228,000)	(169,000)
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	(81,000)	506,000
Actuarial (gains)/losses from changes in financial assumptions	(201,000)	(5,595,000)
Oblig other remeasurement	<u>23,000</u>	<u>879,000</u>
	<u>7,985,000</u>	<u>7,970,000</u>
Cessation of scheme	<u>(524,000)</u>	<u>-</u>
	<u><u>7,461,000</u></u>	<u><u>7,970,000</u></u>

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

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Opening fair value of scheme assets	10,541,000	11,079,000
Contributions by employer	27,000	76,000
Contributions by scheme participants	41,000	61,000
Expected return	472,000	287,000
Benefits paid	(228,000)	(169,000)
Assets no descr	(8,000)	(8,000)
Remeasurements:		
Return on plan assets (excluding interest income)	316,000	(591,000)
Assets other remeasurement	<u>15,000</u>	<u>(194,000)</u>
	<u>11,176,000</u>	<u>10,541,000</u>
Asset Ceiling	(3,191,000)	-
Cessation of scheme	<u>(524,000)</u>	<u>-</u>
	<u><u>7,461,000</u></u>	<u><u>7,970,000</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

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

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Actuarial (gains)/losses from changes in demographic assumptions	81,000	(506,000)
Actuarial (gains)/losses from changes in financial assumptions	201,000	5,595,000
Oblig other remeasurement	(23,000)	(879,000)
Return on plan assets (excluding interest income)	316,000	(591,000)
Assets other remeasurement	15,000	(194,000)
	<u>590,000</u>	<u>3,425,000</u>

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	31.3.24	31.3.23
Equities	69%	71%
Bonds	15%	12%
Property	15%	16%
Cash	1%	1%
	<u>100%</u>	<u>100%</u>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.3.24	31.3.23
Discount rate	4.95%	4.80%
Future salary increases	2.85%	2.90%
Future pension increases	2.85%	2.90%

Amounts for the current and previous four periods are as follows:

	2024	2023	2022	2021	2020
Defined benefit pension plans					
Defined benefit obligation	(7,461,000)	(7,970,000)	(11,799,000)	(12,133,000)	(9,062,000)
Fair value of scheme assets	10,652,000	10,541,000	11,079,000	10,016,000	8,333,000
Asset Ceiling	(3,191,000)	-	-	-	-
(Deficit) surplus	-	2,571,000	(720,000)	(2,117,000)	(729,000)

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

Lewes District Council has given a legal undertaking guaranteeing that if any sums are due and owing to the pension scheme by the Charity pursuant to the terms of the pension admissions agreement between the Charity and Lewes District Council dated 31 March 2006, that Lewes District Council will make good any deficit in the event of the liquidation or winding up of the charitable company. As this indemnity represents a contingent asset it has not been reflected in the financial statements.

Sensitivity Analysis

Changes in assumptions at 31 March 2024	Approx % Increase to Employer Liability	Approximate Monetary Amount (£000)
0.1% decrease in Real Discount Rate	1.86%	139,000
0.1% increase in Salary Increase Rate	0.09%	7,000
0.1% increase in the Pension Increase Rate	1.76%	131,000

22. CAPITAL COMMITMENTS

As at 31 March 2024 there was capital expenditure authorised by the senior leadership team but not contracted for of £32,295 (2023: £16,647).

23. RELATED PARTY DISCLOSURES

The Charity has a very close relationship with Lewes District Council, however it is not considered to be a related party due to the control criteria not being met.

A member of the Key Management Personnel, Neil Harrison, had a family connection with several employees at Wave Active Limited. The employees were remunerated during 2023/24 as follows:

	31.3.24	31.3.23
	£	£
S Harrison	3,137	2,366
A Harrison	3,865	-
J Harrison	1,002	-
M Harrison	181	-

A second member of the Key Management Personnel, Deborah Witts, had a family connection with an employee at Wave Active Limited. The employee was remunerated during 2023/24 as follows:

	31.3.24	31.3.23
	£	£
T Witts	4,834	-

A third member of the Key Management Personnel, Duncan Kerr, had a family connection with an employee at Wave Active Limited. The employee was remunerated during 2023/24 as follows:

	31.3.24	31.3.23
	£	£
E Clarke	499	-

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

24. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party. The Board of Trustees and the management team are responsible for the strategic and operational decisions of the charity.