

ABSOLUTELY LEISURE

England & Wales · Charity number 1131013

Details

Status	Registered
Legal form	Charitable company
Company number	06822082
Registered	2009-08-07
Register	View on the Charity Commission register

Contact

Address	The Arena Stafferton Way Maidenhead SL6 1AY
Phone	01628567001
Email	info@absolutely-group.co.uk
Website	http://www.absolutely-group.co.uk/

Activities

Objects: 1 TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES AND SERVICES FOR RECREATIONAL OR OTHER LEISURE TIME OCCUPATION IN THE INTERESTS OF SOCIAL WELFARE, SUCH FACILITIES BEING PROVIDED TO THE PUBLIC AT LARGE SAVE THAT SPECIAL FACILITIES MAY BE PROVIDED FOR PERSONS WHO BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL OR ECONOMIC CIRCUMSTANCES MAY HAVE NEED OF SPECIAL FACILITIES AND SERVICES; AND/OR 2 TO PROMOTE AND PRESERVE GOOD HEALTH THROUGH COMMUNITY PARTICIPATION IN HEALTHY RECREATION' AND/OR SUCH OTHER CHARITABLE PURPOSES BENEFICIAL TO THE COMMUNITY CONSISTENT WITH THE OBJECTS ABOVE AS THE TRUSTEES SHALL IN THEIR ABSOLUTE DISCRETION DETERMINE

Activities: TO PROVIDE FACILITIES AND SERVICES FOR RECREATIONAL OR OTHER LEISURE IN THE INTERESTS OF SOCIAL WELFARE, SUCH FACILITIES BEING PROVIDED TO THE PUBLIC AT LARGE SAVE THAT SPECIAL FACILITIES MAY BE PROVIDED FOR PERSONS WHO BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL OR ECONOMIC CIRCUMSTANCES MAY HAVE NEED OF SPECIAL FACILITIES AND SERVICES; AND/OR

Classification

- **How:** Provides Buildings/facilities/open Space
- **What:** Amateur Sport
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, THROUGHOUT ENGLAND.
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£4,472,530	£4,584,040	£1,857,783	87
2024-03-31	£4,283,375	£4,284,070	£-683,827	101
2023-03-31	£4,223,882	£4,346,626	£-809,132	99
2022-03-31	£3,924,543	£3,760,022	£-1,751,389	85
2021-03-31	£1,851,752	£2,877,072	£-2,639,910	89

Trustees

Name	Role	Appointed
BRIAN DOE		2024-11-26
DAVID GREGORY		2022-07-26
JENNIFER BLACKBURN		2018-06-04
NICOLA FUNNELL		2026-04-28

ABSOLUTELY LEISURE

England & Wales - Charity number 1131013

Accounts

Charity registration number 1131013

Company registration number 06822082 (England and Wales)

ABSOLUTELY LEISURE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

ABSOLUTELY LEISURE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J H Gillan J E Blackburn D V Gregory
Key management personnel	G Sinclair (Chief Executive)
Charity number	1131013
Company number	06822082
Registered office	The Arena Stafferton Way Maidenhead Berkshire United Kingdom SL6 1AY
Auditor	Azets Audit Services Gladstone House 77-79 High Street Egham Surrey United Kingdom TW20 9HY

ABSOLUTELY LEISURE

CONTENTS

	Page
Trustees report	1 - 6
Statement of Trustees responsibilities	7
Independent auditor's report	8 - 10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 27

ABSOLUTELY LEISURE

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

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

The Trustees confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of recommended Practice (SORP) 2019.

Chair's Report

This report covers a period of April 2024 to March 2025

During the year, I am delighted to report, we achieved our primary target by delivering over 50,000 Smile activities for children with additional needs and their families. We now run regular programmes at each of our eight venues and work with leisure partners across the community to increase access for our beneficiaries. Activities were provided across Bristol, Buckinghamshire, Berkshire and Hertfordshire, positively impacting the lives of those who need them most in these communities.

During the year the charity continued to develop its business operations and to grow on what was a very positive previous year. The economic environment continued to be problematic for all businesses, and charities especially. The annual increase in the National Minimum Wage continues to severely impact the charity, and while the Government's intention is laudable, it does add a huge strain to the finances of the charity.

I am pleased to state that the charity is robust enough to weather these various external pressures and continues to provide invaluable activities for children with additional needs, and their families. We continue to expand our programmes and our ambitions and in the coming year are aiming for to increase our reach by providing 60,000 Smile activities in the communities we serve.

In the coming year, we will broaden our work into surrounding communities, while continuing to focus permanently on children with additional needs. Our aim is to embed Absolutely more deeply within every community we work in, working with partners, and ensuring we keep putting smiles on faces.

I, and my fellow Trustees, would like to thank the staff of the Charity, our stakeholders and of course our customers, for supporting Absolutely Leisure and making our work possible.

Jennifer Blackburn
Chair

Objectives and activities

Absolutely Leisure is a wholly owned charity that exists to provide or assist in the provision of facilities and services for recreational or other leisure time occupation in the interests of social welfare. Such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services.

Additionally, the Charity aims to promote and preserve good health through community participation in healthy recreation and / or such other charitable purposes beneficial to the community consistent with the objects of the charity.

Achievements and performance

The Charity is very proud to have weathered the unprecedented turbulence of the last 4 years. And although these turbulent times look set to continue, the Charity is in a stronger and more resilient place than it was 4 years ago.

During the last year the Charity met its target to provide over 50,000 Smile activities to the communities it works with. We now provide regular school curriculum activities to 9 SEN schools.

ABSOLUTELY LEISURE

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

Staff retention is among the highest in our sector and staff report a feeling a positive engagement in the work of the charity.

Throughout the year the Charity stayed within its financial obligations to the Natwest and it is pleasing that a surplus has been achieved for the financial year.

The Charity receives no local authority or government funding and relies on grants and donations to support its programmes. Without this support, the Charity would not be able to deliver the breadth and scale of activities to its beneficiaries. During last year the Charity received grants and donations totalling nearly £35,000 including a 1 off donation of £10,000 from an individual donor.

Financial review

Trustees are pleased to report that Absolutely Leisure has made a surplus for the year.

Cash flow within the Charity remains well managed, and although there are dips in cash flow throughout certain points, the Charity has not needed to use its overdraft facility.

A significant challenge throughout 2024/5 was the impact of the National Minimum Wage. The Charity was able to award all staff not receiving minimum wage increases, an annual increase in pay of 4%. Whilst this was below inflation staff were understanding and grateful for the increase.

Reserves policy

The Board has an aspiration to increase its reserves to a level of £250,000 over the next 4 years, whilst recognising that during these extraordinarily turbulent times maintaining a consistent reserve will be challenging.

Pension costs

Trustees are aware of the pension information required to be included in the statutory accounts. The pension referred to is a Local Government Pension Scheme (LGPS) for a total of 8 employees who have previously been transferred from the local authority. The scheme is underwritten by HM Government.

Trustees understand that the calculations required to be used for statutory purposes are notional and represent only one view of the pension fund, as directed by the FSA. In contrast the latest actuarial review from the Fund Managers appointed actuary, Barnet Waddingham, shows an alternative position - the fund is in surplus and employers' contribution for the next 3 years are static

Risk management

The members of the Board have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Board members confirm that the major risks to the Charity have been reviewed and that systems or procedures have been established to manage those risks. The Board of Trustees reviews and updates the Risk Register at every Board Meeting and management work to mitigate risks identified. Of the most recent emerging risk, the impact of the National Minimum Wage continues to be a focus of Management, looking at ways to work differently to absorb these significant costs within the normal operating costs.

Plans for future periods

The Trustees have committed to growing the reach of the Charity and to delivering the programmes of Absolutely Together in every community that the Charity works in. Additionally, the Trustees want to continue to offer 'enabling support' to complementary community groups and charities using our venues.

ABSOLUTELY LEISURE

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

In April of this year the Board approved a revised set of outline strategic objectives for the Charity for the next 5 years. These include:

- Growth of our Smile programmes to neighbouring communities
- Further development of our Work Placement / Experience programmes and extend our target beneficiaries to include young adults with additional needs
- Greater partnering with leisure providers to support our Smiles programmes
- Retain key contracts and leases
- Redevelop Maidenhead and XC venues
- Dispose of car park land at Maidenhead

Structure, governance and management

The Board of Trustees are also Directors of the parent company Absolutely Together and the wholly owned limited company and subsidiary Absolutely Together Trading. Where a taxable profit is made by the subsidiary this is gifted to the Charity. The Board met online for formal meetings 6 times during the year to oversee the management and administration of the Charity, and to receive regular updates on various aspects of the Charity's activities from the Management Team.

Governing document

The Charitable Company is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J H Gillan

J E Blackburn

D V Gregory

Recruitment and appointment of new Trustees

In exercising its powers to nominate, appoint, reappoint, elect, re-elect, approve and dismiss member, the members shall seek to ensure that the board is representative of the local community and also comprises persons with a broad range of skills who are likely to contribute to the Charity's success.

Board members induction and training

New trustees are invited to attend and observe at least 2 Board Meetings before confirming their acceptance to become a trustee. During the year the Board completed skills audit to help inform trustee recruitment. This identified the need for legal experience among new trustees' skillsets.

The Management Team, led by the Chief Executive, meet weekly to review the overall performance of the Charity, and to plan and implement necessary actions. The Management Team includes Operations, Finance, People Management, Health and Safety and Business Development functions. A quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

Organisation structure & how decision are made

The Board of Trustees has responsibility for administering the charity. The Trustees have appointed a Chief Executive Officer to manage the operations of the Charity, The Board has agreed to delegated powers to manage this arrangement.

The Management Team, led by the Chief Executive, meet weekly to review the overall performance of the Charity, and to plan and implement necessary actions. The Management Team includes Operations, Finance, People Management, Health and Safety and Business Development functions. A quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

ABSOLUTELY LEISURE

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

Setting of pay

The People Development Scheme is a company policy that endorses all pay rate levels for Absolutely Leisure, The Board approve any pay rises on an annual basis and these are then confirmed with the policy.

The pay of the Chief Executive is set in line with an historical survey of similar sized and complex organisations in the wider Third Sector, as well as in regard to the skills and experience of the post-holder. The Chief Executive sets the pay for his immediate team, based on the framework detailed within the Charity's People Development Scheme, and again with reference to the skills and experience of the post-holders.

Public Benefit Statement

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives, and in planning future activities. Families who have children with additional needs continue to find access to local leisure facilities challenging, which often leads to social isolation. Absolutely Together programmes address this by providing free leisure opportunities for these families, both through the use of Absolutely Leisure and Dacorum Sports Trust facilities and through vouchers for free access to activities with our local leisure partners.

We now support families across Berkshire, Buckinghamshire, Hertfordshire and Bristol, with programmes running at each of our eight venues as well as with carefully selected community partners. This enables us to offer a wide-ranging programme that meets the needs of the families we serve.

During the year, we delivered over 50,000 Smiles to families with children who have additional needs—helping to reduce social isolation, improve mental wellbeing, and provide much-needed opportunities to enjoy time together. Activities included ten-pin bowling, karting, climbing, swimming, theatre visits, cinema trips, gym use, and disc golf. We also expanded the programme to include theme park visits, farm parks and trampoline sessions, enabling us to reach even more families who are desperately in need of support.

Together Karting

We now operate our Together Karting programme across our tracks in Bristol and Maidenhead, with five specially adapted twin-seat karts shared between the two sites. These karts give children the unique opportunity to experience karting alongside members of their family, creating memories that will last a lifetime. Activities take place during dedicated weekday and weekend sessions – every week.

Over the last year, the programme has expanded significantly, now encompassing six local SEN schools and providing five hours of peak-time community use each week. We have also widened our support to include free activities for charities working with children with additional needs, such as Berkshire Vision and Buckinghamshire Vision, giving children with limited vision the unique chance to experience karting in a safe and supportive environment.

Teachers regularly share how valuable the programme is for their pupils. One teacher explained:

"Our students look forward to these sessions each week, and the benefits have been clear to see. They return to school more confident, more engaged, and with a real sense of achievement from trying something new. The programme has become an important part of their development and wellbeing."

Usage of the programme increased significantly during the last 12 months, and we will continue to look for further opportunities to extend its reach in the year ahead.

ABSOLUTELY LEISURE

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

The impact is best shown in the comments received:

"We were lucky enough to receive tickets from Absolutely Together, we were able to visit bowling, go karting and the goat farm. Firstly, we are very grateful to have had the chance to get this experience. Secondly as a family with a child with disabilities it's difficult on its own, days out are very few and far and between, based on the fact of disabilities but also the fact I am on a low income so it makes it extra difficult. I applied through Absolutely Together and was given the chance to have these days out with my family, we absolutely loved every single thing, nothing was a problem, my children loved it and we all had the best time as a family.

I would recommend this company to anyone they really really helped us and made us have the days out we wouldn't usually have."

"We were very grateful to receive Odeon cinema tickets. My son, who has autism, has previously found the cinema overwhelming but was keen to see Despicable Me 4, so was willing to give it a try. We are cautious about paying for the family to go, in the event we don't make it in or through the film. Despite being a working family, we do struggle to fund outings or have to opt for only 1 parent going to keep costs down. My son had a great time and with both parents there, it felt like amazing family time with low stress. Very grateful for the opportunity we have been provided by Absolutely Together."

1,000s of Smiles

Although we did not receive specific grant funding towards the 1,000s of Smiles programme this year, we have been able to keep it running through our own fundraising initiatives and the generous support of local corporate partners, including SEGRO.

The highlight of the programme came during the Christmas period, which can be an especially difficult and isolating time for families of children with additional needs. Thanks to our partnerships with the Ambassador Theatre Group and others, we were able to send 600 families to a Christmas show or pantomime at no cost to them. For many of these families, such experiences would not have been possible without our support, and the feedback we received reflected the joy and sense of inclusion these outings provided.

An increasing number of families are telling us that they find access to leisure activities restricted, with 82% of families we engage with reporting challenges. Encouragingly, our programmes are now receiving more positive feedback than ever before: 97% of participants in the 1,000s of Smiles programme say it has improved their families' access to leisure, and 90% report an improvement in their overall wellbeing as a result.

The 1,000s of Smiles programme continues to play a vital role in breaking down barriers for families of children with additional needs, offering moments of happiness and connection at times when they are needed most.

Work Experience

This year we have expanded our programmes to include dedicated work experience opportunities, taking on five interns with additional needs across the charity. These young people have each spent three days a week working within an Absolutely Together site while continuing their studies at college. The programme has been delivered in partnership with the charity Ways Into Work and local further education colleges.

For many young people with Special Educational Needs (SEN), finding employment is one of the greatest challenges they face. Limited opportunities, a lack of tailored support, and the need for greater understanding from employers often result in barriers that prevent them from accessing the workplace. Our internship scheme is designed to break down these barriers by offering meaningful, structured work experience in a supportive environment, helping young people build confidence, develop practical skills, and prepare for future employment.

ABSOLUTELY LEISURE

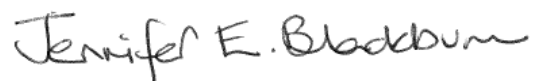
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2025*

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

This report has been prepared in accordance with the provisions applicable to companies entitled the small companies exemption.

The Trustees report was approved by the Board of Trustees.



.....
J E Blackburn

Trustee

Dated: 10 December 2025
.....

ABSOLUTELY LEISURE

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of Absolutely Leisure for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the Trustees are required to:

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

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

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABSOLUTELY LEISURE

Opinion

We have audited the financial statements of Absolutely Leisure (the 'Charitable Company') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the 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. We also draw attention to the disclosures in note 1.2 regarding going concern. Our opinion is not modified in this respect.

Other information

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

We have nothing to report in this regard.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ABSOLUTELY LEISURE

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' report included within the Trustees report.

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

- 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees report and from the requirement to prepare a strategic report.

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 purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ABSOLUTELY LEISURE

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's members in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Paul Creasey (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

17 December 2025
.....

Chartered Accountants
Statutory Auditor

Gladstone House
77-79 High Street
Egham
Surrey
United Kingdom
TW20 9HY

ABSOLUTELY LEISURE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from:			
Donations and legacies	3	524,332	425,547
Charitable activities:			
Leisure activities	4	3,742,758	3,682,388
Funding income	4	205,440	175,440
Total income		<u>4,472,530</u>	<u>4,283,375</u>
Expenditure on:			
Charitable activities	5	<u>4,584,040</u>	<u>4,284,070</u>
Net outgoing resources		(111,510)	(695)
Other recognised gains and losses			
Revaluation of tangible fixed assets		2,344,120	-
Actuarial gain on defined benefit pension schemes		<u>309,000</u>	<u>126,000</u>
Net movement in funds		2,541,610	125,305
Fund balances at 1 April 2024		<u>(683,827)</u>	<u>(809,132)</u>
Fund balances at 31 March 2025		<u><u>1,857,783</u></u>	<u><u>(683,827)</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

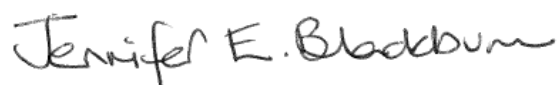
ABSOLUTELY LEISURE

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	9		4,118,197		1,815,169
Current assets					
Stocks	10	3,643		13,547	
Debtors	11	428,398		145,080	
Cash at bank and in hand		55,814		86,558	
		<u>487,855</u>		<u>245,185</u>	
Creditors: amounts falling due within one year	14	<u>(1,519,133)</u>		<u>(1,344,256)</u>	
Net current liabilities			<u>(1,031,278)</u>		<u>(1,099,071)</u>
Total assets less current liabilities			3,086,919		716,098
Creditors: amounts falling due after more than one year	15		<u>(1,229,136)</u>		<u>(1,417,925)</u>
Net assets excluding pension (liability)/surplus			1,857,783		(701,827)
Defined benefit pension (liability)/surplus	17		-		18,000
Net assets/(liabilities)			<u>1,857,783</u>		<u>(683,827)</u>
Income funds					
Unrestricted funds:					
General unrestricted funds		(486,337)		(701,827)	
Revaluation reserve		2,344,120		-	
Pension reserve		-		18,000	
		<u>-</u>		<u>18,000</u>	
			1,857,783		(683,827)
			<u>1,857,783</u>		<u>(683,827)</u>

The financial statements were approved by the Trustees on 10 December 2025



J E Blackburn
Trustee

Company Registration No. 06822082

ABSOLUTELY LEISURE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	23		330,324		198,042
Investing activities					
Purchase of tangible fixed assets		(123,204)		(22,304)	
Net cash used in investing activities			(123,204)		(22,304)
Financing activities					
Repayment of borrowings		-		(8,625)	
Repayment of bank loans		(185,634)		(177,952)	
Payment of obligations under finance leases		(52,230)		(46,212)	
Net cash used in financing activities			(237,864)		(232,789)
Net decrease in cash and cash equivalents			(30,744)		(57,051)
Cash and cash equivalents at beginning of year			86,558		143,609
Cash and cash equivalents at end of year			55,814		86,558

ABSOLUTELY LEISURE

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

1 Accounting policies

Charity information

Absolutely Leisure is a private company limited by guarantee incorporated in England and Wales. The registered office is The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Charitable Company is a Public Benefit Entity as defined by FRS 102.

Absolutely Leisure meets the definition under FRS 102 of a public benefit entity.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Reduced Disclosures

In accordance with FRS 102, the Charitable Company has taken advantage of the exemptions from the following disclosure requirements:

- Section 11 'Basic Financial Instruments' & Section 12 'Other Financial Instrument Issues' - Carrying amounts, interest income/expense and net gains/losses for each category of financial instrument; basis for determining fair values.

The financial statements of the Charitable Company are consolidated in the financial statement of Absolutely Together. the consolidated financial statements of Absolutely Together are available from its registered office, The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY.

1.2 Going concern

At the time of approving the financial statements and based on the 2025 - 28 forecasts, the Trustees have a reasonable expectation that the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

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

Restricted funds are used to account for situations where the donor required the funds must be spent on a particular purpose.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.4 Income

All income on the Statement of Financial Activities is recognised when the Charitable Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Certain income is received in advance of the provision of the relevant service and as such is deferred until the service commences. Income for annual memberships is accounted for over the membership year.

Income from leisure activities are recognised as the related good and service are provided.

Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Management fees are unrestricted income which available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property	straight line over 25 years
Improvements to property	straight line over 4 years
Plant and machinery	straight line over 3 years or the life of the lease

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Leasehold property is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. Changes in fair value are recognised in other comprehensive income.

1.7 Stocks

Stocks are 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.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.9 Financial instruments

The Charitable Company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial assets and liabilities are recognised when the Charitable Company becomes a party to the contractual provisions of the instrument, and are offset only when the Charitable Company currently has a legally enforceable right to set off the recognised amounts and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets and liabilities

The Charitable Company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at the transaction value and thereafter are stated at amortised cost using the effective interest method.

