WORCESTER WARRIORS COMMUNITY FOUNDATION

England & Wales · Charity number 1133136

Details

Other names	Worcester Warriors Foundation
Status	Registered
Legal form	Charitable company
Company number	06902389
Registered	2009-12-04
Register	View on the Charity Commission register

Contact

Address	Cecil Duckworth House Severn Street Worcester WR1 2NE
Phone	07920428114
Email	carol.hart@warriorsfoundation.co.uk
Website	worcesterwarriorsfoundation.org

Activities

Objects: FOR THE BENEFIT OF THE PUBLIC GENERALLY AND IN PARTICULAR THE INHABITANTS OF WORCESTER, WORCESTERSHIRE AND THE WEST MIDLANDS.1 TO PROMOTE COMMUNITY PARTICIPATION IN HEALTHY RECREATION BY PROVIDING FACILITIES FOR THE PLAYING OF RUGBY UNION AND OTHER SPORTS CAPABLE OF IMPROVING HEALTH (FACILITIES IN THIS CLAUSE MEANS LAND, BUILDINGS, EQUIPMENT AND ORGANISING SPORTING ACTIVITIES2 TO ADVANCE THE EDUCATION OF CHILDREN AND YOUNG PEOPLE THROUGH SUCH MEANS AS THE TRUSTEES THINK FIT IN ACCORDANCE WITH THE LAWS OF CHARITY3 TO PROVIDE AND ASSIST IN PROVIDING FACILITIES FOR SPORT, RECREATION OR OTHER LEISURE TIME OCCUPATION OF SUCH PERSONS WHO HAVE NEED FOR SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABLEMENT, PRIVATE OR RACIAL AND ECONOMIC CIRCUMSTANCES OR FOR THE PUBLIC AT LARGE IN THE INTERESTS OF SOCIAL WELFARE AND WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE

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Activities: Grassroots sports development, club development for junior sports clubs, promoting good health, educational schemes and social inclusion

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** WORCESTER, WORCESTERSHIRE AND THE WEST MIDLANDS
- Birmingham City
- Coventry City
- Dudley
- Herefordshire
- Staffordshire
- Warwickshire
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£217,485	£268,530	-	-
2024-05-31	£294,163	£251,777	-	-
2023-05-31	£255,056	£242,125	-	-
2022-05-31	£341,528	£220,120	-	-
2021-05-31	£211,992	£181,178	-	-

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Trustees

Name	Role	Appointed
Lynette Ann Cutting	Chair	2025-11-18
Christopher Pennell		2015-03-11
JOHN MARK GIBSON		2017-07-01
Justin Alexander Glazier Clegg		2022-01-04
Mark Smith		2024-09-16

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WORCESTER WARRIORS COMMUNITY FOUNDATION

England & Wales - Charity number 1133136

Accounts

18 September 2025

Kendall Wadley LLP
Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Dear Trustees,

We confirm to the best of our knowledge and belief and having made appropriate enquiries of other Trustees and officials of the charity, the following representations given to you in connection with your audit of the charity's financial statements for the year ended 31 May 2025.

General

1 We acknowledge as directors/trustees our responsibility under the Companies Act 2006 and Charities Act 2011 for the financial statements which give a true and fair view and for making accurate representations to you. All the accounting records have been made available to you for the purpose of your audit and all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of management meetings, have been made available to you.

2 The financial statements are free of material misstatements, including omissions.

3 We believe that the effect of uncorrected misstatements is immaterial both individually and in total.

Internal control

4 We acknowledge our responsibility for the design and implementation of internal control systems to prevent and detect fraud. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud. There have been no irregularities (or allegations of irregularities) involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements.

Assets and liabilities

5 The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.

6 We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the notes to the financial statements all guarantees that we have given to third parties.

7 We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

8. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

Loans and arrangements

9 The charity has not had nor entered into at any time during the year, any arrangement, transaction or agreement to provide credit facilities (including loans, quasi-loans or credit facilities) for governors nor to guarantee or provide security for such matters.

Legal claims

10 All claims in connection with litigation that have been, or are expected to be, received have been properly accrued for in the financial statements.

Law and regulations

11 We are not aware of any irregularities, including fraud, involving management or employees of the charity; nor are we aware of any breaches or possible breaches of statute, regulations, contracts, agreements or the company's Memorandum and Articles of Association which might prejudice the charity's going concern status or that might result in the charity suffering significant penalties or other loss. No allegations of such irregularities, including fraud, or such breaches have come to our notice.

Transactions with related parties

12 All transactions with related parties have been disclosed in the financial statements. We have made available to you all relevant information concerning such transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of the Companies Act 2006 and Charities Act 2011 or accounting standards.

Post-balance sheet events

13 There have been no events since the balance sheet date which necessitate revision of the figures included in the financial statements or inclusion of a note thereto. Should further material events occur, which may necessitate revision of the figures included in the financial statements or inclusion of a note thereto, we will advise you accordingly.

Going concern

14 We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

Grants and donations

15 All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Yours faithfully

Jim Panter (Chair)
Signed on behalf of the board of trustees.

Charity registration number 1133136

Company registration number 06902389 (England and Wales)

WORCESTER WARRIORS COMMUNITY FOUNDATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MAY 2025

WORCESTER WARRIORS COMMUNITY FOUNDATION

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WORCESTER WARRIORS COMMUNITY FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L Hewitt	
	J Clegg	
	J Gibson	
	J Panter (Chairman)	
	C Pennell	
	M Smith	(Appointed 16 September 2024)
	R Murray	(Resigned 9 December 2024)
	Emma Higginson-Smith	(Resigned 30 November 2024)
Chief Executive Officer, Secretary and Director	C Hart	(Resigned as a Director only on 1 June 2024)
Charity number	1133136	
Company number	06902389	
Registered office	Royal Porcelain Works Severn Street Worcester Worcestershire WR1 2NE	
Independent examiner	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	
Bankers	NatWest Bank PLC 1 The Cross Worcester WR1 3PR	

WORCESTER WARRIORS COMMUNITY FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MAY 2025

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, 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).

Objectives and activities

For the benefit of the public generally and in particular the inhabitants of Worcester, Worcestershire and the West Midlands.

- To promote community participation in healthy recreation by providing facilities for the playing of rugby union and other sports capable of improving health.
- To advance the education of children and young people through such means as the Trustees think fit in accordance with the laws of the charity.
- To provide and assist in providing facilities for sport, recreation or other leisure time occupation of such person who have need for such facilities by reason of their youth, age, infirmity or disablement, private or racial and economic circumstances or for the public at large in the interest of social welfare and with the object of improving their conditions of life.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

The past 12 months have marked a transformative chapter for Worcester Warriors Foundation. We have firmly embedded ourselves in our new home at Cecil Duckworth House, expanded programme delivery across Worcestershire, and reached over 11,500 participants across all age groups, abilities, and backgrounds.

Despite the ongoing financial pressures faced by charities across the UK, our Foundation has remained resilient - bolstered by our community, funders, partners, and the unwavering dedication of our team. We continue to focus on improving physical and mental wellbeing through inclusive sport and positive engagement.

We are proud to submit this report to the Charities Commission and to share our journey and achievements with our supporters.

This year, Worcester Warriors Foundation delivered over **11,500 sessions** across a diverse