1.10 Employee benefits

Termination benefits are recognised immediately as an expense when the Charitable Company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

The Charitable Company operates a defined contribution pension scheme. Contributions payable to the Charitable Company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The Charitable Company has also assumed responsibility for a pension scheme providing benefits based on final pensionable pay. Contributions to the defined benefit scheme are charged to income and expenditure in order to allocate the cost of providing the pensions recognising any actuarial gain or loss (where appropriate), over the working lives of the relevant employees as assessed in accordance with the advice of a professional qualified actuary.

The Local Government Pension Scheme (LGPS) is a funded multi-employer scheme and the assets are held separately from those of the Charitable Company in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introduction, benefit charges, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.12 Leases

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

Rentals payable under operating leases are charged as an expense on a straight line basis over the lease term.

1.13 Irrecoverable VAT

VAT on revenue expenditure which can not be recovered is charged as a separate cost to the Statement of Financial Activities. VAT on capital expenditure which can not be recovered is capitalised as part of the cost of acquiring the relevant asset.

2 Critical accounting estimates and judgements

In the application of the Charitable Company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be 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 in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

Leases

In categorising leases as finance leases or operating leases, management makes judgements as to whether significant risks and rewards of ownership have transferred to the Charitable Company as lessee.

Key sources of estimation uncertainty

Carrying value of assets and liabilities

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

The present value of the Local Government Pension Scheme defined benefit liability 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17 will impact the carrying amount of the pension liability.

Valuation of leasehold property

The Charity uses the valuation performed by its independent valuers as the fair value of its leasehold property. The valuation is based upon the key assumptions of estimated rental values and market based yields. In determining fair value the valuers make reference to market evidence and recent transaction prices for similar properties.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

3 Donations and legacies

	2025 £	2024 £
Government and other grants	92,000	72,000
Donation from fellow group company Absolutely Together Trading Ltd	407,722	326,741
Other donations	24,610	26,806
	<u>524,332</u>	<u>425,547</u>

The income from donations of £432,332 (2024: £353,547) was all unrestricted. They also received a grant of £92,000 (2024: £72,000) relates to a grant received from the parent charity, Absolutely Together. There were no grant income relating to local authority funding in the period.

4 Charitable activities:

	Leisure activities 2025 £	Management fees 2025 £	Total 2025 £	Leisure activities 2024 £	Management fees 2024 £	Total 2024 £
Charitable activities	<u>3,742,758</u>	<u>205,440</u>	<u>3,948,198</u>	<u>3,682,388</u>	<u>175,440</u>	<u>3,857,828</u>

The income from charitable activities of £3,948,128 (2024: £3,857,828) was all unrestricted.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Charitable activities

	Direct Costs	Support Costs	Total	Direct Costs	Support Costs	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Staff costs	1,687,453	-	1,687,453	1,591,972	-	1,591,972
Depreciation	-	219,407	219,407	-	202,488	202,488
Overheads	94,807	2,113,363	2,208,170	76,714	2,159,688	2,236,402
Lease Charges	-	-	-	-	214	214
Other Loan Interest	-	29,111	29,111	-	13,253	13,253
Bank Charges	-	52,412	52,412	-	46,929	46,929
Legal and Professional	-	18,091	18,091	-	27,208	27,208
Defined Benefit Pension Costs	-	327,000	327,000	-	130,000	130,000
Consultancy	-	17,396	17,396	-	12,284	12,284
Governance costs						
Auditors Remuneration	-	25,000	25,000	-	23,320	23,320
	<u>1,782,260</u>	<u>2,801,780</u>	<u>4,584,040</u>	<u>1,668,686</u>	<u>2,615,384</u>	<u>4,284,070</u>

The expenditure on charitable activities of £4,584,040 (2024: £4,284,070) was all from unrestricted funds.

6 Trustees

The Trustees did not receive any remuneration during the year ended 31 March 2025 (2024: £nil). There were no Trustees' expenses paid for the year ended 31 March 2025 (2024: £nil).

7 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Leisure activities	<u>134</u>	<u>101</u>
Employment costs	2025 £	2024 £
Wages and salaries	1,501,996	1,422,547
Social security costs	110,427	99,875
Other pension costs	75,030	69,550
	<u>1,687,453</u>	<u>1,591,972</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£100,000 +	1	1

The remuneration of key management personnel is £120,833 (2024: £123,964).

8 Taxation

No liability to UK corporation tax arose on ordinary activities for the year ended 31 March 2025 or the year ended 31 March 2024.

9 Tangible fixed assets

	Leasehold property £	Improvements to property £	Plant and machinery £	Total £
Cost				
At 1 April 2024	1,832,270	603,782	3,022,954	5,459,006
Additions	-	-	178,316	178,316
Disposals	-	-	(211,014)	(211,014)
Revaluation	2,344,120	-	-	2,344,120
At 31 March 2025	4,176,390	603,782	2,990,256	7,770,428
Depreciation and impairment				
At 1 April 2024	403,099	603,782	2,636,956	3,643,837
Depreciation charged in the year	73,291	-	146,117	219,408
Eliminated in respect of disposals	-	-	(211,014)	(211,014)
At 31 March 2025	476,390	603,782	2,572,059	3,652,231
Carrying amount				
At 31 March 2025	3,700,000	-	418,197	4,118,197
At 31 March 2024	1,429,171	-	385,998	1,815,169

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts. The depreciation charge in respect of such assets amounted to £51,794 (2024 - £38,658) for the year.

	2025 £	2024 £
Plant and machinery	98,978	84,845

The leasehold property is valued at open market value. As at 31 March 2025, a full valuation was undertaken by Kempton Carr Croft. The valuation is based on market value for the location and similar properties.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Stocks

	2025 £	2024 £
Finished goods and goods for resale	3,643	13,547

11 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	10,561	16,283
Other debtors	-	7,610
Prepayments and accrued income	417,837	121,187
	428,398	145,080

12 Loans and overdrafts

	2025 £	2024 £
Bank loans	1,220,773	1,406,407
Payable within one year	171,466	180,274
Payable after one year	1,049,307	1,226,133
Amounts included above which fall due after five years:		
Payable by instalments	865,963	907,875

The finance lease liabilities of the Charitable Company, £27,534 (2024: £52,690) of which fall due in less than one year, with £83,162 (2024: £55,125) falling due in more than one year, are secured over the assets which form part of the finance lease agreements.

The bank loans of £171,466 (2024: £180,274) within one year and £1,049,307 (2024: £1,226,133) after one year are secured by way of a fixed and floating charge, in favour of National Westminster Bank Plc, over the assets of the Charitable Company.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Finance lease commitments

Future minimum lease payments due under finance leases:

	2025 £	2024 £
Within one year	27,534	52,690
Within two and five years	83,162	55,125
	<u>110,696</u>	<u>107,815</u>

14 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank loans	12	171,466	180,274
Obligations under finance leases	13	27,534	52,690
Other taxation and social security		40,545	50,335
Deferred income	16	121,005	254,594
Trade creditors		383,420	384,669
Amounts owed to fellow group undertakings		425,533	36,676
Other creditors		79,775	70,398
Accruals		269,855	314,620
		<u>1,519,133</u>	<u>1,344,256</u>

15 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Bank loans	12	1,049,307	1,226,133
Obligations under finance leases	13	83,162	55,125
Other creditors		96,667	136,667
		<u>1,229,136</u>	<u>1,417,925</u>

Of the above, the bank loans includes a balance of £867,654 which is due in 5+ years.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

16 Deferred income

	2025 £	2024 £
Arising from grants	10,752	110,752
Arising from block bookings/events	110,253	143,842
	<u>121,005</u>	<u>254,594</u>
	2025 £	2024 £
Deferred income is included within:		
Current liabilities	<u>121,005</u>	<u>254,594</u>
Movements in the year:		
Deferred income at 1 April 2024	254,594	424,138
Released from previous periods	(243,842)	(313,386)
Resources deferred in the year	<u>110,253</u>	<u>143,842</u>
Deferred income at 31 March 2025	<u>121,005</u>	<u>254,594</u>

Deferred income related to advance payments for block bookings/events at the sites that related to future dates.

The deferred income on the grant relates to a financial grant from Absolutely Together for the delivery of various programmes over the next year.

17 Retirement benefit schemes

Defined contribution schemes

The Charitable Company operates a defined contribution pension scheme. The contributions payable during the year amounted to £40,000 (2024: £40,000). At 31 March 2025 there was £2,603 (2024: £3,171) owing to the scheme and this is included within other creditors.

The pension contributions and liability is all allocated from unrestricted funds which is the only fund basis of the Charity.

Defined benefit schemes

Key assumptions

	2025 %	2024 %
Discount rate	5.95	4.95
Expected rate of increase of pensions in payment	2.85	2.90
Expected rate of salary increases	<u>2.45</u>	<u>2.50</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Retirement benefit schemes

(Continued)

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2025 Years	2024 Years
Retiring today		
- Males	20.7	20.8
- Females	23.6	23.6
Retiring in 20 years		
- Males	22	22.0
- Females	25	25.0

Amounts recognised in the profit and loss account:

	2025 £	2024 £
Current service cost	60,000	61,000
Net interest on defined benefit liability/(asset)	(9,000)	(3,000)
Other costs and income	1,000	1,000
Total costs	52,000	59,000

Amounts taken to other comprehensive income:

	2025 £	2024 £
Actual return on scheme assets	(35,000)	(127,000)
Less: calculated interest element	81,000	69,000
Return on scheme assets excluding interest income	46,000	(58,000)
Actuarial changes related to obligations	(355,000)	(68,000)
Effects of changes in the amount of surplus that is not recoverable	455,000	123,000
Total costs/(income)	146,000	(3,000)

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Retirement benefit schemes

(Continued)

The amounts included in the balance sheet arising from the Charitable Company's obligations in respect of defined benefit plans are as follows:

	2025 £	2024 £
Present value of defined benefit obligations	1,243,000	1,452,000
Fair value of plan assets	(1,698,000)	(1,593,000)
Surplus in scheme	(455,000)	(141,000)
Restriction on scheme assets	455,000	123,000
Total liability/(asset) recognised	-	(18,000)

Movements in the present value of defined benefit obligations:

	2025 £
Liabilities at 1 April 2024	1,452,000
Current service cost	60,000
Benefits paid	(18,000)
Contributions from scheme members	32,000
Actuarial gains and losses	(355,000)
Interest cost	72,000
At 31 March 2025	1,243,000

The defined benefit obligations arise from plans which are wholly or partly funded.

Movements in the fair value of plan assets:

	2025 £
Fair value of assets at 1 April 2024	1,593,000
Interest income	81,000
Return on plan assets (excluding amounts included in net interest)	(46,000)
Benefits paid	(18,000)
Contributions by the employer	57,000
Contributions by scheme members	32,000
Other	(1,000)
At 31 March 2025	1,698,000

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Retirement benefit schemes

(Continued)

The fair value of plan assets at the reporting period end was as follows:

	2025 £	2024 £
Equity instruments	1,150,000	1,095,000
Debt instruments	248,000	209,000
Property	142,000	145,000
Cash	31,000	15,000
Infrastructure	198,000	200,000
Longevity insurance	(71,000)	(71,000)
	<u>1,698,000</u>	<u>1,593,000</u>

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fund balances at 31 March 2025 are represented by:		
Tangible assets	4,118,197	1,815,169
Current assets/(liabilities)	(1,031,278)	(1,099,071)
Long term liabilities	(1,229,136)	(1,417,925)
Provisions and pensions	-	18,000
	<u>1,857,783</u>	<u>(683,827)</u>

19 Operating lease commitments

At the reporting end date the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	562,242	555,632
Between two and five years	977,372	1,416,114
	<u>1,539,614</u>	<u>1,971,746</u>

20 Related party transactions

During the year, Absolutely Leisure recieved £150,000 (2024: £120,000) from Dacorum Sports Trust, another subsidiary of Absolutely Together, for the support services provided in the period.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

21 Ultimate parent undertaking and controlling related party

The ultimate parent company is Absolutely Together, a company limited by guarantee and incorporated in Great Britain by virtue of being the sole member. Company Registration No: 08466394 and Registered Charity No: 1152093. This is the smallest and largest group to consolidate these financial statements. Copies of the financial statement can be obtained from The Arena, Stafferton Way, Maidenhead, Berkshire, SL 6 1AY or on companies house website www.companieshouse.gov.uk.

The Trustees consider the Board of Trustees of Absolutely Together, a company limited by guarantee, to be the ultimate controlling party.

22 Limited by guarantee

The Charity is a company limited by guarantee and has no share capital. the liability of each member in the event of winding up is limited to £1.

23 Cash generated from operations	2025 £	2024 £
(Deficit)/surplus for the year	(111,510)	(695)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	219,407	202,488
Defined benefit pension scheme cost less contributions payable	4,000	10,000
Asset ceiling on defined benefit pension scheme	332,000	123,000
Defined benefit pension scheme interest cost	(9,000)	(3,000)
Movements in working capital:		
Decrease in stocks	9,904	90
(Increase)/decrease in debtors	(283,318)	61,571
Increase/(decrease) in creditors	302,430	(25,868)
(Decrease) in deferred income	(133,589)	(169,544)
Cash generated from operations	330,324	198,042

24 Analysis of changes in net (debt)/funds

	At 1 April 2024 £	Cash flows £	New finance leases £	At 31 March 2025 £
Cash at bank and in hand	86,558	(30,744)	-	55,814
Loans falling due within one year	(180,274)	8,808	-	(171,466)
Loans falling due after more than one year	(1,226,133)	176,826	-	(1,049,307)
Obligations under finance leases	(107,815)	52,230	(55,111)	(110,696)
	<u>(1,427,664)</u>	<u>207,120</u>	<u>(55,111)</u>	<u>(1,275,655)</u>

ABSOLUTELY LEISURE

England & Wales - Charity number 1131013

Accounts

Charity registration number 1131013

Company registration number 06822082 (England and Wales)

ABSOLUTELY LEISURE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

ABSOLUTELY LEISURE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J H Gillan J E Blackburn D V Gregory
Key management personnel	G Sinclair (Chief Executive)
Charity number	1131013
Company number	06822082
Registered office	The Arena Stafferton Way Maidenhead Berkshire United Kingdom SL6 1AY
Auditor	Azets Audit Services Gladstone House 77-79 High Street Egham Surrey United Kingdom TW20 9HY

ABSOLUTELY LEISURE

CONTENTS

	Page
Trustees report	1 - 7
Independent auditor's report	8 - 10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 27

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report and financial statements for the year ended 31 March 2024.

The Trustees confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of recommended Practice (SORP) 2019.

Objectives and activities

Absolutely Leisure is a wholly owned charity that exists to provide or assist in the provision of facilities and services for recreational or other leisure time occupation in the interests of social welfare. Such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services.

Additionally, the Charity aims to promote and preserve good health through community participation in healthy recreation and / or such other charitable purposes beneficial to the community consistent with the objects of the charity.

Achievements and performance

The Charity is very proud to have weathered the unprecedented turbulence of the last 4 years. And although these turbulent times look set to continue, the Charity is in a stronger and more resilient place than it was 4 years ago.

During the last year the Charity met its target to provide over 40,000 Smile activities to the communities it works with. We now provide regular school curriculum activities to 9 SEN schools.

Staff retention is among the highest in our sector and staff report a feeling a positive engagement in the work of the charity.

Throughout the year the Charity stayed within its financial obligations to the Natwest and it is pleasing that a surplus has been achieved for the financial year.

The Charity receives no local authority or government funding and relies on grants and donations to support its programmes. Without this support, the Charity would not be able to deliver the breadth and scale of activities to its beneficiaries. During last year the Charity received grants and donations totalling nearly £7,000.

Financial review

Trustees are pleased to report that Absolutely Leisure has made a surplus for the third year in succession.

Cash flow within the Charity remains well managed, and although there are dips in cash flow throughout certain points, the Charity has not needed to use its overdraft facility.

A significant challenge throughout 2023/4 was the impact of the National Minimum Wage. The Charity was able to award all staff not receiving minimum wage increases, an annual increase in pay of 2.5%. Whilst this was below inflation staff were understanding and grateful for the increase.

Reserves policy

The Board has an aspiration to increase its reserves to a level of £250,000 over the next 4 years, whilst recognising that during these extraordinarily turbulent times maintaining a consistent reserve will be challenging.

Pension costs

Trustees are aware of the pension information required to be included in the statutory accounts. The pension referred to is a Local Government Pension Scheme (LGPS) for a total of 8 employees who have previously been transferred from the local authority. The scheme is underwritten by HM Government.

Trustees understand that the calculations required to be used for statutory purposes are notional and represent only one view of the pension fund, as directed by the FSA. In contrast the latest actuarial review from the Fund Managers appointed actuary, Barnet Waddingham, shows an alternative position - the fund is in surplus and employers' contribution for the next 3 years are static.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Risk management

The members of the Board have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Board members confirm that the major risks to the Charity have been reviewed and that systems or procedures have been established to manage those risks. The Board of Trustees reviews and updates the Risk Register at every Board Meeting and management work to mitigate risks identified. Of the most recent emerging risk, the impact of the National Minimum Wage continues to be a focus of Management, looking at ways to work differently to absorb these significant costs within the normal operating costs.

Plans for future periods

The Trustees have committed to growing the reach of the Charity and to delivering the programmes of Absolutely Together in every community that the Charity works in. Additionally, the Trustees want to continue to offer 'enabling support' to complementary community groups and charities using our venues.

In April of this year the Board approved a revised set of outline strategic objectives for the Charity for the next 5 years. These include:

- Growth of our Smile programmes to neighbouring communities
- Further development of our Work Placement / Experience programmes and extend our target beneficiaries to include young adults with additional needs
- Greater partnering with leisure providers to support our Smiles programmes
- Retain key contracts and leases
- Redevelop Maidenhead and XC venues
- Dispose of car park land at Maidenhead

Post year-end the Charity introduced a new fleet of electric karts for children aged 4 to 7 years old at Maidenhead, and replaced its gym membership software to a new, more dynamic software that provides greater features for members. Our contract with the owners of Rogue Leisure has been extended for up to a further 12 months.

Structure, governance and management

The Board of Trustees are also Directors of Absolutely Leisure. The Board met for formal meetings 6 times during the year to oversee the management and administration of the Charity, and to receive regular updates on various aspects of the Charity's activities from the Management Team.

Governing document

The Charitable Company is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J H Gillan	
A C Taylor	(Resigned 4 April 2023)
J E Blackburn	
B E Edwards	(Resigned 4 April 2023)
D J Gale-Page	(Resigned 20 February 2024)
D V Gregory	

Recruitment and appointment of new Trustees

In exercising its powers to nominate, appoint, reappoint, elect, re-elect, approve and dismiss member, the members shall seek to ensure that the board is representative of the local community and also comprises persons with a broad range of skills who are likely to contribute to the Charity's success.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Board members induction and training

New Trustees are invited to attend and observe at least 2 Board Meetings before confirming their acceptance to become a Trustee. During the year the Board completed skills audit to help inform Trustee recruitment. This identified the need for financial, HR and legal experience amount new Trustees' skillsets.

All new members joining the Board received a full induction that is aimed at training them in their statutory responsibilities under Charity and company law. The induction will normally include:

- Meeting with the Chairman and the Board and the Managing Director;
- Tour of all facilities and an opportunity to meet staff;
- Receive copies of the Charity's rules;
- Receive copies of strategy and business planning documents;
- Receive an organisational structure and overview of the management process; and
- Details of the Charity's relationship with the parent organisation - Absolutely Together, as well as associations with other relevant third parties such as landlord, clients etc.

Organisation structure & how decision are made

The Board of Trustees has responsibility for administering the charity. The Trustees have appointed a Chief Executive Officer to manage the operations of the Charity, The Board has agreed to delegated powers to manage this arrangement.

The Management Team, led by the Chief Executive, meet weekly to review the overall performance of the Charity, and to plan and implement necessary actions. The Management Team includes Operations, Finance, People Management, Health and Safety and Business Development functions. A quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

Setting of pay

The People Development Scheme is a company policy that endorses all pay rate levels for Absolutely Leisure, The Board approve any pay rises on an annual basis and these are then confirmed with the policy.

The pay of the Chief Executive is set in line with an historical survey of similar sized and complex organisations in the wider Third Sector, as well as in regard to the skills and experience of the post-holder. The Chief Executive sets the pay for his immediate team, based on the framework detailed within the Charity's People Development Scheme, and again with reference to the skills and experience of the post-holders.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Chair's Report

This report covers a period of April 2023 to March 2024.

During the year we have achieved our primary target providing over 40,000 Smile activities for children with additional needs – and their families. We now have regular programmes at every one of our venues, as well as working with partners across the community to provide greater access to our target beneficiaries.

During the year the charity continued to develop its business operations and to grow on what was a very positive previous year. The economic environment continued to be problematic for all businesses, and charities especially. The impact of the war in Ukraine forced utility costs to 'skyrocket' - this impact lagged due to the fixed contracts that charity had entered before the conflict. The annual increase in the National Minimum Wage continues to impact the charity, and while the Government's intention is laudable, it does add a huge strain to the finances of the charity.

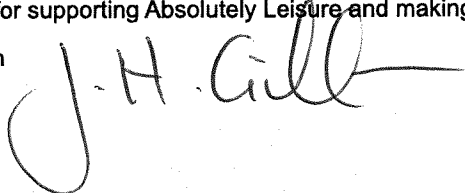
I am pleased to state that the charity is robust enough to weather these various external pressures and continues to provide invaluable activities for children with additional needs, and their families. We continue to expand our programmes and our ambitions and in the coming year are aiming for a 25% increase in activities – delivering 50,000 Smile activities in the communities we serve.

It remains our intention to focus on children with additional needs, continually and permanently, and to further embed 'Absolutely' into every community we work in – putting smiles on faces.

I, and my fellow Trustees, would like to thank the staff of the Charity, our stakeholders and of course our customers, for supporting Absolutely Leisure and making our work possible.

Jackie Gillan

Chair



ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Public Benefit Statement

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives, and in planning future activities.

Absolutely Together programmes provide free leisure activities to local families that have children with additional needs. These families are recognised as often facing the most challenges accessing leisure for many reasons. Our programmes provide free use of Absolutely Leisure activities as well as donating vouchers for free access to other local "partner" leisure facilities.

Programmes run at every venue that we operate, meaning that we serve 7 communities within the wider Thames Valley region. During the year we provided over 30,000 places to children with additional needs within our communities. These activities included: ten pin bowling, karting, climbing, swimming, theatre visits, visits to local attractions, gym use, and trips to the local cinema.

Through our Absolutely Together activities, we continue to support families with children who have additional needs. Our programmes operate at each of our 9 venues as well as at carefully selected leisure partners in the communities we serve. This allows us to offer a wide-ranging programme with activities that meet the needs of all the families we support.

During the year, we delivered over 40,000 Smiles to local families supporting children with Special Educational Needs (SEN), helping relieve their social isolation and improve their mental wellbeing. Activities provided this year have included:

- Ten-pin bowling
- Karting
- Climbing
- Swimming
- Theatre visits
- Theme park visits
- Gym use
- Disc golf
- Trips to the cinema

Together Karting

We now operate our Together Karting programme across our kart tracks in Aylesbury, Bristol, and Maidenhead. Our specially adapted karts give children the unique opportunity to experience karting alongside members of their family, creating memories that will last a lifetime.

Our work with local SEN schools has continued to expand across the three facilities and now provides 10 hours of karting per week, supporting schools with their extracurricular programme at no cost to them. Teachers involved in the programme are very complimentary about the benefits for their pupils, as this comment from a teacher demonstrates:

"We have had such great feedback from students, staff, and parents regarding the benefit of attending the Go-Karting sessions with you. It has helped to improve our students' attainment at school as they are now wanting to engage and learn due to having such a great reward-based activity to attend. It has also helped to improve our students' confidence with engaging with unfamiliar adults and in an unfamiliar environment."

Across the year, over 12,000 smiles were delivered across the karting sites, which is a large increase on last year. We will look for further opportunities to increase this in the year ahead.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1,000s of Smiles

Thanks to a grant from the Rectory Foundation, we were able to continue our 1,000s of Smiles programme in Buckinghamshire. We purchase vouchers at a discounted rate from various leisure facilities across the region and distribute them free of charge to families with SEN children.

1,000s of Smiles continues to be hugely popular, with over 600 families engaging in the most recent programme, which delivered over 6,000 smiles over a six-month period.

Families with SEN children continue to find their access to leisure activities restricted, with 82% of the families we engage with saying they find this challenging. 97% of participants in the programme say that 1,000s of Smiles has improved their families' access to leisure, with 90% of these reporting that the programme has improved their wellbeing.

The impact is best shown in the comments received:

"This helped my family so much. I have such trouble getting the children out together, but being able to spend a day out altogether has made such a big impact, and we all loved it! All the children had huge smiles on their faces."

"As the mum of an autistic son, it takes a long time (and money) to build up confidence and tolerance of new things. Absolutely has really been a beam of sunshine during these financially difficult times and allowed my son to expand his horizons. We are grateful to the charity."

Work Experience

During the year we developed a work experience programme for young adults with additional needs to develop many of the skills they will need as they transition from education into working life. The statistics around unemployment in young adults with additional needs when they leave education are unfortunately very high. With our support, we are assisting young people in taking their first steps into employment by providing them with a structured environment where they can learn the skills that many employers will look for in their futures.

Our programme differs from traditional work experience by taking place over 12-week blocks, with students attending once a week. We assess each student and tailor work tasks to their needs. Teachers from the schools are hugely impressed with how we have integrated their students into a real work environment, and the students enjoy their time with us.

We are incredibly proud that two of the "graduates" of our work experience programme have now entered paid employment with us, which we understand is incredibly rare. The confidence and skills that these two young people continue to develop will give them a platform to help develop their careers in the future.

The leisure industry remains an incredibly accessible career for young people with additional needs. The group intends to continue developing its work experience programme by launching a supported intern scheme, which will give school leavers the opportunity to gain work experience with us while continuing their studies and getting real-life, on-the-job experiences.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2024**

Statement of Trustees responsibilities

The Trustees, who are also the directors of Absolutely Leisure for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the Trustees are required to:

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

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

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

This report has been prepared in accordance with the provisions applicable to companies entitles the small companies exemption.

The Trustees report was approved by the Board of Trustees.



.....
J H Gillan

Trustee

Dated: 26.11.24

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABSOLUTELY LEISURE

Opinion

We have audited the financial statements of Absolutely Leisure (the 'Charitable Company') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the 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. We also draw attention to the disclosures in note 1.2 regarding going concern. Our opinion is not modified in this respect.

Other information

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

We have nothing to report in this regard.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ABSOLUTELY LEISURE

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' report included within the Trustees report.

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

- 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees report and from the requirement to prepare a strategic report.

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 purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ABSOLUTELY LEISURE

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's members in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Paul Creasey (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

11 December 2024

Chartered Accountants
Statutory Auditor

Gladstone House
77-79 High Street
Egham
Surrey
United Kingdom
TW20 9HY

ABSOLUTELY LEISURE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Income from:			
Donations and legacies	3	425,547	429,689
Charitable activities:			
Leisure activities	4	3,682,388	3,698,753
Funding income	4	175,440	95,440
Total income		<u>4,283,375</u>	<u>4,223,882</u>
Expenditure on:			
Charitable activities	5	<u>4,284,070</u>	<u>4,346,626</u>
Net expenditure for the year/ Net outgoing resources		(695)	(122,744)
Other recognised gains and losses			
Actuarial gain on defined benefit pension schemes		126,000	1,065,000
Net movement in funds		<u>125,305</u>	<u>942,256</u>
Fund balances at 1 April 2023		(809,132)	(1,751,388)
Fund balances at 31 March 2024		<u>(683,827)</u>	<u>(809,132)</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ABSOLUTELY LEISURE

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	9		1,815,169		1,927,838
Current assets					
Stocks	10	13,547		13,637	
Debtors	11	145,080		206,651	
Cash at bank and in hand		86,558		143,609	
		<u>245,185</u>		<u>363,897</u>	
Creditors: amounts falling due within one year	14	<u>(1,344,256)</u>		<u>(1,496,824)</u>	
Net current liabilities			(1,099,071)		(1,132,927)
Total assets less current liabilities			716,098		794,911
Creditors: amounts falling due after more than one year	15		(1,417,925)		(1,626,043)
Net assets excluding pension surplus			<u>(701,827)</u>		<u>(831,132)</u>
Defined benefit pension surplus	17		18,000		22,000
Net liabilities			<u>(683,827)</u>		<u>(809,132)</u>
Income funds					
Unrestricted funds:					
General unrestricted funds		(701,827)		(831,132)	
Pension reserve		18,000		22,000	
			<u>(683,827)</u>		<u>(809,132)</u>
			<u>(683,827)</u>		<u>(809,132)</u>

The financial statements were approved by the Trustees on 26-11-24

J H Gillan
Trustee

Company Registration No. 06822082

ABSOLUTELY LEISURE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	23		198,042		82,551
Investing activities					
Purchase of tangible fixed assets		(89,818)		(55,218)	
Net cash used in investing activities			(89,818)		(55,218)
Financing activities					
Repayment of borrowings		(8,626)		(19,247)	
Repayment of bank loans		(177,952)		(174,590)	
Payment of obligations under finance leases		21,303		(61,898)	
Net cash used in financing activities			(165,275)		(255,735)
Net decrease in cash and cash equivalents			(57,051)		(228,402)
Cash and cash equivalents at beginning of year			143,609		372,011
Cash and cash equivalents at end of year			<u>86,558</u>		<u>143,609</u>

ABSOLUTELY LEISURE

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

1 Accounting policies

Charity information

Absolutely Leisure is a private company limited by guarantee incorporated in England and Wales. The registered office is The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Charitable Company is a Public Benefit Entity as defined by FRS 102.

Absolutely Leisure meets the definition under FRS 102 of a public benefit entity.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Reduced Disclosures

In accordance with FRS 102, the Charitable Company has taken advantage of the exemptions from the following disclosure requirements:

- Section 11 'Basic Financial Instruments' & Section 12 'Other Financial Instrument Issues' - Carrying amounts, interest income/expense and net gains/losses for each category of financial instrument; basis for determining fair values.

The financial statements of the Charitable Company are consolidated in the financial statement of Absolutely Together. the consolidated financial statements of Absolutely Together are available from its registered office, The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY.

1.2 Going concern

At the time of approving the financial statements and based on the 2024/25 forecasts, the Trustees have a reasonable expectation that the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

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

Restricted funds are used to account for situations where the donor required the funds must be spent on a particular purpose.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.4 Income

All income on the Statement of Financial Activities is recognised when the Charitable Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Certain income is received in advance of the provision of the relevant service and as such is deferred until the service commences. Income for annual memberships is accounted for over the membership year.

Income from leisure activities are recognised as the related good and service are provided.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Management fees are unrestricted income which available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property	straight line over 25 years
Improvements to property	straight line over 4 years
Plant and machinery	straight line over 3 years or the life of the lease

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Stocks

Stocks are 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.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.9 Financial instruments

The Charitable Company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial assets and liabilities are recognised when the Charitable Company becomes a party to the contractual provisions of the instrument, and are offset only when the Charitable Company currently has a legally enforceable right to set off the recognised amounts and tends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets and liabilities

The Charitable Company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at the transaction value and thereafter are stated at amortised cost using the effective interest method.

1.10 Employee benefits

Termination benefits are recognised immediately as an expense when the Charitable Company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

The Charitable Company operates a defined contribution pension scheme. Contributions payable to the Charitable Company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The Charitable Company has also assumed responsibility for a pension scheme providing benefits based on final pensionable pay. Contributions to the defined benefit scheme are charged to income and expenditure in order to allocate the cost of providing the pensions recognising any actuarial gain or loss (where appropriate), over the working lives of the relevant employees as assessed in accordance with the advice of a professional qualified actuary.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Charitable Company in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introduction, benefit charges, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2024**

1 Accounting policies

(Continued)

1.12 Leases

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

Rentals payable under operating leases are charged as an expense on a straight line basis over the lease term.

1.13 Irrecoverable VAT

VAT on revenue expenditure which can not be recovered is charged as a separate cost to the Statement of Financial Activities. VAT on capital expenditure which can not be recovered is capitalised as part of the cost of acquiring the relevant asset.

2 Critical accounting estimates and judgements

In the application of the Charitable Company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be 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 in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

Leases

In categorising leases as finance leases or operating leases, management makes judgements as to whether significant risks and rewards of ownership have transferred to the Charitable Company as lessee.

Key sources of estimation uncertainty

Carrying value of assets and liabilities

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

The present value of the Local Government Pension Scheme defined benefit liability 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17 will impact the carrying amount of the pension liability.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3 Donations and legacies

	2024 £	2023 £
Government and other grants	72,000	60,300
Donation from fellow group company Absolutely Together Trading Ltd	326,741	333,490
Other donations	26,806	35,899
	<u>425,547</u>	<u>429,689</u>

The income from donations of £353,547 (2023: £369,389) was all unrestricted. They also received a grant of £72,000 (2023: £58,000) relates to a grant received from the parent charity, Absolutely Together. There were no grant income relating to local authority funding in the period.

4 Charitable activities:

	Leisure activities 2024 £	Management fees 2024 £	Total 2024 £	Leisure activities 2023 £	Management fees 2023 £	Total 2023 £
Charitable activities	<u>3,682,388</u>	<u>175,440</u>	<u>3,857,828</u>	<u>3,698,753</u>	<u>95,440</u>	<u>3,794,193</u>

The income from charitable activities of £3,857,828 (2023: £3,761,682) was all unrestricted.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5 Charitable activities

	Direct Costs	Support Costs	Total	Direct Costs	Support Costs	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Staff costs	1,591,972	-	1,591,972	1,617,731	-	1,617,731
Depreciation	-	202,488	202,488	-	231,943	231,943
Overheads	76,714	2,159,688	2,236,402	85,602	2,133,710	2,219,312
Lease Charges	-	214	214	-	1,966	1,966
Other Loan Interest	-	13,253	13,253	-	11,241	11,241
Bank Charges	-	46,929	46,929	-	50,931	50,931
Legal and Professional	-	27,208	27,208	-	28,415	28,415
Defined Benefit Pension Costs	-	130,000	130,000	-	143,000	143,000
Consultancy	-	12,284	12,284	-	20,087	20,087
Governance costs						
Auditors Remuneration	-	23,320	23,320	-	22,000	22,000
	<u>1,668,686</u>	<u>2,615,384</u>	<u>4,284,070</u>	<u>1,703,333</u>	<u>2,643,293</u>	<u>4,346,626</u>

The expenditure on charitable activities of £4,161,070 (2023: £4,346,626) was all from unrestricted funds.

6 Trustees

The Trustees did not receive any remuneration during the year ended 31 March 2024 (2023: £nil). There were no Trustees' expenses paid for the year ended 31 March 2024 (2023: £nil).

7 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Leisure activities	<u>101</u>	<u>99</u>
Employment costs	2024 £	2023 £
Wages and salaries	1,422,547	1,464,300
Social security costs	99,875	96,675
Other pension costs	69,550	56,756
	<u>1,591,972</u>	<u>1,617,731</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£90,001 - £100,000	1	1

The remuneration of key management personnel is £123,964 (2023: £114,106).

8 Taxation

No liability to UK corporation tax arose on ordinary activities for the year ended 31 March 2024 or the year ended 31 March 2023.

9 Tangible fixed assets

	Leasehold property £	Improvements to property £	Plant and machinery £	Total £
Cost				
At 1 April 2023	1,832,270	603,782	2,933,136	5,369,188
Additions	-	-	89,818	89,818
At 31 March 2024	1,832,270	603,782	3,022,954	5,459,006
Depreciation and impairment				
At 1 April 2023	329,808	603,782	2,507,759	3,441,349
Depreciation charged in the year	73,291	-	129,197	202,488
At 31 March 2024	403,099	603,782	2,636,956	3,643,837
Carrying amount				
At 31 March 2024	1,429,171	-	385,998	1,815,169
At 31 March 2023	1,502,461	-	425,377	1,927,838

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts. The depreciation charge in respect of such assets amounted to £38,658 (2023 - £57,679) for the year.

	2024 £	2023 £
Plant and machinery	84,845	55,987

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

10 Stocks

	2024 £	2023 £
Finished goods and goods for resale	13,547	13,637

11 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	16,283	7,752
Amounts owed by fellow group undertakings	-	38,400
Other debtors	7,610	16,649
Prepayments and accrued income	121,187	143,850
	145,080	206,651

12 Loans and overdrafts

	2024 £	2023 £
Bank loans	1,406,407	1,584,359
Other loans	-	8,625
	1,406,407	1,592,984
Payable within one year	180,274	186,147
Payable after one year	1,226,133	1,406,837
Amounts included above which fall due after five years:		
Payable by instalments	907,875	950,518

The finance lease liabilities of the Charitable Company, £52,690 (2023: £43,973) of which fall due in less than one year, with £55,125 (2023: £42,539) falling due in more than one year, are secured over the assets which form part of the finance lease agreements.

The bank loans of £180,274 (2023: £177,522) within one year and £1,226,133 (2023: £1,406,837) after one year are secured by way of a fixed and floating charge, in favour of National Westminster Bank Plc, over the assets of the Charitable Company.

The loans of £Nil (2023: £8,625) within one year and £Nil (2023: £Nil) after one year are secured by way of a fixed and floating charge, in favour of Asset Advantage Limited and Louise Cox, over the assets of the Charitable Company.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

13 Finance lease commitments

Future minimum lease payments due under finance leases:

	2024 £	2023 £
Within one year	52,690	43,973
Within two and five years	55,125	42,539
	<u>107,815</u>	<u>86,512</u>

14 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Bank loans	12	180,274	177,522
Obligations under finance leases	13	52,690	43,973
Other borrowings		-	8,625
Other taxation and social security		50,335	61,241
Deferred income	16	254,594	424,138
Trade creditors		384,669	434,397
Amounts owed to fellow group undertakings		36,676	-
Other creditors		70,398	71,593
Accruals		314,620	275,335
		<u>1,344,256</u>	<u>1,496,824</u>

15 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Bank loans	12	1,226,133	1,406,837
Obligations under finance leases	13	55,125	42,539
Other creditors		136,667	176,667
		<u>1,417,925</u>	<u>1,626,043</u>

16 Deferred income

	2024 £	2023 £
Arising from grants	110,752	190,752
Arising from block bookings/events	143,842	233,386
	<u>254,594</u>	<u>424,138</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

16 Deferred income

(Continued)

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	254,594	424,138
Movements in the year:		
Deferred income at 1 April 2023	424,138	444,972
Released from previous periods	(313,386)	(254,220)
Resources deferred in the year	143,842	233,386
Deferred income at 31 March 2024	254,594	424,138

Deferred income related to advance payments for block bookings/events at the sites that related to future dates.

The deferred income on the grant relates to a financial grant from Absolutely Together for the delivery of various programmes over the next year.

17 Retirement benefit schemes

Defined contribution schemes

The Charitable Company operates a defined contribution pension scheme. The contributions payable during the year amounted to £40,000 (2023: £30,022). At 31 March 2024 there was £3,171 (2023: £2,413) owing to the scheme and this is included within other creditors.

The pension contributions and liability is all allocated from unrestricted funds which is the only fund basis of the Charity.

Defined benefit schemes

Key assumptions

	2024 %	2023 %
Discount rate	4.95	4.80
Expected rate of increase of pensions in payment	2.90	2.90
Expected rate of salary increases	2.50	2.50

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Retirement benefit schemes

(Continued)

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2024 Years	2023 Years
Retiring today		
- Males	20.8	21.1
- Females	23.6	23.9
Retiring in 20 years		
- Males	22.0	22.3
- Females	25.0	25.3

Amounts recognised in the profit and loss account:

	2024 £	2023 £
Current service cost	61,000	164,000
Net interest on defined benefit liability/(asset)	(3,000)	23,000
Other costs and income	1,000	1,000
Total costs	59,000	188,000

Amounts taken to other comprehensive income:

	2024 £	2023 £
Actual return on scheme assets	(127,000)	165,000
Less: calculated interest element	69,000	39,000
Return on scheme assets excluding interest income	(58,000)	204,000
Actuarial changes related to obligations	(68,000)	(1,269,000)
Effects of changes in the amount of surplus that is not recoverable	123,000	-
Total costs/(income)	(3,000)	(1,065,000)

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Retirement benefit schemes

(Continued)

The amounts included in the balance sheet arising from the Charitable Company's obligations in respect of defined benefit plans are as follows:

	2024 £	2023 £
Present value of defined benefit obligations	1,452,000	1,371,000
Fair value of plan assets	(1,593,000)	(1,393,000)
Surplus in scheme	(141,000)	(22,000)
Restriction on scheme assets	123,000	-
Total asset recognised	(18,000)	(22,000)

Movements in the present value of defined benefit obligations:

	2024 £
Liabilities at 1 April 2023	1,371,000
Current service cost	61,000
Benefits paid	(8,000)
Contributions from scheme members	30,000
Actuarial gains and losses	(68,000)
Interest cost	66,000
At 31 March 2024	1,452,000

The defined benefit obligations arise from plans which are wholly or partly funded.

Movements in the fair value of plan assets:

	2024 £
Fair value of assets at 1 April 2023	1,393,000
Interest income	69,000
Return on plan assets (excluding amounts included in net interest)	58,000
Benefits paid	(8,000)
Contributions by the employer	52,000
Contributions by scheme members	30,000
Other	(1,000)
At 31 March 2024	1,593,000

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Retirement benefit schemes

(Continued)

The fair value of plan assets at the reporting period end was as follows:

	2024 £	2023 £
Equity instruments	1,095,000	874,000
Debt instruments	209,000	202,000
Property	145,000	176,000
Cash	15,000	21,000
Infrastructure	200,000	192,000
Longevity insurance	(71,000)	(72,000)
	<u>1,593,000</u>	<u>1,393,000</u>

18 Analysis of net assets between funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fund balances at 31 March 2024 are represented by:		
Tangible assets	1,815,169	1,927,838
Current assets/(liabilities)	(1,099,071)	(1,132,927)
Long term liabilities	(1,417,925)	(1,626,043)
Provisions and pensions	18,000	22,000
	<u>(683,827)</u>	<u>(809,132)</u>

19 Operating lease commitments

At the reporting end date the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	555,632	532,242
Between two and five years	1,416,114	2,048,960
In over five years	-	117,991
	<u>1,971,746</u>	<u>2,699,193</u>

20 Related party transactions

During the year, Absolutely Leisure recieved £120,000 (2023: £38,400) from Dacorum Sports Trust, another subsidiary of Absolutely Together, for the support services provided in the period.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Ultimate parent undertaking and controlling related party

The ultimate parent company is Absolutely Together, a company limited by guarantee and incorporated in Great Britain by virtue of being the sole member. Company Registration No: 08466394 and Registered Charity No: 1152093. This is the smallest and largest group to consolidate these financial statements. Copies of the financial statement can be obtained from The Arena, Stafferton Way, Maidenhead, Berkshire, SL 6 1AY or on companies house website www.companieshouse.gov.uk.

The Trustees consider the Board of Trustees of Absolutely Together, a company limited by guarantee, to be the ultimate controlling party.

22 Limited by guarantee

The Charity is a company limited by guarantee and has no share capital. the liability of each member in the event of winding up is limited to £1.

23 Cash generated from operations	2024 £	2023 £
(Deficit)/surplus for the year	(695)	(122,744)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	202,488	231,943
Difference between pension charge and cash contributions	130,000	143,000
Movements in working capital:		
Decrease/(increase) in stocks	90	(1,650)
Decrease/(increase) in debtors	61,571	(91,970)
(Decrease) in creditors	(25,868)	(55,196)
(Decrease) in deferred income	(169,544)	(20,834)
Cash generated from operations	198,042	82,549

24 Analysis of changes in net (debt)/funds

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	143,609	(57,051)	86,558
Loans falling due within one year	(186,147)	5,873	(180,274)
Loans falling due after more than one year	(1,406,837)	180,704	(1,226,133)
Obligations under finance leases	(86,512)	(21,303)	(107,815)
	(1,535,887)	108,223	(1,427,664)

ABSOLUTELY LEISURE

England & Wales - Charity number 1131013

Accounts

Charity registration number 1131013

Company registration number 06822082 (England and Wales)

ABSOLUTELY LEISURE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

ABSOLUTELY LEISURE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J H Gillan J E Blackburn D J Gale-Page D V Gregory	(Appointed 26 July 2022)
Key management personnel	G Sinclair (Chief Executive)	
Charity number	1131013	
Company number	06822082	
Registered office	The Arena Stafferton Way Maidenhead Berkshire United Kingdom SL6 1AY	
Auditor	Azets Audit Services Gladstone House 77-79 High Street Egham Surrey United Kingdom TW20 9HY	

ABSOLUTELY LEISURE

CONTENTS

	Page
Trustees report	1 - 7
Independent auditor's report	8 - 10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 27

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report and financial statements for the year ended 31 March 2023.

The Trustees confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of recommended Practice (SORP) 2019.

Objectives and activities

Absolutely Leisure is a wholly owned charity that exists to provide or assist in the provision of facilities and services for recreational or other leisure time occupation in the interests of social welfare. Such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services.

Additionally, the Charity aims to promote and preserve good health through community participation in healthy recreation and / or such other charitable purposes beneficial to the community consistent with the objects of the charity.

Achievements and performance

The Charity is very proud to have weathered the unprecedented turbulence of the last 3 years. And although these turbulent times look set to continue, the Charity is in a stronger and more resilient place than it was 3 years ago.

During the last year the Charity met its target to provide over 30,000 Smile activities to the communities it work with. We now provide regular school curriculum activities to 7 SEN schools.

Throughout the year the Charity stayed within its financial obligations to the Natwest and it is pleasing that a small surplus has been achieved for the financial year.

The Charity's strategy to dispose of car park land adjacent to its Head Office has progressed with an option agreement signed with the Council to purchase the freehold. Alongside this a subject to planning contract has been signed with a developer. A successful sale of the land could be achieved within the next financial year.

The Charity receives no local authority or government funding and relies on grants and donations to support its programmes. Without this support, the Charity would not be able to deliver the breadth and scale of activities to its beneficiaries. During last year the Charity received grants and donations totalling £25,600, including a single donation of £10,000 towards our programmes in Bristol from a member of the public.

Going Concern

Since the year end the charity has continued to operate on a profitable basis and has largely maintained its banks balances. Whilst the summer months were more challenging due to extreme weather and the removal of restrictions for holiday travel for the first time since 2019, business overall continued to be positive.

In the light of this, the Board have a reasonable expectation that the group has adequate resource to continue in operational existence for the foreseeable future. The group therefore continues to adopt the going concern basis in preparing its financial statements.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2023**

Financial review

Trustees are pleased to report that Absolutely Leisure has made a surplus for the second year in succession. Despite achieving a small surplus last financial year, the Charity was impacted by the triple whammy of a slow-down in the economy amid fears of recession, heatwave temperatures throughout the summer, and the football World Cup in autumn. All combined to reduce turnover.

The Charity also incurred one-off costs associated with the merger of the two charities and the disposal of land in Maidenhead.

A significant challenge throughout 2022/3 has been staff retention and recruitment. Hospitality is traditionally a low paid industry. Rapid inflation and rising National Minimum Wage increases has added significant pressure to the Charity. The Charity was able to award all staff not receiving minimum wage increases, an annual increase in pay of 4%. Whilst this was below inflation staff were understanding and grateful for the increase. It is a credit to the Charity that during the year only one of the Management team chose to leave.

Reserves policy

The Board has an aspiration to increase its reserves to a level of £250,000 over the next 5 years, whilst recognising that during these extraordinarily turbulent times maintaining a consistent reserve will be challenging.

Pension Costs

Trustees are aware of the pension information required to be included in the statutory accounts. The pension referred to is a Local Government Pension Scheme (LGPS) for a total of 8 employees who have previously been transferred from the local authority. The scheme is underwritten by HM Government.

Trustees understand that the calculations required to be used for statutory purposes are notional and represent only one view of the pension fund, as directed by the FSA. In contrast the latest actuarial review from the Fund Managers appointed actuary, Barnet Waddingham, shows an alternative position - the fund is in surplus and employers' contribution for the next 3 years are static.

Risk management

The members of the Board have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Board members confirm that the major risks to the Charity have been reviewed and that systems or procedures have been established to manage those risks. The Board of Trustees reviews and updates the Risk Register at every Board Meeting and management work to mitigate risks identified. Of the most recent emerging risk, utility cost increases have been well managed by the Management Team. All utility contracts are fixed into a longer term that should allow the current turbulence in the market to settle. The Charity, like all leisure and hospitality businesses finds it very difficult to recruit staff. For some time the Management Team have been working to ensure that staff retention is as good it can be to mitigate against recruitment issues.

Plans for future periods

The Trustees have committed to growing the reach of the Charity and to delivering the programmes of Absolutely Together in every community that the Charity works in. Additionally the Trustees want to continue to offer 'enabling support' to complementary community groups and charities through the use of our venues.

It is hoped that the disposal of the parcel of land in Maidenhead will reach its conclusion and realise a substantial return to the Charity. The Charity must also consider a new 5 year strategy for growth of both Smile users and financial growth.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management

The Board of Trustees are also Directors of the parent company Absolutely Together and the wholly owned limited company and subsidiary Absolutely Together Trading Limited. Where a taxable profit is made by the subsidiary this is gifted to the Charity. The Board met for formal meetings 6 times during the year to oversee the management and administration of the Charity, and to receive regular updates on various aspects of the Charity's activities from the Management Team.

The Management Team, led by the Chief Executive, meet fortnightly to review performance and agree workloads to achieve the Charity's strategy. The Management Team includes Operations, Finance, People Management, Health and Safety and Business Development functions. In addition a quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

Governing document

The Charitable Company is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

List of Trustees

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J H Gillan	
A C Taylor	(Resigned 4 April 2023)
J E Blackburn	
B E Edwards	(Resigned 4 April 2023)
D J Gale-Page	
D V Gregory	(Appointed 26 July 2022)

Recruitment and appointment of new Trustees

In exercising its powers to nominate, appoint, reappoint, elect, re-elect, approve and dismiss member, the members shall seek to ensure that the board is representative of the local community and also comprises persons with a broad range of skills who are likely to contribute to the Charity's success.

Board members induction and training

New Trustees are invited to attend and observe at least 2 Board Meetings before confirming their acceptance to become a Trustee. During the year the Board completed skills audit to help inform Trustee recruitment. This identified the need for financial, HR and legal experience amongst new Trustees' skillsets.

All new members joining the Board received a full induction that is aimed at training them in their statutory responsibilities under Charity and company law. The induction will normally include:

- Meeting with the Chairman and the Board and the Managing Director;
- Tour of all facilities and an opportunity to meet staff;
- Receive copies of the Charity's rules;
- Receive copies of strategy and business planning documents;
- Receive an organisational structure and overview of the management process; and
- Details of the Charity's relationship with the parent organisation - Absolutely Together, as well as associations with other relevant third parties such as landlord, clients etc.

Organisation structure & how decision are made

The Board of Trustees has responsibility for administering the charity. The Trustees have appointed a Chief Executive Officer to manage the operations of the Charity. The Board has agreed to delegated powers to manage this arrangement.

The Management Team, led by the CEO, meet fortnightly to review performance and agree workloads to achieve the Charity's strategy. The Management Team includes Operations, Finance, People Management, Health and Safety and the Business Development function. In addition a quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Setting of pay

The People Development Scheme is a company policy that endorses all pay rate levels across both Absolutely Together and Absolutely Leisure. Both Boards approve any pay rises on an annual basis and these are then confirmed with the policy.

The pay of the Chief Executive is set in line with an historical survey of similar sized and complex organisations in the wider Third Sector, as well as in regard to the skills and experience of the post-holder. The Chief Executive sets the pay for his immediate team, based on the framework detailed within the Charity's People Development Scheme, and again with reference to the skills and experience of the post-holders.

Chair's Report

This report covers a full year of trading for the charity – the first since 2018/19.

Absolutely Together is the 'umbrella' charity that owns the operating charities – Absolutely Leisure and Dacorum Sports Trust. During the year we have achieved our primary target providing over 30,000 Smile activities for children with additional needs – and their families. We now have regular programmes at every one of our venues, as well as working with partners across the community to provide greater access to our target beneficiaries.

The year has seen a period of 'normalisation' following the incredible trading seen post lockdowns in the previous year. That's not to say that the charity's trading performance returned to post Pandemic levels, indeed the changes to the business that were made during that period have proven to continue to be highly beneficial. Despite this inevitable slow down, and the persistent scares of recession, the charity has achieved a profit for the second consecutive year.

The development plans for the charity that were put on hold during the Pandemic have been recommenced, and I'm very pleased to say that the merger with a neighbouring charity – Dacorum Sports Trust – has been completed. DST operates three facilities in Hertfordshire and has very similar charitable objectives to Absolutely Together. The merger brings greater financial strength to the Group, but most importantly opens up a whole new community within which we can provide our Absolutely Together programmes.

Throughout 2023/4 the charity will continue to embed the new DST facilities into the Group and improve their performance both financially and with their community impact.

It remains our intention to focus on children with additional needs, continually and permanently, and to further embed 'Absolutely' into every community we work in – putting smiles on faces.

I, and my fellow Trustees, would like to thank the staff of the Charity, our stakeholders and of course our customers, for supporting Absolutely Leisure and making our work possible.

Jackie Gillan

Chair

15 December 2023

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Public Benefit Statement

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives, and in planning future activities.

Absolutely Together programmes provides free leisure activities to local families that have children with additional needs. These families are recognised as often facing the most challenges accessing leisure for many reasons. Our programmes provide free use of Absolutely Leisure activities as well as donating vouchers for free access to other local "partner" leisure facilities.

Programmes run at every venue that we operate, meaning that we serve 7 communities within the wider Thames Valley region. During the year we provided over 30,000 places to children with additional needs within our communities. These activities included: ten pin bowling, karting, climbing, swimming, theatre visits, visits to local attractions, gym use, and trips to the local cinema.

Together Karting

All of our karting facilities are part of our Together Karting programme, which gives children with additional needs the unique opportunity to experience the thrill of karting in our specially adapted twin-seat karts. The core purpose of the programme is to provide an exciting activity that families can participate in together, helping to reduce their social isolation and improve the mental well-being of the whole family. We provide a minimum of three hours per week of free community sessions, providing a peak-time activity that families with children with additional needs can enjoy together without the financial burden.

Thanks to a grant from the Wooden Spoon Foundation, we purchased two new twin-seat karts and launched our program in Bristol, ensuring that this activity is accessible to local families in need across all the communities we work in. The program was an immediate success, with sessions reaching capacity within the first six weeks.

The Together Karting programme now supports seven local SEN schools in the communities we work in, providing them with free access to accessible karting sessions at no cost. This program is incredibly popular with students, and teachers report that participating students have improved confidence, coordination, and communication.

Across the year total of 7,938 smiles were delivered across the karting sites, which is a significant increase on last year and we expect this to grow further into 2023/4.

Feedback from a parent who's child participated in the programme this year is shown below

"Lara had the best time at Karting on Sunday morning. We are very grateful to you and everyone at Smiles for making this possible, thank you!"

It was Lara's first time go-karting and she thoroughly enjoyed going around the track at speed!

Lara was so happy on Sunday and she went to school in such a positive mindset today, she was given a special award from her teacher."

1,000s of Smiles

Thanks to a grant from the Heart of Bucks Foundation, we were able to continue our 1,000s of Smiles program in Buckinghamshire and Berkshire. We purchase vouchers at a discounted rate from a variety of leisure facilities across the region and distribute them to families with SEN children free of charge. This ensures that we can offer a wide range of activities that appeal to families in need across the community. The program has provided much-needed relief to the families we support, who are being disproportionately affected by the recent cost of living crisis.

The programme supported 604 local families and provided over 6,000 smiles across a six-month period. The scheme continues to have a fantastic impact on the families it supports which is demonstrated in some feedback from some participants below-

"Thank you so much for giving my children this opportunity. It really does help them increase their confidence and push them out of their comfort zone to achieve things they don't think they can achieve."

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

"I wanted to thank you for your cinema codes. We went this afternoon to watch 'Puss in boots-last wish '. Unfortunately, my disabled daughter didn't last long and 30 min into the movie, she left with my husband. They needed to return home as she was tearful and had a meltdown. I finished watching with my other daughter. Your kind offer gave us the opportunity to spend an afternoon together even though it was cut short due to the needs of our disabled daughter. Ticket prices are significantly higher nowadays and with your kind offer, we were able to enjoy our first trip to the cinema without the worry and guilt of leaving earlier. We had a lovely experience. Thank you"

Work Experience

Our pilot work experience programme in Maidenhead was a success, so we have expanded it this year to include students from both the Manor Green (Maidenhead) and Chiltern Wood (High Wycombe) SEN schools. We now offer work experience opportunities at both our kart track and gym facilities.

Our programme differs from traditional work experience by taking place over 12-week blocks with students attending once a week. We assess each student and tailor work tasks to their needs. Teachers from the schools are hugely impressed with how we have integrated their students into a real work environment, and the students enjoy their time with us.

Our industry offers a great opportunity for students with additional needs to find rewarding work, and we are proud to help local children develop and assist them on their journey towards working life. We are delighted that two students who participated in the program now have part-time jobs at our Maidenhead kart track, and we are hopeful that there will be many more employment opportunities as the programme grows.

This programme really demonstrates the value of Absolutely Together's community work. We help young adults with a variety of challenges improve their confidence and develop into adulthood.

Statement of Trustees responsibilities

The Trustees, who are also the directors of Absolutely Leisure for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the Trustees are required to:

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

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

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

This report has been prepared in accordance with the provisions applicable to companies entitled the small companies exemption.

The Trustees report was approved by the Board of Trustees.



.....
J H Gillan

Trustee

Dated: 15 December 2023

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABSOLUTELY LEISURE

Opinion

We have audited the financial statements of Absolutely Leisure (the 'Charitable Company') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the 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. We also draw attention to the disclosures in note 1.2 regarding going concern. Our opinion is not modified in this respect.

Other information

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

We have nothing to report in this regard.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ABSOLUTELY LEISURE

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' report included within the Trustees report.

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

- 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees report and from the requirement to prepare a strategic report.

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 purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ABSOLUTELY LEISURE

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's members in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Paul Creasey (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

Chartered Accountants
Statutory Auditor

18 December 2023

Gladstone House
77-79 High Street
Egham
Surrey
United Kingdom
TW20 9HY

ABSOLUTELY LEISURE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Income from:			
Donations and legacies	3	429,689	654,346
Charitable activities:			
Leisure activities	4	3,698,753	3,196,757
Funding income	4	95,440	73,440
Total income		<u>4,223,882</u>	<u>3,924,543</u>
Expenditure on:			
Charitable activities	5	<u>4,346,626</u>	<u>3,760,022</u>
Net (expenditure)/income for the year/ Net (outgoing)/incoming resources		(122,744)	164,521
Other recognised gains and losses			
Actuarial gain on defined benefit pension schemes		<u>1,065,000</u>	<u>724,000</u>
Net movement in funds		942,256	888,521
Fund balances at 1 April 2022		<u>(1,751,388)</u>	<u>(2,639,910)</u>
Fund balances at 31 March 2023		<u><u>(809,132)</u></u>	<u><u>(1,751,389)</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ABSOLUTELY LEISURE

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	9		1,927,838		2,104,564
Current assets					
Stocks	10	13,637		11,987	
Debtors	11	206,651		114,681	
Cash at bank and in hand		143,609		372,011	
		<u>363,897</u>		<u>498,679</u>	
Creditors: amounts falling due within one year	14	<u>(1,496,824)</u>		<u>(1,540,598)</u>	
Net current liabilities			<u>(1,132,927)</u>		<u>(1,041,919)</u>
Total assets less current liabilities			794,911		1,062,645
Creditors: amounts falling due after more than one year	15		<u>(1,626,043)</u>		<u>(1,914,034)</u>
Net assets excluding pension surplus/(deficit)			<u>(831,132)</u>		<u>(851,389)</u>
Defined benefit pension surplus/(deficit)	17		<u>22,000</u>		<u>(900,000)</u>
Net liabilities			<u>(809,132)</u>		<u>(1,751,389)</u>
Income funds					
Unrestricted funds:					
General unrestricted funds		(831,132)		(851,389)	
Pension reserve		<u>22,000</u>		<u>(900,000)</u>	
			<u>(809,132)</u>		<u>(1,751,389)</u>
			<u>(809,132)</u>		<u>(1,751,389)</u>

The financial statements were approved by the Trustees on 15 December 2023

J H Gillan
Trustee

Company Registration No. 06822082

ABSOLUTELY LEISURE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	23		82,551		577,556
Investing activities					
Purchase of tangible fixed assets		(55,218)		(43,008)	
Net cash used in investing activities			(55,218)		(43,008)
Financing activities					
Repayment of borrowings		(19,247)		(17,197)	
Repayment of bank loans		(174,590)		(152,453)	
Payment of obligations under finance leases		(61,898)		(72,936)	
Net cash used in financing activities			(255,735)		(242,586)
Net (decrease)/increase in cash and cash equivalents			(228,402)		291,962
Cash and cash equivalents at beginning of year			372,011		80,049
Cash and cash equivalents at end of year			143,609		372,011

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Absolutely Leisure is a private company limited by guarantee incorporated in England and Wales. The registered office is The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Charitable Company is a Public Benefit Entity as defined by FRS 102.

Absolutely Leisure meets the definition under FRS 102 of a public benefit entity.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Reduced Disclosures

In accordance with FRS 102, the Charitable Company has taken advantage of the exemptions from the following disclosure requirements:

- Section 11 'Basic Financial Instruments' & Section 12 'Other Financial Instrument Issues' - Carrying amounts, interest income/expense and net gains/losses for each category of financial instrument; basis for determining fair values.

The financial statements of the Charitable Company are consolidated in the financial statement of Absolutely Together. the consolidated financial statements of Absolutely Together are available from its registered office, The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY.

1.2 Going concern

At the time of approving the financial statements and based on the 2023/24 forecasts, the Trustees have a reasonable expectation that the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

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

Restricted funds are used to account for situations where the donor required the funds must be spent on a particular purpose.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.4 Income

All income on the Statement of Financial Activities is recognised when the Charitable Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Certain income is received in advance of the provision of the relevant service and as such is deferred until the service commences. Income for annual memberships is accounted for over the membership year.

Income from leisure activities are recognised as the related good and service are provided.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Management fees are unrestricted income which available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property	straight line over 25 years
Improvements to property	straight line over 4 years
Plant and machinery	straight line over 3 years or the life of the lease

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Stocks

Stocks are 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.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.9 Financial instruments

The Charitable Company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial assets and liabilities are recognised when the Charitable Company becomes a party to the contractual provisions of the instrument, and are offset only when the Charitable Company currently has a legally enforceable right to set off the recognised amounts and tends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets and liabilities

The Charitable Company's debtors and creditors that meet the definition of either a financial asset of a financial liability are initially recognised at the transaction value and thereafter are stated at amortised cost using the effective interest method.

1.10 Employee benefits

Termination benefits are recognised immediately as an expense when the Charitable Company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

The Charitable Company operates a defined contribution pension scheme. Contributions payable to the Charitable Company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The Charitable Company has also assumed responsibility for a pension scheme providing benefits based on final pensionable pay. Contributions to the defined benefit scheme are charged to income and expenditure in order to allocate the cost of providing the pensions recognising any actuarial gain or loss (where appropriate), over the working lives of the relevant employees as assessed in accordance with the advice of a professional qualified actuary.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Charitable Company in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introduction, benefit charges, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.12 Leases

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

Rentals payable under operating leases are charged as an expense on a straight line basis over the lease term.

1.13 Irrecoverable VAT

VAT on revenue expenditure which can not be recovered is charged as a separate cost to the Statement of Financial Activities. VAT on capital expenditure which can not be recovered is capitalised as part of the cost of acquiring the relevant asset.

2 Critical accounting estimates and judgements

In the application of the Charitable Company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be 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 in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

Leases

In categorising leases as finance leases or operating leases, management makes judgements as to whether significant risks and rewards of ownership have transferred to the Charitable Company as lessee.

Key sources of estimation uncertainty

Carrying value of assets and liabilities

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

The present value of the Local Government Pension Scheme defined benefit liability 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17 will impact the carrying amount of the pension liability.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3 Donations and legacies

	2023 £	2022 £
Government and other grants	60,300	371,136
Donation from fellow group company Absolutely Together Trading Ltd	333,490	263,482
Other donations	35,899	19,728
	<u>429,689</u>	<u>654,346</u>

The income from donations of £369,389 (2022: £283,210) was all unrestricted. The £Nil (2022: £303,136) of government grants relate to CJRS income and local authority grants as a result of the pandemic. They also received a grant of £58,000 (2022: £68,000) relates to a grant received from the parent charity, Absolutely Together. The remaining grant of £2,300 (2022: £Nil) relates to local authority funding.

4 Charitable activities:

	Leisure activities 2023 £	Management fees 2023 £	Total 2023 £	Leisure activities 2022 £	Management fees 2022 £	Total 2022 £
Charitable activities	<u>3,698,753</u>	<u>95,440</u>	<u>3,794,193</u>	<u>3,196,757</u>	<u>73,440</u>	<u>3,270,197</u>

The income from charitable activities of £3,761,682 (2022: £3,270,197) was all unrestricted.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5 Charitable activities

	Direct Costs	Support Costs	Total	Direct Costs	Support Costs	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Staff costs	1,617,731	-	1,617,731	1,329,913	-	1,329,913
Depreciation	-	231,943	231,943	-	262,552	262,552
Overheads	85,602	2,133,710	2,219,312	63,652	1,789,018	1,852,670
Lease Charges	-	1,966	1,966	-	1,574	1,574
Other Loan Interest	-	11,241	11,241	-	24,018	24,018
Bank Charges	-	50,931	50,931	-	67,818	67,818
Legal and Professional	-	28,415	28,415	-	4,750	4,750
Defined Benefit Pension Costs	-	143,000	143,000	-	151,000	151,000
Consultancy	-	20,087	20,087	-	49,727	49,727
Governance costs						
Auditors Remuneration	-	22,000	22,000	-	16,000	16,000
	<u>1,703,333</u>	<u>2,643,293</u>	<u>4,346,626</u>	<u>1,393,565</u>	<u>2,366,457</u>	<u>3,760,022</u>

The expenditure on charitable activities of £3,770,022 (2021: £2,877,072) was all from unrestricted funds.

6 Trustees

The Trustees did not receive any remuneration during the year ended 31 March 2023 (2022: £nil). There were no Trustees' expenses paid for the year ended 31 March 2023 (2022: £nil).

7 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Leisure activities	<u>99</u>	<u>85</u>
Employment costs	2023	2022
	£	£
Wages and salaries	1,464,300	1,203,475
Social security costs	96,675	75,468
Other pension costs	56,756	50,970
	<u>1,617,731</u>	<u>1,329,913</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

7 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£90,001 - £100,000	1	1

The remuneration of key management personnel is £114,106 (2022: £98,259).

8 Taxation

No liability to UK corporation tax arose on ordinary activities for the year ended 31 March 2023 or the year ended 31 March 2022.

9 Tangible fixed assets

	Leasehold property £	Improvements to property £	Plant and machinery £	Total £
Cost				
At 1 April 2022	1,832,270	603,782	2,877,918	5,313,970
Additions	-	-	55,218	55,218
At 31 March 2023	1,832,270	603,782	2,933,136	5,369,188
Depreciation and impairment				
At 1 April 2022	256,518	603,782	2,349,107	3,209,407
Depreciation charged in the year	73,291	-	158,652	231,943
At 31 March 2023	329,809	603,782	2,507,759	3,441,350
Carrying amount				
At 31 March 2023	1,502,461	-	425,377	1,927,838
At 31 March 2022	1,575,752	-	528,812	2,104,564

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts. The depreciation charge in respect of such assets amounted to £57,679 (2022 - £62,154) for the year.

	2023 £	2022 £
Plant and machinery	55,987	113,666

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

10 Stocks

	2023 £	2022 £
Finished goods and goods for resale	13,637	11,987

11 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	7,752	862
Amounts owed by fellow group undertakings	38,400	-
Other debtors	16,649	-
Prepayments and accrued income	143,850	113,819
	206,651	114,681

12 Loans and overdrafts

	2023 £	2022 £
Bank loans	1,584,359	1,758,949
Other loans	8,625	27,872
	1,592,984	1,786,821
Payable within one year	186,147	175,966
Payable after one year	1,406,837	1,610,855
Amounts included above which fall due after five years:		
Payable by instalments	950,518	991,500

The finance lease liabilities of the Charitable Company, £43,973 (2022: £60,538) of which fall due in less than one year, with £42,539 (2022: £87,872) falling due in more than one year, are secured over the assets which form part of the finance lease agreements.

The bank loans of £177,522 (2022: £156,719) within one year and £1,406,837 (2022: £1,602,230) after one year are secured by way of a fixed and floating charge, in favour of National Westminster Bank Plc, over the assets of the Charitable Company.

The loans of £8,625 (2022: £19,247) within one year and £Nil (2022: £8,625) after one year are secured by way of a fixed and floating charge, in favour of Asset Advantage Limited and Louise Cox, over the assets of the Charitable Company.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Finance lease commitments

Future minimum lease payments due under finance leases:

	2023 £	2022 £
Within one year	43,973	60,538
Within two and five years	42,539	87,872
	<u>86,512</u>	<u>148,410</u>

14 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	12	177,522	156,719
Obligations under finance leases	13	43,973	61,898
Other borrowings		8,625	19,247
Other taxation and social security		61,241	25,764
Deferred income	16	424,138	444,972
Trade creditors		434,397	444,340
Amounts owed to fellow group undertakings		-	10,752
Other creditors		71,593	96,323
Accruals		275,335	280,563
		<u>1,496,824</u>	<u>1,540,598</u>

15 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Bank loans	12	1,406,837	1,602,230
Obligations under finance leases	13	42,539	86,512
Other borrowings		-	8,625
Other creditors		176,667	216,667
		<u>1,626,043</u>	<u>1,914,034</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

16 Deferred income

	2023 £	2022 £
Arising from grants	190,752	238,000
Arising from block bookings/events	233,386	206,972
	<u>424,138</u>	<u>444,972</u>
	2023 £	2022 £
Deferred income is included within:		
Current liabilities	<u>424,138</u>	<u>444,972</u>
Movements in the year:		
Deferred income at 1 April 2022	444,972	136,800
Released from previous periods	(254,220)	(136,800)
Resources deferred in the year	<u>233,386</u>	<u>444,972</u>
Deferred income at 31 March 2023	<u>424,138</u>	<u>444,972</u>

Deferred income related to advance payments for block bookings/events at the sites that related to future dates.

The deferred income on the grant relates to a financial grant from Absolutely Together for the delivery of various programmes over the next two years.

17 Retirement benefit schemes

Defined contribution schemes

The Charitable Company operates a defined contribution pension scheme. The contributions payable during the year amounted to £30,022 (2022: £23,886). At 31 March 2023 there was £2,413 (2022: £2,117) owing to the scheme and this is included within other creditors.

The pension contributions and liability is all allocated from unrestricted funds which is the only fund basis of the Charity.

Defined benefit schemes

Key assumptions

	2023 %	2022 %
Discount rate	4.80	2.55
Expected rate of increase of pensions in payment	2.90	3.05
Expected rate of salary increases	<u>2.50</u>	<u>2.00</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

17 Retirement benefit schemes

(Continued)

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2023 Years	2022 Years
Retiring today		
- Males	21.1	21.3
- Females	23.9	24
Retiring in 20 years		
- Males	22.3	22.6
- Females	25.3	25.4

Amounts recognised in the profit and loss account:

	2023 £	2022 £
Current service cost	164,000	161,000
Net interest on defined benefit liability/(asset)	23,000	30,000
Other costs and income	1,000	1,000
Total costs	188,000	192,000

Amounts taken to other comprehensive income:

	2023 £	2022 £
Actual return on scheme assets	165,000	(182,000)
Less: calculated interest element	39,000	27,000
Return on scheme assets excluding interest income	204,000	(155,000)
Actuarial changes related to obligations	(1,269,000)	(569,000)

The amounts included in the balance sheet arising from the Charitable Company's obligations in respect of defined benefit plans are as follows:

	2023 £	2022 £
Present value of defined benefit obligations	1,371,000	2,433,000
Fair value of plan assets	(1,393,000)	(1,533,000)
(Surplus)/deficit in scheme	(22,000)	900,000

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

17 Retirement benefit schemes

(Continued)

Movements in the present value of defined benefit obligations:

	2023 £
Liabilities at 1 April 2022	2,433,000
Current service cost	164,000
Benefits paid	(50,000)
Contributions from scheme members	31,000
Actuarial gains and losses	(1,269,000)
Interest cost	62,000
At 31 March 2023	1,371,000

The defined benefit obligations arise from plans which are wholly or partly funded.

Movements in the fair value of plan assets:

	2023 £
Fair value of assets at 1 April 2022	1,533,000
Interest income	39,000
Return on plan assets (excluding amounts included in net interest)	(204,000)
Benefits paid	(50,000)
Contributions by the employer	45,000
Contributions by scheme members	31,000
Other	(1,000)
At 31 March 2023	1,393,000

The fair value of plan assets at the reporting period end was as follows:

	2023 £	2022 £
Equity instruments	874,000	951,000
Debt instruments	202,000	248,000
Property	176,000	183,000
Cash	21,000	32,000
Target ratio portfolio	-	5,000
Infrastructure	192,000	188,000
Longevity insurance	(72,000)	(74,000)
	1,393,000	1,533,000

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

18 Analysis of net assets between funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fund balances at 31 March 2023 are represented by:		
Tangible assets	1,927,838	2,104,564
Current assets/(liabilities)	(1,132,927)	(1,041,919)
Long term liabilities	(1,626,043)	(1,914,034)
Provisions and pensions	22,000	(900,000)
	<u>(809,132)</u>	<u>(1,751,389)</u>

19 Operating lease commitments

At the reporting end date the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	532,242	511,242
Between two and five years	2,048,960	2,302,914
In over five years	117,991	350,710
	<u>2,699,193</u>	<u>3,164,866</u>

20 Related party transactions

During the year, Absolutely Leisure received £38,400 (2022: £Nil) from Dacorum Sports Trust, another subsidiary of Absolutely Together, for the support services provided in the period.

21 Ultimate parent undertaking and controlling related party

The ultimate parent company is Absolutely Together, a company limited by guarantee and incorporated in Great Britain by virtue of being the sole member. Company Registration No: 08466394 and Registered Charity No: 1152093. This is the smaller and largest group to consolidate these financial statements. Copies of the financial statement can be obtained from The Arena, Stafferton Way, Maidenhead, Berkshire, SL 6 1AY or on companies house website www.companieshouse.gov.uk.

The Trustees consider the Board of Trustees of Absolutely Together, a company limited by guarantee, to be the ultimate controlling party.

22 Limited by guarantee

The Charity is a company limited by guarantee and has no share capital. the liability of each member in the event of winding up is limited to £1.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

23	Cash generated from operations	2023	2022
		£	£
	(Deficit)/surplus for the year	(122,743)	164,521
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	231,944	262,552
	Difference between pension charge and cash contributions	143,000	151,000
	Movements in working capital:		
	(Increase) in stocks	(1,650)	(5,747)
	(Increase)/decrease in debtors	(91,970)	68,426
	(Decrease) in creditors	(55,196)	(371,368)
	(Decrease)/increase in deferred income	(20,834)	308,172
	Cash generated from operations	82,551	577,556
24	Analysis of changes in net (debt)/funds	At 1 April 2022	Cash flowsAt 31 March 2023
		£	£
	Cash at bank and in hand	372,011	(228,402) 143,609
	Loans falling due within one year	(175,966)	(10,181) (186,147)
	Loans falling due after more than one year	(1,610,855)	204,018 (1,406,837)
	Obligations under finance leases	(148,410)	61,898 (86,512)
		(1,563,220)	27,333 (1,535,887)

ABSOLUTELY LEISURE

England & Wales - Charity number 1131013

Accounts

Charity registration number 1131013

Company registration number 06822082 (England and Wales)

ABSOLUTELY LEISURE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

ABSOLUTELY LEISURE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J H Gillan	
	A C Taylor	
	J E Blackburn	
	B E Edwards	
	D J Gale-Page	(Appointed 23 November 2021)
	D V Gregory	(Appointed 26 July 2022)
Key management personnel	G Sinclair (Chief Executive)	
Charity number	1131013	
Company number	06822082	
Registered office	The Arena Stafferton Way Maidenhead Berkshire United Kingdom SL6 1AY	
Auditor	Azets Audit Services Gladstone House 77-79 High Street Egham Surrey United Kingdom TW20 9HY	

ABSOLUTELY LEISURE

CONTENTS

	Page
Trustees report	1 - 7
Independent auditor's report	8 - 10
Statement of financial activities	11
Balance sheet	13
Statement of cash flows	12
Notes to the financial statements	14 - 27

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report and financial statements for the year ended 31 March 2022.

The Trustees confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of recommended Practice (SORP) 2019.

Objectives and activities

Absolutely Leisure is a wholly owned charity that exists to provide or assist in the provision of facilities and services for recreational or other leisure time occupation in the interests of social welfare. Such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services.

Additionally, the Charity aims to promote and preserve good health through community participation in healthy recreation and / or such other charitable purposes beneficial to the community consistent with the objects of the charity.

Achievements and performance

The focus of the last twelve months has been rightly on getting the charity back to a sustainable position. This financial year saw the Charity recover from the turmoil and frustration of the previous 20 months. Having re-opened all facilities the Management Team re-started the conversations with other companies around new business opportunities that promise to come to fruition in the following financial year.

During 2021 negotiations continued with Windsor and Maidenhead Borough Council concerning the sale of the car park at Maidenhead. Permission was finally granted by the Council in January 2022 and the Board of Trustees approved the process for sale in March. Whilst this is a medium term project that will not likely result in a capital receipt for 1- 2 years, it does nonetheless add confidence and reassurance to the charity's stakeholders.

The charity was able to extend its lease for its Absolutely Fitness gym in Slough, securing the popular – and profitable facility for a minimum of a further three years.

In October 2021 the charity launched its Glow Karting activity at its Bristol kart track. This had proved to be hugely popular when launched at Maidenhead in 2019, and that popularity was replicated at Bristol.

During the year the charity received grants from a number of trusts and foundations in support of its Smile activities targeting children with additional needs. These included grants from:

- National Lottery
- Tesco
- Arnold Clark Foundation
- David Solomon Trust

The total value of charitable grants received during the year totalled £13,370.

The Board tasked the Management Team with the delivery of a much expanded Smile Programme over the next 3 years, totalling the delivery of 150,000 Smile activities by 2025.

Going Concern

Since the year end the charity has continued to operate on a profitable basis and has largely maintained its banks balances. Whilst the summer months were more challenging due to extreme weather and the removal of restrictions for holiday travel for the first time since 2019, business overall continued to be positive. The charity merged with another charity, Dacorum Sports Trust in October and the forecast moving forward reflects a very positive Group position moving forward in both YE22 and YE23.

In the light of this, the Board have a reasonable expectation that the group has adequate resource to continue in operational existence for the foreseeable future. The group therefore continues to adopt the going concern basis in preparing its financial statements.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2022**

Financial review

It is incredibly pleasing to record the Charity returning to a surplus position for the first time since 2017 when it relinquished the contract to manage facilities for Slough Borough Council, albeit two years later than anticipated; but with the long leasehold of a valuable asset secured.

The Charity continued to utilise the various supports made available by the Government including localised and targeted grants, and the Furlough Scheme. These helped ensure that the cash within the business remained positive. Once all sites were able to re-open usage grew significantly as consumer confidence returned. This was also heightened by ongoing restrictions for foreign travel, meaning many more people stayed at home during the holidays. The various Government support schemes also meant that a lot of additional cash was built up within households that could be spent on leisure. Whilst these one-off benefits are not expected to last into future years, they have provided the Charity with the financial headroom to bounce back from the adversity of previous years.

Towards the end of the financial year the pressure on staff costs was being felt, with a national difficulty in recruiting, particularly in leisure and hospitality, and subsequent wage demands to keep up with inflation. The vast majority of staff receive above inflation pay awards through increases in the National Minimum Wage (NMW), but senior staff – who had agreed a pay cut during the Pandemic – do not. In March, for the first time in 6 years, all staff not affected by the NMW were awarded a 4% pay increase.

Reserves policy

The Board has an aspiration to increase its reserves to a level of £250,000 over the next 5 years, whilst recognising that during these extraordinarily turbulent times maintaining a consistent reserve will be challenging.

Pension Costs

Trustees are aware of the pension information required to be included in the statutory accounts. The pension referred to is a Local Government Pension Scheme (LGPS) for a total of 8 employees who have previously been transferred from the local authority. The scheme is underwritten by HM Government.

Trustees understand that the calculations required to be used for statutory purposes are notional and represent only one view of the pension fund, as directed by the FSA. In contrast the latest actuarial review from the Fund Managers appointed actuary, Barnet Waddingham, shows a real position - the fund is in surplus and employers' contribution for the next 3 years are reducing substantially.

Risk management

The members of the Board have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Board members confirm that the major risks to the Charity have been reviewed and that systems or procedures have been established to manage those risks. The Board of Trustees reviews and updates the Risk Register at every Board Meeting and management work to mitigate risks identified. Of the most recent emerging risk, utility cost increases have been well managed by the Management Team. All utility contracts are fixed into a longer term that should allow the current turbulence in the market to settle. The Charity, like all leisure and hospitality businesses finds it very difficult to recruit staff. For some time the Management Team have been working to ensure that staff retention is as good it can be to mitigate against recruitment issues.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Plans for future periods

The Charity has returned to a sustainable state and has learnt the skills necessary to quickly address external negative impacts. The Charity hopes to complete the sale – subject to planning – of the parcel of land adjacent to the Maidenhead Kart Track.

The growth opportunities that the Charity has been working on are planned to be completed in the next financial year. If successful this will see the Charity increase in size substantially, in terms of turnover, number of venues and the number of staff employed - and will enable the Smile programme to be developed in two further communities.

The target set by Trustees for the Smile activity programmes for 2022/23 is 30,000 individual activity visits

Post year-end the Charity had a difficult summer period due to a combination of negative world and national news, including inflation fears, and the removal of restrictions on foreign holidays.

The Charity has signed Heads of Terms with a developer for the sale of the car park land at a figure that would provide a capital receipt in excess of £750,000 upon successful completion.

In October the Charity 'merged' with another leisure based charity, Dacorum Sports Trust. This merger takes the form of DST becoming a wholly owned charity of Absolutely Together, with management and support functions being provided by our Charity.

Structure, governance and management

The Board of Trustees are also Directors of the parent company Absolutely Together (formally Slough Community Leisure) and the wholly owned limited company and subsidiary Absolutely Together Trading Limited (formally Slough Community Trading Limited). Where a taxable profit is made by the subsidiary this is gifted to the Charity. The Board met for formal meetings 6 times during the year to oversee the management and administration of the Charity, and to receive regular updates on various aspects of the Charity's activities from the Management Team.

New trustees are invited to attend and observe at least 2 Board Meetings before confirming their acceptance to become a trustee. During the year the Board completed skills audit to help inform trustee recruitment. This identified the need for financial, HR and legal experience among new trustees' skillsets.

The Management Team, led by the Chief Executive, meet fortnightly to review performance and agree workloads to achieve the Charity's strategy. The Management Team includes Operations, Finance, People Management, Health and Safety and Business Development functions. In addition a quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

Governing document

The Charitable Company is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

List of Trustees

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J H Gillan

A C Taylor

J E Blackburn

B E Edwards

D J Gale-Page

D V Gregory

(Appointed 23 November 2021)

(Appointed 26 July 2022)

Recruitment and appointment of new Trustees

In exercising its powers to nominate, appoint, reappoint, elect, re-elect, approve and dismiss member, the members shall seek to ensure that the board is representative of the local community and also comprises persons with a broad range of skills who are likely to contribute to the Charity's success.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2022**

Board members induction and training

New Trustees are invited to attend and observe at least 2 Board Meetings before confirming their acceptance to become a Trustee. During the year the Board completed skills audit to help inform Trustee recruitment. This identified the need for financial, HR and legal experience amongst new Trustees' skillsets.

All new members joining the Board received a full induction that is aimed at training them in their statutory responsibilities under Charity and company law. The induction will normally include:

- Meeting with the Chairman and the Board and the Managing Director;
- Tour of all facilities and an opportunity to meet staff;
- Receive copies of the Charity's rules;
- Receive copies of strategy and business planning documents;
- Receive an organisational structure and overview of the management process; and
- Details of the Charity's relationship with the parent organisation - Absolutely Together, as well as associations with other relevant third parties such as landlord, clients etc.

Organisation structure & how decisions are made

The Board of Trustees has responsibility for administering the charity. The Trustees have appointed a Chief Executive Officer to manage the operations of the Charity. The Board has agreed to delegate powers to manage this arrangement.

The Management Team, led by the CEO, meet fortnightly to review performance and agree workloads to achieve the Charity's strategy. The Management Team includes Operations, Finance, People Management, Health and Safety and the Business Development function. In addition a quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

Setting of pay

The People Development Scheme is a company policy that endorses all pay rate levels across both Absolutely Together and Absolutely Leisure. Both Boards approve any pay rises on an annual basis and these are then confirmed with the policy.

The pay of the Chief Executive is set in line with an historical survey of similar sized and complex organisations in the wider Third Sector, as well as in regard to the skills and experience of the post-holder. The Chief Executive sets the pay for his immediate team, based on the framework detailed within the Charity's People Development Scheme, and again with reference to the skills and experience of the post-holders.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2022**

Chair's Report

Like so many other charities and businesses, the last year has seen the charity gradually re-open its facility following the Pandemic. By June 2021 all facilities were re-opened to the public, but many of the groups and schools were unable to return to use those facilities until well into 2022. The charity secured all the government and most local grants and support it was entitled to, and all staff that had been furloughed were able to return to full time employment in October 2021. At that same time Trustees were able to allow those senior staff within the charity who had taken a 20% pay cut – to return to their full pay.

After over 15 months of uncertainty and an absolute focus on immediate survival, the charity was able to begin to plan for a longer term future. During the Pandemic management had worked to restructure the operations of the charity to make it more efficient, and these efforts bore fruit upon re-opening. This work, together with the ongoing restrictions on travel and a national desire to get out and do things, combined to create a positive 'bounce-back' that remained across all operations throughout 2021 and into the beginning of 2022.

Opportunities for growing our charitable activities, that had been put on hold, were re-established, and new opportunities have arisen also, that the Management Team are working hard to deliver. This work has continued into the 2022-23 year and will be reported on fully next year.

Throughout 2021 the charity had been supported by its bank - Natwest. It's pleasing to confirm that just after the year-end the bank were satisfied with the charity's progress and returned us to its normal banking service.

It remains our intention to focus on children with additional needs, continually and permanently, and to further embed 'Absolutely' into every community we work in – putting smiles on faces.

I, and my fellow Trustees, would like to thank the staff of the Charity, our stakeholders and of course our customers, for supporting Absolutely Leisure and making our work possible.

Jackie Gillan

Chair

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Public Benefit Statement

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives, and in planning future activities.

During normal operation the charity's Absolutely Together programme provides free leisure activities to local families that have children with additional needs. The programmes provide free use of Absolutely Leisure activities as well as donating vouchers for free access to other local "partner" leisure facilities. This is known as the Smile Programme.

Together Karting

The Together Karting programme is now in operation across two facilities in Maidenhead and Aylesbury. Each facility allows peak-time access for the dual-seat kart programme, providing families with the opportunity to experience a unique activity at a time that works for them.

Three local SEN schools now make use of twin-seat karts weekly across the two facilities. The teachers from local schools say that the programme is a fantastic addition to their extra-curricular activities. Using the karts helps students develop their communication skills and has a significant impact on the children's coordination. A total of 2,683 sessions were delivered across the year.

A grant from the Wooden Spoon has been secured which will allow AL to launch the programme in Bristol in October 2022, ensuring that the programme will grow further this year.

Feedback from a young adult who used the programme during the year is below-

"I loved the whole experience. It was so enjoyable to feel the speed and it was definitely an adrenaline rush, especially when going round the sharp corners. I've always wanted to have the chance to drive a car, and go karting is the closest I have had to doing that. I feel this experience can potentially help improve my independence with driving."

"I don't let my disability stop me from achieving my goals and I enjoy taking part in sports, going to the gym and being active. After lockdown I wanted to introduce new activities into my life, so thanks Absolutely Karting for helping me do this. I hope to be able to enjoy go karting on a regular basis and eventually learn to control the kart myself."

1,000s of Smiles

Following the reopening of leisure facilities after the enforced closures of the early part of 2021, Absolutely Together delivered the remainder of its 1,000 of smiles campaign to families that have children with additional needs in Buckinghamshire. The scheme distributes free family vouchers for a range of leisure activities across the county, providing much needed relief to families in need. The programme supported 288 families across Buckinghamshire providing 2,850 smiles across a 6-month period and had a significant impact on the participants-

- 86% of participants said the scheme improved their access to local leisure activities
- 76% of participants said that the activities reduced their anxiety levels
- 100% of participants said that the programme put a smile on their families faces

Following the success of this programme, further funding will be sought to widen its reach in the future.

Comments from a participant in the programme are below-

"I really feel that through Absolutely Together the mental wellbeing of our family has improved. The activities we have done have really brought us together, reduced my anxiety, helped us feel less socially isolated and definitely brought a smile to our faces. Thank you so much Absolutely Together."

Work Experience

A pilot work experience programme was also introduced in 2021, providing children with SEN the opportunity to work in a real leisure environment. Pupils assisted the Absolutely Leisure team in running activities for their classmates and preparing facilities for public use later that day. The programme was a great success and will be continued into future years. A parent of one of the participants in the programme provided us with the following feedback-

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

"He loved his work experience, every day he came back smiling and excited. It has made him and us realise that even with autism he will be able to get a job he enjoys. It also suited his bossy independent nature."

Statement of Trustees responsibilities

The Trustees, who are also the directors of Absolutely Leisure for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the Trustees are required to:

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

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

Disclosure of information to auditor

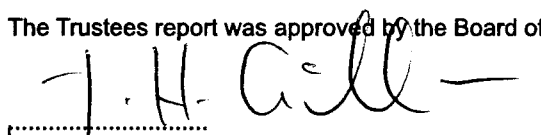
Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

This report has been prepared in accordance with the provisions applicable to companies entitled the small companies exemption.

The Trustees report was approved by the Board of Trustees.


.....
J H Gillan

Trustee

Dated: 9/12/22

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ABSOLUTELY LEISURE

Opinion

We have audited the financial statements of Absolutely Leisure (the 'Charitable Company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the 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. We also draw attention to the disclosures in note 1.2 regarding going concern. Our opinion is not modified in this respect.

Other information

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

We have nothing to report in this regard.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF ABSOLUTELY LEISURE

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' report included within the Trustees report.

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees report. We have nothing to report in respect of the following matters in relation to which 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees report and from the requirement to prepare a strategic report.

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 purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF ABSOLUTELY LEISURE

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's members in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Paul Creasey (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

9 December 2022

Chartered Accountants
Statutory Auditor

Gladstone House
77-79 High Street
Egham
Surrey
United Kingdom
TW20 9HY

ABSOLUTELY LEISURE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Income from:			
Donations and legacies	3	654,346	895,507
Charitable activities:			
Leisure activities	4	3,196,757	882,805
Funding income	4	73,440	73,440
Total income		<u>3,924,543</u>	<u>1,851,752</u>
Expenditure on:			
Charitable activities	5	<u>3,760,022</u>	<u>2,877,072</u>
Net income/(expenditure) for the year/ Net incoming/(outgoing) resources		164,521	(1,025,320)
Other recognised gains and losses			
Actuarial gain/(loss) on defined benefit pension schemes		<u>724,000</u>	<u>(792,000)</u>
Net movement in funds		888,521	(1,817,320)
Fund balances at 1 April 2021		<u>(2,639,910)</u>	<u>(822,590)</u>
Fund balances at 31 March 2022		<u><u>(1,751,389)</u></u>	<u><u>(2,639,910)</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ABSOLUTELY LEISURE

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	23		577,556		(337,722)
Investing activities					
Purchase of tangible fixed assets		(43,008)		(2,549)	
Net cash used in investing activities			(43,008)		(2,549)
Financing activities					
Repayment of borrowings		(17,197)		(15,145)	
New bank loans in the year		-		570,000	
Repayment of bank loans		(152,453)		(37,001)	
Payment of obligations under finance leases		(72,936)		(50,838)	
Net cash (used in)/generated from financing activities			(242,586)		467,016
Net increase in cash and cash equivalents			291,962		126,745
Cash and cash equivalents at beginning of year			80,049		(46,696)
Cash and cash equivalents at end of year			372,011		80,049

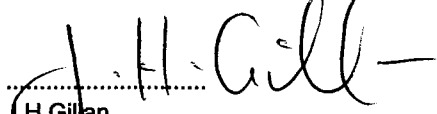
ABSOLUTELY LEISURE

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	9		2,104,564		2,324,108
Current assets					
Stocks	10	11,987		6,240	
Debtors	11	114,681		183,107	
Cash at bank and in hand		372,011		80,049	
		498,679		269,396	
Creditors: amounts falling due within one year	14	(1,540,598)		(2,845,475)	
Net current liabilities			(1,041,919)		(2,576,079)
Total assets less current liabilities			1,062,645		(251,971)
Creditors: amounts falling due after more than one year	15		(1,914,034)		(914,939)
Net assets excluding pension liability			(851,389)		(1,166,910)
Defined benefit pension liability	17		(900,000)		(1,473,000)
Net liabilities			(1,751,389)		(2,639,910)
Income funds					
Unrestricted funds:					
General unrestricted funds		(851,389)		(1,166,910)	
Pension reserve		(900,000)		(1,473,000)	
			(1,751,389)		(2,639,910)
			(1,751,389)		(2,639,910)

The financial statements were approved by the Trustees on 29/11/22....


J. H. Gillan
Trustee

Company Registration No. 06822082

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity Information

Absolutely Leisure is a private company limited by guarantee incorporated in England and Wales. The registered office is The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Charitable Company is a Public Benefit Entity as defined by FRS 102.

Absolutely Leisure meets the definition under FRS 102 of a public benefit entity.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Reduced Disclosures

In accordance with FRS 102, the Charitable Company has taken advantage of the exemptions from the following disclosure requirements:

- Section 11 'Basic Financial Instruments' & Section 12 'Other Financial Instrument Issues' - Carrying amounts, interest income/expense and net gains/losses for each category of financial instrument; basis for determining fair values.

The financial statements of the Charitable Company are consolidated in the financial statement of Absolutely Together. the consolidated financial statements of Absolutely Together are available from its registered office, The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

In relation to the year-end balance sheet liabilities:

- £900,000 of this relates to the defined benefit pension liability. This represents the theoretical shortfall between assets held by the pension scheme and the liability to meet accrued pension costs. In common with many other pension schemes, actuarial assumptions have not moved in our favour. However, the liability is theoretical and is not going to crystallise in the near future. The pension scheme deficit is being settled in accordance with the advice of the scheme Actuary by monthly contributions on the remaining members at a rate of 11.7% of pensionable salaries in 2022/23 (equating to contributions of approximately £39,000) remaining at 11.7% in 2023/24.

In the light of the above, management and the Board have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Charitable funds

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

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Restricted funds are used to account for situations where the donor required the funds must be spent on a particular purpose.

1.4 Income

All income on the Statement of Financial Activities is recognised when the Charitable Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Certain income is received in advance of the provision of the relevant service and as such is deferred until the service commences. Income for annual memberships is accounted for over the membership year.

Income from leisure activities are recognised as the related good and service are provided.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Management fees are unrestricted income which available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property	straight line over 25 years
Improvements to property	straight line over 4 years
Plant and machinery	straight line over 3 years or the life of the lease

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Stocks

Stocks are 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.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.9 Financial instruments

The Charitable Company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial assets and liabilities are recognised when the Charitable Company becomes a party to the contractual provisions of the instrument, and are offset only when the Charitable Company currently has a legally enforceable right to set off the recognised amounts and tends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets and liabilities

The Charitable Company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at the transaction value and thereafter are stated at amortised cost using the effective interest method.

1.10 Employee benefits

Termination benefits are recognised immediately as an expense when the Charitable Company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

The Charitable Company operates a defined contribution pension scheme. Contributions payable to the Charitable Company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The Charitable Company has also assumed responsibility for a pension scheme providing benefits based on final pensionable pay. Contributions to the defined benefit scheme are charged to income and expenditure in order to allocation the cost of providing the pensions recognising any actuarial gain or loss (where appropriate), over the working lives of the relevant employees as assessed in accordance with the advice of a professional qualified actuary.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Charitable Company in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introduction, benefit charges, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Under section 28 (Defined Benefit Pension) of FRS102, the net deficit of the pension scheme has been included in the Financial Statements and the reserves have therefore been reduced by the pension deficit creating net liabilities of £1,761,389 (2021: £2,639,910) at the year end.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.12 Leases

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

Rentals payable under operating leases are charged as an expense on a straight line basis over the lease term.

1.13 Irrecoverable VAT

VAT on revenue expenditure which can not be recovered is charged as a separate cost to the Statement of Financial Activities. VAT on capital expenditure which can not be recovered is capitalised as part of the cost of acquiring the relevant asset.

2 Critical accounting estimates and judgements

In the application of the Charitable Company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be 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 in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

Leases

In categorising leases as finance leases or operating leases, management makes judgements as to whether significant risks and rewards of ownership have transferred to the Charitable Company as lessee.

Key sources of estimation uncertainty

Carrying value of assets and liabilities

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

The present value of the Local Government Pension Scheme defined benefit liability 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17 will impact the carrying amount of the pension liability.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and legacies

	2022 £	2021 £
Government and other grants	371,136	870,984
Donation from fellow group company Absolutely Together Trading Ltd	263,482	4,662
Other donations	19,728	19,861
	<u>654,346</u>	<u>895,507</u>

The income from donations of £283,210 (2021: £24,523) was all unrestricted. The £303,136(2021: £870,984) of government grants relate to CJRS income and local authority grants as a result of the pandemic. The remaining grant of £68,000 (2021: £nil) relates to a grant received from the parent charity, Absolutely Together.

4 Charitable activities:

	Leisure activities 2022 £	Management fees 2022 £	Total 2022 £	Leisure activities 2021 £	Management fees 2021 £	Total 2021 £
Charitable activities	<u>3,196,757</u>	<u>73,440</u>	<u>3,270,197</u>	<u>882,805</u>	<u>73,440</u>	<u>956,245</u>

The income from charitable activities of £3,270,197 (2021: £956,245) was all unrestricted.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

5 Charitable activities

	Direct Costs	Support Costs	Total	Direct Costs	Support Costs	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Staff costs	1,329,913	-	1,329,913	1,133,868	-	1,133,868
Depreciation	-	262,552	262,552	-	341,285	341,285
Overheads	63,652	1,789,018	1,852,670	52,073	1,171,751	1,223,824
Lease Charges	-	1,574	1,574	-	11,544	11,544
Other Loan Interest	-	24,018	24,018	-	4,700	4,700
Bank Charges	-	67,818	67,818	-	55,303	55,303
Legal and Professional	-	4,750	4,750	-	-	-
Defined Benefit Pension Costs	-	151,000	151,000	-	57,000	57,000
Consultancy	-	49,727	49,727	-	36,723	36,723
Governance costs						
Auditors Remuneration	-	16,000	16,000	-	12,825	12,825
	<u>1,393,565</u>	<u>2,366,457</u>	<u>3,760,022</u>	<u>1,185,941</u>	<u>1,691,131</u>	<u>2,877,072</u>

The expenditure on charitable activities of £3,770,022 (2021: £2,877,072) was all from unrestricted funds.

6 Trustees

The Trustees did not receive any remuneration during the year ended 31 March 2022 (2021: £nil). There were no Trustees' expenses paid for the year ended 31 March 2022 (2021: £nil).

7 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Leisure activities	<u>85</u>	<u>89</u>
Employment costs	2022	2021
	£	£
Wages and salaries	1,203,475	1,018,277
Social security costs	75,468	58,879
Other pension costs	50,970	56,712
	<u>1,329,913</u>	<u>1,133,868</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

7 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2022 Number	2021 Number
£90,001 - £100,000	1	1

The remuneration of key management personnel is £98,259 (2021: £90,156).

8 Taxation

No liability to UK corporation tax arose on ordinary activities for the year ended 31 March 2022 or the year ended 31 March 2021.

9 Tangible fixed assets

	Leasehold property £	Improvements to property £	Plant and machinery £	Total £
Cost				
At 1 April 2021	1,832,270	603,782	2,834,910	5,270,962
Additions	-	-	43,008	43,008
At 31 March 2022	1,832,270	603,782	2,877,918	5,313,970
Depreciation and impairment				
At 1 April 2021	183,227	603,782	2,159,845	2,946,854
Depreciation charged in the year	73,291	-	189,261	262,552
At 31 March 2022	256,518	603,782	2,349,106	3,209,406
Carrying amount				
At 31 March 2022	1,575,752	-	528,812	2,104,564
At 31 March 2021	1,649,043	-	675,065	2,324,108

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts. The depreciation charge in respect of such assets amounted to £62,154 (2021 - £77,922) for the year.

	2022 £	2021 £
Plant and machinery	113,666	175,820

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

10 Stocks

	2022 £	2021 £
Finished goods and goods for resale	11,987	6,240

11 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	862	15,361
Other debtors	-	45,506
Prepayments and accrued income	113,819	122,240
	<u>114,681</u>	<u>183,107</u>

12 Loans and overdrafts

	2022 £	2021 £
Bank loans	1,758,949	1,911,402
Other loans	27,872	45,069
	<u>1,786,821</u>	<u>1,956,471</u>
 Payable within one year	 175,966	 1,436,609
Payable after one year	1,610,855	519,862
	<u>1,786,821</u>	<u>1,956,471</u>
 Amounts included above which fall due after five years:		
Payable by instalments	991,500	81,105

The finance lease liabilities of the Charitable Company, £60,538 (2021: £72,936) of which fall due in less than one year, with £87,872 (2021: £148,409) falling due in more than one year, are secured over the assets which form part of the finance lease agreements.

The bank loans of £156,719 (2021: £1,419,413) within one year and £1,602,230 (2021: £491,989) after one year are secured by way of a fixed and floating charge, in favour of National Westminster Bank Plc, over the assets of the Charitable Company.

The loans of £19,247 (2021: £17,196) within one year and £8,625 (2021: £27,873) after one year are secured by way of a fixed and floating charge, in favour of Asset Advantage Limited and Louise Cox, over the assets of the Charitable Company.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

13 Finance lease commitments

Future minimum lease payments due under finance leases:

	2022 £	2021 £
Within one year	60,538	72,936
Within two and five years	87,872	148,409
	<u>148,410</u>	<u>221,345</u>

14 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Bank loans	12	156,719	1,419,413
Obligations under finance leases	13	61,898	72,936
Other borrowings		19,247	17,196
Other taxation and social security		25,784	33,519
Deferred income	16	444,972	136,800
Trade creditors		444,340	526,635
Amounts owed to fellow group undertakings		10,752	323,410
Other creditors		96,323	88,877
Accruals		280,563	226,689
		<u>1,540,598</u>	<u>2,845,475</u>

15 Creditors: amounts falling due after more than one year

	Notes	2022 £	2021 £
Bank loans	12	1,602,230	491,989
Obligations under finance leases	13	86,512	148,410
Other borrowings		8,625	27,873
Other creditors		216,667	246,667
		<u>1,914,034</u>	<u>914,939</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

16 Deferred income

	2022 £	2021 £
Arising from grants	238,000	-
Arising from block bookings/events	206,972	136,800
	<u>444,972</u>	<u>136,800</u>
	2022 £	2021 £
Deferred income is included within:		
Current liabilities	<u>444,972</u>	<u>136,800</u>
Movements in the year:		
Deferred income at 1 April 2021	136,800	103,035
Released from previous periods	(136,800)	(103,035)
Resources deferred in the year	<u>444,972</u>	<u>136,800</u>
Deferred income at 31 March 2022	<u>444,972</u>	<u>136,800</u>

Deferred income related to advance payments for block bookings/events at the sites that related to future dates.

The deferred income on the grant relates to a financial grant from Absolutely Together for the delivery of various programmes over the next three years.

17 Retirement benefit schemes

Defined contribution schemes

The Charitable Company operates a defined contribution pension scheme. The contributions payable during the year amounted to £23,886 (2021: £23,886). At 31 March 2022 there was £2,117 (2021: £3,804) owing to the scheme and this is included within other creditors.

The pension contributions and liability is all allocated from unrestricted funds which is the only fund basis of the Charity.

Defined benefit schemes

Key assumptions

	2022 %	2021 %
Discount rate	2.55	2.05
Expected rate of increase of pensions in payment	3.05	2.80
Expected rate of salary increases	<u>2.00</u>	<u>3.80</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

17 Retirement benefit schemes

(Continued)

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2022 Years	2021 Years
Retiring today		
- Males	21.3	21.2
- Females	24	23.9
Retiring in 20 years		
- Males	22.6	22.5
- Females	25.4	25.4

Amounts recognised in the profit and loss account:

	2022 £	2021 £
Current service cost	161,000	91,000
Net interest on defined benefit liability/(asset)	30,000	14,000
Other costs and income	1,000	1,000
Total costs	192,000	106,000

Amounts taken to other comprehensive income:

	2022 £	2021 £
Actual return on scheme assets	(182,000)	(140,000)
Less: calculated interest element	27,000	26,000
Return on scheme assets excluding interest income	(155,000)	(114,000)
Actuarial changes related to obligations	(569,000)	906,000

The amounts included in the balance sheet arising from the Charitable Company's obligations in respect of defined benefit plans are as follows:

	2022 £	2021 £
Present value of defined benefit obligations	2,433,000	2,760,000
Fair value of plan assets	(1,533,000)	(1,287,000)
Deficit in scheme	900,000	1,473,000

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

17 Retirement benefit schemes

(Continued)

Movements in the present value of defined benefit obligations:

	2022 £
Liabilities at 1 April 2021	2,760,000
Current service cost	161,000
Contributions from scheme members	24,000
Actuarial gains and losses	(569,000)
Interest cost	57,000
At 31 March 2022	<u>2,433,000</u>

The defined benefit obligations arise from plans which are wholly or partly funded.

Movements in the fair value of plan assets:

	2022 £
Fair value of assets at 1 April 2021	1,287,000
Interest income	27,000
Return on plan assets (excluding amounts included in net interest)	155,000
Contributions by the employer	41,000
Contributions by scheme members	24,000
Other	(1,000)
At 31 March 2022	<u>1,533,000</u>

The fair value of plan assets at the reporting period end was as follows:

	2022 £	2021 £
Equity instruments	951,000	771,000
Debt instruments	248,000	210,000
Property	183,000	159,000
Cash	32,000	59,000
Target ratio portfolio	5,000	53,000
Infrastructure	188,000	105,000
Longevity insurance	(74,000)	(70,000)
	<u>1,533,000</u>	<u>1,287,000</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

18 Analysis of net assets between funds

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Fund balances at 31 March 2022 are represented by:		
Tangible assets	2,104,564	2,324,108
Current assets/(liabilities)	(1,041,919)	(2,576,079)
Long term liabilities	(1,914,034)	(914,939)
Provisions and pensions	(900,000)	(1,473,000)
	<u>(1,751,389)</u>	<u>(2,639,910)</u>

19 Operating lease commitments

At the reporting end date the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	511,242	557,211
Between two and five years	2,302,914	2,246,022
In over five years	350,710	711,790
	<u>3,164,866</u>	<u>3,515,023</u>

20 Events after the reporting date

In October 2022, the company obtained the operations of Dacorum Sports Trust, which is a private charity limited by guarantee and is registered in XC, Jarman Park, Hemel Hempstead, HP2 4JS. Their activities include the provision of facilities and services for recreational, sporting and other leisure

21 Ultimate parent undertaking and controlling related party

The ultimate parent company is Absolutely Together, a company limited by guarantee and incorporated in Great Britain by virtue of being the sole member. Company Registration No: 08466394 and Registered Charity No: 1152093. This is the smaller and largest group to consolidate these financial statements. Copies of the financial statement can be obtained from The Arena, Stafferton Way, Maidenhead, Berkshire, SL 6 1AY or on companies house website www.companieshouse.gov.uk.

The Trustees consider the Board of Trustees of Absolutely Together, a company limited by guarantee, to be the ultimate controlling party.

22 Limited by guarantee

The Charity is a company limited by guarantee and has no share capital. the liability of each member in the event of winding up is limited to £1.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

23 Cash generated from operations	2022 £	2021 £
Surplus/(deficit) for the year	164,521	(1,025,320)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	262,552	341,285
Difference between pension charge and cash contributions	151,000	57,000
Movements in working capital:		
(Increase)/decrease in stocks	(5,747)	8,931
Decrease/(increase) in debtors	68,426	(72,757)
(Decrease)/increase in creditors	(371,368)	319,374
Increase in deferred income	308,172	33,765
Cash generated from/(absorbed by) operations	577,556	(337,722)
24 Analysis of changes in net (debt)/funds	At 1 April 2021 £	Cash flowsAt 31 March 2022 £
Cash at bank and in hand	80,049	291,962 372,011
Loans falling due within one year	(1,436,609)	1,260,643 (175,966)
Loans falling due after more than one year	(519,862)	(1,090,993) (1,610,855)
Obligations under finance leases	(221,346)	72,936 (148,410)
	(2,097,768)	534,548 (1,563,220)

ABSOLUTELY LEISURE

England & Wales - Charity number 1131013

Accounts

Charity Registration No. 1131013

Company Registration No. 06822082 (England and Wales)

ABSOLUTELY LEISURE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

ABSOLUTELY LEISURE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J H Gillan A C Taylor J E Blackburn B E Edwards
Key management personnel	G Sinclair (Chief Executive)
Charity number	1131013
Company number	06822082
Registered office	The Arena Stafferton Way Maidenhead Berkshire United Kingdom SL6 1AY
Auditor	Azets Audit Services Gladstone House 77-79 High Street Egham Surrey United Kingdom TW20 9HY

ABSOLUTELY LEISURE

CONTENTS

	Page
Trustees report	1 - 7
Statement of Trustees responsibilities	8
Independent auditor's report	9 - 12
Statement of financial activities	13
Balance sheet	15
Statement of cash flows	14
Notes to the financial statements	16 - 30

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their report and financial statements for the year ended 31 March 2021.

The Trustees confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of recommended Practice (SORP) 2019.

Objectives and activities

Absolutely Leisure is a wholly owned charity that exists to provide or assist in the provision of facilities and services for recreational or other leisure time occupation in the interests of social welfare. Such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstance may have need of special facilities and services.

Additionally, the Charity aims to promote and preserve good health through community participation in healthy recreation and/or such other charitable purposes beneficial to the community consistent with the objects of the charity.

Achievements and performance

In these extraordinary times the Charity is pleased to have been able to survive and to re-open stronger than before. Furthermore, no staff were made redundant during the Pandemic. Clearly the performance and achievements of the Charity have been severely curtailed and most staff were either fully or flexibly furloughed.

Nonetheless, during the Pandemic the Charity extracted itself from a contract to manage Herschel Sports on behalf of Herschel Grammar School. This contract would have been not cost effective for us to continue.

Management also worked with our various landlords to negotiate workable and amicable compromises that satisfied both parties, and importantly upheld the values of the Charity.

Although the Charity did not qualify for most non-mandatory government and local authority grants, it was successful in securing a number of smaller grants from various trust funds, including – Wooden Spoon (£13,000), L&G (£600), Heart of Bucks (£4,064) and Tesco (£2,000).

Going Concern

Since the year end the Management Team have worked on improving its financial forecasting with the help and support of Kroll Ltd and NatWest Bank. Management have also significantly improved its operational processes, which has resulted in a substantial reduction in staffing costs, and with the launch of new websites have increased revenues. Since re-opening sites post year end the Group has recorded a surplus every month to date. The Statement of Financial Activities and cash flow forecast up to March 2023 shows the charity running to annual surpluses in both YE22 and YE23, with bank balances in excess of £200K.

Further information regarding going concern is contained in note 1.2. In the light of this, the Board have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2021**

Financial review

The Charity reached the nadir of its financial challenges in March 2020 and was set for a return to profitability and continued growth in 2020/21. The global pandemic that followed created a further unprecedented challenge. The Charity was required to seek a Government backed CBILS loan of £570K to maintain its existence during the subsequent lockdown.

When restrictions eased in July / August 2020 the Charity's facilities were allowed to slowly re-open, albeit with significant restrictions still in place. Nonetheless, trading was positive and this combined with the continued use of the Government Job Retention Scheme, and with the support of landlords enabled the Charity to make some profits.

However, the Charity was forced to close yet again in November, and bar for a couple of weeks in December at some sites, the Charity remained closed for the rest of the financial year. During this time it received no income other than Government support via community and business based grants. The Management Team worked hard with landlords to agree terms individually. These ranged from rent free periods, half rent periods, to deferment of full rents (effectively increasing the Charity's indebtedness).

The result of such a turbulent year can be seen in the audited accounts for the period. Despite making an unsurprising significant loss during the year, the Charity was able to remain in existence and has re-opened with renewed vigour.

During the year senior staff agreed a 20% pay cut – from March 2020 through the entire year. There were no inflationary pay awards made during the year except for those receiving the National Minimum Wage increase. Senior management have not received a pay award for 5 years now.

Reserves policy

During the year the Board of Trustees monitored the charity's reserves to ensure that a minimum reserve to £100K was maintained. However, in order to complete the purchase of the Maidenhead Kart Track, the Board approved the use of this reserve and put in place further monitoring and safeguarding measures. The Board has an aspiration to increase its reserves to a level of £250,000 over the next 5 years.

Pension Costs

Trustees are aware of the pension information required to be included in the statutory accounts. The pension referred to is a Local Government Pension Scheme (LGPS) for a total of 9 employees who have previously been transferred from the local authority. The scheme is underwritten by HM Government.

Trustees understand that the calculations required to be used for statutory purposes are notional and represent only one view of the pension fund, as directed by the FSA. In contrast the latest actuarial review from the Fund Managers appointed actuary, Barnet Waddingham, shows a real position - the fund is in surplus and employers' contribution for the next 3 years are reducing substantially.

Risk management

The members of the Board have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Board members confirm that the major risks to the Charity have been reviewed and that systems or procedures have been established to manage those risks. With the termination of the SBC contract the principal risk to Absolutely Leisure was clarified and the sites managed by the Charity were returned to the Council after the Charity removed its assets. The Board of Trustees reviewed and updated the Risk register at every Board Meeting and management work to mitigate the risks identified.

The most significant risk that has emerged during the year is the impact of the pandemic on the economy, and leisure in particular. Other risks that have been identified include the loss of contracts and building lease renewals. New competition entering the market is less likely as a consequence of the pandemic.

The Risk Register includes 'events' that would materially impact the performance of the Charity. These include the loss of senior staff, the closure of a site, the potential impact of changes in legislation or taxation, health and safety risks. The Charity's management of the Pandemic and its implications for staff and customers is well documented, as are the steps necessary should restrictive measures be put in place again.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2021**

Plans for future periods

The Trustees have committed to growing the reach of the Charity and to delivering the programmes of Absolutely Together in every community that the Charity works in. Additionally the Trustees want to continue to offer 'enabling support' to complementary community groups and charities through the use of our venues.

The charity will return to a steady and sustainable position following the pandemic. Only then will Trustees direct the Management Team to identify and partner with organisations that can help deliver that strategy, and to extend its reach into new communities. This will be delivered through management contracts. In the next year the Charity intends to extend its Absolutely Together programme to encompass every community with at least one programme.

The Board of Trustees approved the disposal of a parcel of land in Maidenhead that it holds the long lease for, and for which it currently sub-lets to a garage for parking. This work continues.

Post year-end the Charity has been able to slowly re-open its facilities in line with the easing of Government restrictions, and did not need any further financial support from its bank. The Charity lost several staff during the lockdown and has re-opened with restricted opening hours, effectively migrating customers towards a 4 – 5 day operations for karting and ten pin. This has resulted in substantial savings in payroll. Management envisage that staff recruitment will become more challenging due to the unsocial working hours and relative low pay of the leisure and hospitality industries. Customer confidence is returning, helped by continued foreign travel restrictions which has meant that more people stayed at home during the summer holiday period, and had greater disposable incomes.

In November 2021, NatWest removed the covenants on the loans held by the charity. These loans expire in 2024.

Structure, governance and management

The Board of Trustees are also Directors of the parent company Absolutely Together (formally Slough Community Leisure) and the wholly owned limited company and subsidiary Absolutely Together Trading Limited (formally Slough Community Trading Limited). Where a taxable profit is made by the subsidiary this is gifted to the Charity. The Board met for formal meetings 6 times during the year to oversee the management and administration of the Charity, and to receive regular updates on various aspects of the Charity's activities from the Management Team.

New trustees are invited to attend and observe at least 2 Board Meetings before confirming their acceptance to become a trustee. During the year the Board completed skills audit to help inform trustee recruitment. This identified the need for financial, HR and legal experience among new trustees' skillsets.

The Management Team, led by the Chief Executive, meet fortnightly to review performance and agree workloads to achieve the Charity's strategy. The Management Team includes Operations, Finance, People Management, Health and Safety and Business Development functions. In addition a quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

Governing document

The Charitable Company is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

List of Trustees

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J H Gillan
A C Taylor
J E Blackburn
B E Edwards

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2021**

Recruitment and appointment of new Trustees

In exercising its powers to nominate, appoint, reappoint, elect, re-elect, approve and dismiss member, the members shall seek to ensure that the board is representative of the local community and also comprises persons with a broad range of skills who are likely to contribute to the Charity's success.

Board members induction and training

New Trustees are invited to attend and observe at least 2 Board Meetings before confirming their acceptance to become a Trustee. During the year the Board completed skills audit to help inform Trustee recruitment. This identified the need for financial, KR and legal experience amount new Trustees' skillsets.

All new members joining the Board received a full induction that is aimed at training them in their statutory responsibilities under Charity and company law. The induction will normally include:

- Meeting with the Chairman and the Board and the Managing Director;
- Tour of all facilities and an opportunity to meet staff;
- Receive copies of the Charity's rules;
- Receive copies of strategy and business planning documents;
- Receive an organisational structure and overview of the management process; and
- Details of the Charity's relationship with the parent organisation - Absolutely Together, as well as associations with other relevant third parties such as landlord, clients etc.

Organisation structure & how decision are made

The Board of Trustees has responsibility for administering the charity. The Trustees have appointed a Chief Executive Officer to manage the operations of the Charity, The Board has agreed to delegated powers to manage this arrangement.

The Management Team, led by the CEO, meet fortnightly to review performance and agree workloads to achieve the Charity's strategy. The Management Team includes Operations, Finance, People Management, Health and Safety and the Business Development function. In addition a quarterly meeting is held with the wider management team to discuss and plan future activities. Two junior managers are invited to attend each quarterly meeting to gain a better insight into the Charity and its management.

Setting of pay

The People Development Scheme is a company policy that endorses all pay rate levels across both Absolutely Together and Absolutely Leisure, Both Boards approve any pay rises on an annual basis and these are then confirmed with the policy.

The pay of the Chief Executive is set in line with an historical survey of similar sized and complex organisations in the wider Third Sector, as well as in regard to the skills and experience of the post-holder. The Chief Executive sets the pay for his immediate team, based on the framework detailed within the Charity's People Development Scheme, and again with reference to the skills and experience of the post-holders.

During the entire financial year the Chief Executive along with other full time staff took a 20% pay cut.

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2021**

Chair's Report

Like so many other charities and businesses, the last year has been an extremely challenging time for Absolutely Leisure. The charity was forced to close all of its centres and cease operations for all but 12 weeks of the year, as the first wave of the pandemic struck the UK in March 2020. Some activities were able to open with a restricted programme from August 2020 and were then closed by the second lockdown from November 2020. The Charity did not recommence business for the remainder of the 2020 -21 financial year.

The Charity was required to obtain a CBILs loan in order for it to continue to be viable and be able to re-open its facilities and begin slowly to support groups and charities within the communities it works in. Throughout the lockdown the Charity largely remained mothballed and furloughed all staff to retain as much cash as possible.

During the year the Trustees agreed to rename the parent organisation from Slough Community Leisure, to Absolutely Together. Absolutely Together has been the 'brand' that all the charity's targeted children focused programmes were named, and this change better reflects the direction of the charity moving forward.

It remains our intention to focus on children with additional needs continually and permanently, and to further embed 'Absolutely' into every community we work in – putting smiles on faces.

I, and my fellow Trustees, would like to thank the staff of the Charity, our stakeholders and of course our customers, for supporting Absolutely Leisure and making our work possible.



J.H. Gillan
Chair

23 November 2021

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Public Benefit Statement

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives, and in planning future activities.

During normal operation the charity's Absolutely Together programme provides free leisure activities to local families that have children with additional needs. The programmes provide free use of Absolutely Leisure activities as well as donating vouchers for free access to other local "partner" leisure facilities. During the national lockdown between March and July, and again later in the year, both our own and the partner leisure facilities were forced to close to the public, meaning that the traditional programmes could not be delivered.

The team therefore looked at further opportunities to help families confined to their homes, with the challenge of keeping their children occupied during this difficult period.

Smile Boxes

With the assistance of a grant from the Tesco's Bag for Help scheme, and working with the local Age Concern charity in Berkshire. Absolutely Leisure redistributed some of the toys, games and children's books from local charity shops unable to trade due to local restrictions.

Smile Boxes were created, including some of these items as well as arts and crafts packs and other activities that families could participate in together at home. Working closely with local SEND schools over 40 boxes were distributed to families in Berkshire and Buckinghamshire.

The feedback from the families that received the boxes was extremely positive, families were so grateful and commented on the lift that it gave their children and themselves at a very challenging time. The aim was to improve families' mental wellbeing through this difficult period.

Together Karting

Following a grant from the Wooden Spoon, Absolutely Leisure has been able to expand its successful Together Karting programme. The programme offers children with additional needs the unique opportunity to experience karting through the use of specialist dual seat karts. The grant enabled the purchase of 2 additional karts, allowing the capacity of the existing programme at Maidenhead to be doubled and the launch of a new programme in Aylesbury. Despite facility closures the group were able to provide 41 sessions across the two facilities, between September and October 2020.

Absolutely Leisure remains the only charity in the UK delivering dual seat karting for free to families that have children with additional needs. Feedback from the sessions shows that not only do participants enjoy the experience, it significantly helps them develop their co-ordination and confidence.

1,000s of Smiles

Following a grant from the "Heart of Bucks" foundation, Absolutely Together were able to launch a 1,000's of smiles campaign in Buckinghamshire. The programme purchases vouchers at discounted rates from local leisure providers which are then distributed at no cost to local families that have children with additional needs. These activities are supplemented with free activities at Absolutely Leisure facilities. Despite the challenges of facility closures, the programme launched in October and ensured that families were able to get some well needed leisure activity during the half term break. Despite the quick turnaround, vouchers were distributed to 47 families in Bucks providing 162 smiles for them during the last week of October.

As the majority of leisure facilities remained closed from the beginning of November until the summer of 2021, the remainder of the 1,000 smiles programme will be completed during the second 6 months of 2021.

Below are a sample of the feedback received from parents after participating in Absolutely Together programmes:

"A big thankyou to Absolutely Together a fantastic charity that gives kids with special needs the opportunity to experience the fun of Go Karting, with double Go karts so that a child can have the chance to drive with an adult. My son suffers from ASD and finds it hard to interact and socialise, he visited the track in Maidenhead and the staff are so friendly, his confidence has grown. Hope this charity gets the recognition they so rightly deserve, Daniel was so pleased to have his brother and dad join in too."

PARENT A

ABSOLUTELY LEISURE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Just wanted to get in touch to thank you for providing us with a swimming voucher. We used it today and had an amazing 2 hours of family fun. The water was warm, it wasn't too crowded and our children were relaxed and happy throughout. It enabled us to have 1-2-1 in turn with each of our children and just have fun. Each one of us laughed, splashed and just enjoyed being in each other's company. Family outings are always planned weeks in advance so we can prepare our children and many SEN sessions are charged at a higher rate than 'normal' which can price some options out if our budget. Thank you and the charity for providing us with a much needed family fun day!

PARENT B

On behalf of our group I would like to thank Absolutely Karting for generously accommodating the variety of special needs within our large party of families last weekend. Everyone had an exciting morning experiencing both Go Karting and Lazer Quest for the first time and those sharing karts with your kind staff had an especially thrilling session! The feedback was that it was one of the best group activities we have ever one. We all had an amazingly memorable time and are particularly grateful for the caring attention shown to the children needing individual attention.

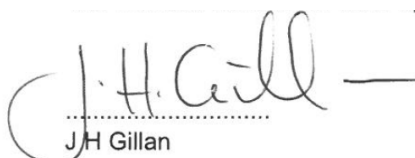
PARENT C

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

This report has been prepared in accordance with the provisions applicable to companies entitled the small companies exemption.

The Trustees report was approved by the Board of Trustees.


J.H. Gillan
Chair

23 November 2021

ABSOLUTELY LEISURE

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees, who are also the directors of Absolutely Leisure for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

In preparing these financial statements, the Trustees are required to:

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

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

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ABSOLUTELY LEISURE

Opinion

We have audited the financial statements of Absolutely Leisure (the 'Charitable Company') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the 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. We also draw attention to the disclosures in note 1.2 regarding going concern. Our opinion is not modified in this respect.

Other information

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

We have nothing to report in this regard.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF ABSOLUTELY LEISURE

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' report included within the Trustees report.

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

- 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees report and from the requirement to prepare a strategic report.

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 purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF ABSOLUTELY LEISURE

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

ABSOLUTELY LEISURE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF ABSOLUTELY LEISURE

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's members in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

**Paul Creasey (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

24 November 2021
.....

**Chartered Accountants
Statutory Auditor**

Gladstone House
77-79 High Street
Egham
Surrey
United Kingdom
TW20 9HY

ABSOLUTELY LEISURE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Income from:			
Donations and legacies	3	895,507	325,108
Charitable activities:			
Leisure activities	4	882,805	3,901,665
Funding income	4	73,440	101,640
Total income		<u>1,851,752</u>	<u>4,328,413</u>
Expenditure on:			
Charitable activities	5	<u>2,877,072</u>	<u>4,780,677</u>
Net expenditure for the year/ Net outgoing resources		(1,025,320)	(452,264)
Other recognised gains and losses			
Actuarial (loss)/gain on defined benefit pension schemes		(792,000)	367,000
Net movement in funds		(1,817,320)	(85,264)
Fund balances at 1 April 2020		(822,590)	(737,326)
Fund balances at 31 March 2021		<u>(2,639,910)</u>	<u>(822,590)</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ABSOLUTELY LEISURE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	23		(337,722)		199,456
Investing activities					
Purchase of tangible fixed assets		(2,549)		(61,012)	
Proceeds on disposal of tangible fixed assets		-		6,622	
Net cash used in investing activities			(2,549)		(54,390)
Financing activities					
Repayment of borrowings		(15,145)		(83,251)	
New bank loans in the year		570,000		-	
Repayment of bank loans		(37,001)		(43,954)	
Payment of obligations under finance leases		(50,838)		(149,541)	
Net cash generated from/(used in) financing activities			467,016		(276,746)
Net increase/(decrease) in cash and cash equivalents			126,745		(131,680)
Cash and cash equivalents at beginning of year			(46,696)		84,984
Cash and cash equivalents at end of year			80,049		(46,696)
Relating to:					
Cash at bank and in hand			80,049		3,995
Bank overdrafts included in creditors payable within one year			-		(50,691)

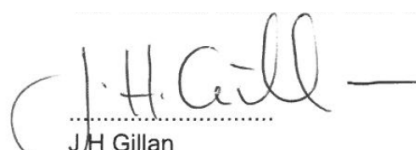
ABSOLUTELY LEISURE

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	9	2,324,108		2,662,843	
Current assets					
Stocks	10	6,240		15,171	
Debtors	11	183,107		110,350	
Cash at bank and in hand		80,049		3,995	
		<u>269,396</u>		<u>129,516</u>	
Creditors: amounts falling due within one year	14	<u>(2,845,475)</u>		<u>(2,468,108)</u>	
Net current liabilities			(2,576,079)		(2,338,592)
Total assets less current liabilities			<u>(251,971)</u>		<u>324,251</u>
Creditors: amounts falling due after more than one year	15		(914,939)		(522,841)
Net assets excluding pension liability			<u>(1,166,910)</u>		<u>(198,590)</u>
Defined benefit pension liability	17		(1,473,000)		(624,000)
Net liabilities			<u><u>(2,639,910)</u></u>		<u><u>(822,590)</u></u>
Income funds					
Unrestricted funds:					
General unrestricted funds		(1,166,910)		(198,590)	
Pension reserve		<u>(1,473,000)</u>		<u>(624,000)</u>	
			<u>(2,639,910)</u>		<u>(822,590)</u>
			<u><u>(2,639,910)</u></u>		<u><u>(822,590)</u></u>

The financial statements were approved by the Trustees on 23 November 2021


 J.H. Gillan
 Chair

Company Registration No. 06822082

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Absolutely Leisure is a private company limited by guarantee incorporated in England and Wales. The registered office is The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Charitable Company is a Public Benefit Entity as defined by FRS 102.

Absolutely Leisure meets the definition under FRS 102 of a public benefit entity.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Reduced Disclosures

In accordance with FRS 102, the Charitable Company has taken advantage of the exemptions from the following disclosure requirements:

- Section 11 'Basic Financial Instruments' & Section 12 'Other Financial Instrument Issues' - Carrying amounts, interest income/expense and net gains/losses for each category of financial instrument; basis for determining fair values.

The financial statements of the Charitable Company are consolidated in the financial statement of Absolutely Together. the consolidated financial statements of Absolutely Together are available from its registered office, The Arena, Stafferton Way, Maidenhead, Berkshire, SL6 1AY.

1.2 Going concern

As described in the Trustees Report, the Covid-19 pandemic has been challenging for the leisure industry with two national lockdowns imposed in the financial year. As a result, even after various Government support packages, the charity suffered a loss for the year of £1,817,320 which includes an actuarial loss on our defined benefit pension scheme of £792,000. Net current liabilities amounted to £2,576,079 and total charity net liabilities at the year end were £2,639,910.

Since the year end, restrictions have ceased and we re-opened our leisure and gym sites in accordance with Government guidelines. A combination of summer staycations, a less than brilliant weather and pent up demand has enabled the group to trade strongly and cash positively in the year to date.

Management have produced forecasts for the period to March 2023 which after suitable contingency planning show a continued recovery of cash positive trading.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

In relation to the year-end balance sheet liabilities:

- £1,473,000 of this relates to the defined benefit pension liability. This represents the theoretical shortfall between assets held by the pension scheme and the liability to meet accrued pension costs. In common with many other pension schemes, actuarial assumptions have not moved in our favour. However, the liability is theoretical and is not going to crystallise in the near future. The pension scheme deficit is being settled in accordance with the advice of the scheme Actuary by monthly contributions on the remaining members at a rate of 14% of pensionable salaries in 2021/22 (equating to contributions of approximately £42,000) falling to 11.7% in 2022/23.
- Total bank borrowings amounted to £1,911,402 of which £1,419,413 was due within one year. These were technically payable on demand due to covenant breaches at the year end. Since the year end, the bank agreed to waive these and if this were the case at year end, £1,284,015 of bank debt would have been shown as long term and £1,033,729 would have been due after more than 5 years.

In the light of the above, management and the Board have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Charitable funds

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

Restricted funds are used to account for situations where the donor required the funds must be spent on a particular purpose.

1.4 Income

All income on the Statement of Financial Activities is recognised when the Charitable Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Certain income is received in advance of the provision of the relevant service and as such is deferred until the service commences. Income for annual memberships is accounted for over the membership year.

Income from leisure activities are recognised as the related good and service are provided.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Management fees are unrestricted income which available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

1.5 Expenditure

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.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property	straight line over 25 years
Improvements to property	straight line over 4 years
Plant and machinery	straight line over 3 years or the life of the lease

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Stocks

Stocks are 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.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.9 Financial instruments

The Charitable Company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial assets and liabilities are recognised when the Charitable Company becomes a party to the contractual provisions of the instrument, and are offset only when the Charitable Company currently has a legally enforceable right to set off the recognised amounts and tends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets and liabilities

The Charitable Company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at the transaction value and thereafter are stated at amortised cost using the effective interest method.

1.10 Employee benefits

Termination benefits are recognised immediately as an expense when the Charitable Company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

The Charitable Company operates a defined contribution pension scheme. Contributions payable to the Charitable Company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The Charitable Company has also assumed responsibility for a pension scheme providing benefits based on final pensionable pay. Contributions to the defined benefit scheme are charged to income and expenditure in order to allocate the cost of providing the pensions recognising any actuarial gain or loss (where appropriate), over the working lives of the relevant employees as assessed in accordance with the advice of a professional qualified actuary.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Charitable Company in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introduction, benefit charges, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Under section 28 (Defined Benefit Pension) of FRS102, the net deficit of the pension scheme has been included in the Financial Statements and the reserves have therefore been reduced by the pension deficit creating net liabilities of £2,639,910 (2020: £822,590) at the year end. The Trustees are satisfied that the company will be able to meet all of its obligations as and when they fall due.

1.12 Leases

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

Rentals payable under operating leases are charged as an expense on a straight line basis over the lease term.

1.13 Irrecoverable VAT

VAT on revenue expenditure which can not be recovered is charged as a separate cost to the Statement of Financial Activities. VAT on capital expenditure which can not be recovered is capitalised as part of the cost of acquiring the relevant asset.

2 Critical accounting estimates and judgements

In the application of the Charitable Company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be 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 in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

Leases

In categorising leases as finance leases or operating leases, management makes judgements as to whether significant risks and rewards of ownership have transferred to the Charitable Company as lessee.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

2 Critical accounting estimates and judgements

(Continued)

Key sources of estimation uncertainty

Carrying value of assets and liabilities

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

The present value of the Local Government Pension Scheme defined benefit liability 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17 will impact the carrying amount of the pension liability.

3 Donations and legacies

	2021 £	2020 £
Government grants	870,984	-
Donation from fellow group company Absolutely Together Trading Ltd	4,662	314,128
Other donations	19,861	10,980
	<u>895,507</u>	<u>325,108</u>

The income from donations of £24,523 (2020: £325,108) was all unrestricted. The £870,984 (2020: £Nil) of government grants relate to CJRS income and local authority grants as a result of the pandemic.

4 Charitable activities:

	Leisure activities 2021 £	Management fees 2021 £	Total 2021 £	Leisure activities 2020 £	Management fees 2020 £	Total 2020 £
Charitable activities	<u>882,805</u>	<u>73,440</u>	<u>956,245</u>	<u>3,901,665</u>	<u>101,640</u>	<u>4,003,305</u>

The income from charitable activities of £956,245 (2020: £4,003,305) was all unrestricted.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5 Charitable activities

	Direct Costs	Support Costs	Total	Direct Costs	Support Costs	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Staff costs	1,133,868	-	1,133,868	1,637,267	-	1,637,267
Depreciation	-	341,285	341,285	-	424,485	424,485
Overheads	52,073	1,171,751	1,223,824	77,142	2,302,438	2,379,580
Lease Charges	-	11,544	11,544	-	17,228	17,228
Other Loan Interest	-	4,700	4,700	-	14,515	14,515
Bank Charges	-	55,303	55,303	-	55,496	55,496
Legal and Professional	-	-	-	-	2,180	2,180
Premises Expenses	-	-	-	-	45,510	45,510
Defined Benefit Pension Costs	-	57,000	57,000	-	116,000	116,000
Consultancy	-	36,723	36,723	-	76,416	76,416
Governance costs						
Auditors Remuneration	-	12,825	12,825	-	12,000	12,000
	<u>1,185,941</u>	<u>1,691,131</u>	<u>2,877,072</u>	<u>1,714,409</u>	<u>3,066,268</u>	<u>4,780,677</u>

The expenditure on charitable activities of £2,553,662 (2020: £4,780,677) was all from unrestricted funds.

6 Trustees

The Trustees did not receive any remuneration during the year ended 31 March 2021 (2020: £nil). There were no Trustees' expenses paid for the year ended 31 March 2021 (2020: £nil).

7 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Leisure activities	<u>89</u>	<u>124</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

7 Employees

(Continued)

Employment costs	2021 £	2020 £
Wages and salaries	1,018,277	1,463,780
Social security costs	58,879	96,034
Other pension costs	56,712	77,453
	<u>1,133,868</u>	<u>1,637,267</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2021 Number	2020 Number
£80,001 - £80,000	1	-
£80,001 - £90,000	-	1
	<u>-</u>	<u>1</u>

The remuneration of key management personnel is £90,156 (2020: £112,690).

8 Taxation

No liability to UK corporation tax arose on ordinary activities for the year ended 31 March 2021 or the year ended 31 March 2020.

9 Tangible fixed assets

	Leasehold property £	Improvements to property £	Plant and machinery £	Total £
Cost				
At 1 April 2020	1,832,270	603,782	2,832,362	5,268,414
Additions	-	-	2,549	2,549
	<u>1,832,270</u>	<u>603,782</u>	<u>2,834,911</u>	<u>5,270,963</u>
At 31 March 2021				
Depreciation and impairment				
At 1 April 2020	109,936	603,782	1,891,852	2,605,570
Depreciation charged in the year	73,291	-	267,994	341,285
	<u>183,227</u>	<u>603,782</u>	<u>2,159,846</u>	<u>2,946,855</u>
At 31 March 2021				
Carrying amount				
At 31 March 2021	<u>1,649,043</u>	<u>-</u>	<u>675,065</u>	<u>2,324,108</u>
At 31 March 2020	<u>1,722,334</u>	<u>-</u>	<u>940,509</u>	<u>2,662,843</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9 Tangible fixed assets

(Continued)

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts. The depreciation charge in respect of such assets amounted to £77,922 (2020 - £77,066) for the year.

	2021 £	2020 £
Plant and machinery	175,820	253,741

10 Stocks

	2021 £	2020 £
Finished goods and goods for resale	6,240	15,171

11 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	15,361	14,973
Other debtors	45,506	-
Prepayments and accrued income	122,240	49,871
	183,107	64,844

	2021 £	2020 £
Amounts falling due after more than one year:		
Other debtors	-	45,506

Total debtors	183,107	110,350
----------------------	---------	---------

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

12 Loans and overdrafts

	2021 £	2020 £
Bank overdrafts	-	50,691
Bank loans	1,911,402	1,378,403
Other loans	45,069	60,214
	<u>1,956,471</u>	<u>1,489,308</u>
Payable within one year	1,436,609	1,444,239
Payable after one year	<u>519,862</u>	<u>45,069</u>
Amounts included above which fall due after five years:		
Payable by instalments	<u>81,105</u>	<u>-</u>

The finance lease liabilities of the Charitable Company, £72,936 (2020: £77,745) of which fall due in less than one year, with £148,409 (2020: £194,439) falling due in more than one year, are secured over the assets which form part of the finance lease agreements.

The bank loans of £1,419,413 (2020: £1,387,403) within one year and £491,989 (2020: £Nil) after one year are secured by way of a fixed and floating charge, in favour of National Westminster Bank Plc, over the assets of the Charitable Company.

The loans of £17,196 (2020: £15,145) within one year and £27,873 (2020: £27,873) after one year are secured by way of a fixed and floating charge, in favour of Asset Advantage Limited and Louise Cox, over the assets of the Charitable Company.

The bank loan is subject to covenant clauses, whereby the Company is required to meet certain key financial ratios. The Company did not fulfil the debt servicing ratio as required in the agreement.

Due to this breach of the covenant clause, the bank is contractually entitled to request for immediate repayment of the outstanding loan amount of £1,341,402. The outstanding balance is presented within current liabilities as at 31 March 2020 and 2021.

Since the year end the covenants have been formally waived and the debt is no longer payable on demand. Has this agreement been in place at the year end, net current liabilities would have improved by £1,284,015.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

13 Finance lease commitments

Future minimum lease payments due under finance leases:

	2021 £	2020 £
Within one year	72,936	77,745
Within two and five years	148,409	194,439
	<u>221,345</u>	<u>272,184</u>

14 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Bank loans and overdrafts	12	1,419,413	1,429,094
Obligations under finance leases	13	72,936	77,745
Other borrowings		17,196	15,145
Other taxation and social security		33,519	37,776
Deferred income	16	136,800	103,035
Trade creditors		526,635	190,168
Amounts owed to fellow group undertakings		323,410	324,067
Other creditors		88,877	84,594
Accruals and deferred income		226,689	206,484
		<u>2,845,475</u>	<u>2,468,108</u>

15 Creditors: amounts falling due after more than one year

	Notes	2021 £	2020 £
Bank loans	12	491,989	-
Obligations under finance leases	13	148,410	194,439
Other borrowings		27,873	45,069
Other creditors		246,667	283,333
		<u>914,939</u>	<u>522,841</u>

16 Deferred income

	2021 £	2020 £
Arising from block bookings/events	<u>136,800</u>	<u>103,035</u>

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

16 Deferred income

(Continued)

Deferred income related to advance payments for block bookings/events at the sites that related to future dates.

17 Retirement benefit schemes

Defined contribution schemes

The Charitable Company operates a defined contribution pension scheme. The contributions payable during the year amounted to £23,886 (2020: £33,546). At 31 March 2021 there was £3,804 (2020: £5,279) owing to the scheme and this is included within other creditors.

The pension contributions and liability is all allocated from unrestricted funds which is the only fund basis of the Charity.

Defined benefit schemes

Key assumptions

	2021 %	2020 %
Discount rate	2.05	2.35
Expected rate of increase of pensions in payment	2.80	1.75
Expected rate of salary increases	3.80	2.75

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2021 Years	2020 Years
Retiring today		
- Males	21.2	21.5
- Females	23.9	24.1
Retiring in 20 years		
- Males	22.5	22.9
- Females	25.4	25.5

Amounts recognised in the profit and loss account:

	2021 £	2020 £
Current service cost	91,000	130,000
Net interest on defined benefit liability/(asset)	14,000	21,000
Other costs and income	1,000	34,000
Total costs	106,000	185,000

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

17 Retirement benefit schemes

(Continued)

Amounts taken to other comprehensive income:

	2021 £	2020 £
Actual return on scheme assets	(140,000)	3,000
Less: calculated interest element	26,000	25,000
Return on scheme assets excluding interest income	(114,000)	28,000
Actuarial changes related to obligations	906,000	(395,000)

The amounts included in the balance sheet arising from the Charitable Company's obligations in respect of defined benefit plans are as follows:

	2021 £	2020 £
Present value of defined benefit obligations	2,760,000	1,699,000
Fair value of plan assets	(1,287,000)	(1,075,000)
Deficit in scheme	1,473,000	624,000

Movements in the present value of defined benefit obligations:

	2021 £
Liabilities at 1 April 2020	1,699,000
Current service cost	91,000
Contributions from scheme members	24,000
Actuarial gains and losses	906,000
Interest cost	40,000
At 31 March 2021	2,760,000

The defined benefit obligations arise from plans which are wholly or partly funded.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

17 Retirement benefit schemes

(Continued)

Movements in the fair value of plan assets:

	2021
	£
Fair value of assets at 1 April 2020	1,075,000
Interest income	26,000
Return on plan assets (excluding amounts included in net interest)	114,000
Contributions by the employer	49,000
Contributions by scheme members	24,000
Other	(1,000)
At 31 March 2021	1,287,000

The fair value of plan assets at the reporting period end was as follows:

	2021	2020
	£	£
Equity instruments	771,000	607,000
Debt instruments	210,000	100,000
Property	159,000	148,000
Cash	59,000	127,000
Target ratio portfolio	53,000	45,000
Commodities	-	6,000
Infrastructure	105,000	88,000
Longevity insurance	(70,000)	(46,000)
	1,287,000	1,075,000

18 Analysis of net assets between funds

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Fund balances at 31 March 2021 are represented by:		
Tangible assets	2,324,108	2,662,843
Current assets/(liabilities)	(2,576,079)	(2,338,592)
Long term liabilities	(914,939)	(522,841)
Provisions and pensions	(1,473,000)	(624,000)
	(2,639,910)	(822,590)

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

19 Operating lease commitments

At the reporting end date the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	557,211	475,151
Between two and five years	2,246,022	1,628,883
In over five years	711,790	1,740,140
	<u>3,515,023</u>	<u>3,844,174</u>

20 Events after the reporting date

In November 2021, NatWest formally agreed to remove the covenants on the bank loans. Instead the charity must ensure that a minimum bank balance of £150,000, including the overdraft, is maintained at all times. Has this agreement been in place at the year end, net current liabilities would have improved by £1,284,015.

21 Ultimate parent undertaking and controlling related party

The ultimate parent company is Absolutely Together, a company limited by guarantee and incorporated in Great Britain by virtue of being the sole member. Company Registration No: 08466394 and Registered Charity No: 1152093. This is the smaller and largest group to consolidate these financial statements. Copies of the financial statement can be obtained from The Arena, Stafferton Way, Maidenhead, Berkshire, SL 6 1AY or on companies house website www.companieshouse.gov.uk.

The Trustees consider the Board of Trustees of Absolutely Together, a company limited by guarantee, to be the ultimate controlling party.

22 Limited by guarantee

The Charity is a company limited by guarantee and has no share capital. the liability of each member in the event of winding up is limited to £1.

ABSOLUTELY LEISURE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

23	Cash generated from operations	2021	2020
		£	£
	Deficit for the year	(1,025,320)	(452,264)
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	341,285	424,485
	Difference between pension charge and cash contributions	57,000	116,000
	Movements in working capital:		
	Decrease in stocks	8,931	4,556
	(Increase)/decrease in debtors	(72,757)	228,601
	Increase/(decrease) in creditors	319,374	(123,461)
	Increase in deferred income	33,765	1,539
	Cash (absorbed by)/generated from operations	(337,722)	199,456
24	Analysis of changes in net (debt)/funds		
		At 1 April 2020	Cash flowsAt 31 March 2021
		£	£
	Cash at bank and in hand	3,995	76,054
	Bank overdrafts	(50,691)	50,691
		(46,696)	126,745
	Loans falling due within one year	(1,393,548)	(43,061)
	Loans falling due after more than one year	(45,069)	(474,793)
	Obligations under finance leases	(272,184)	50,838
		(1,757,497)	(340,271)
			(2,097,768)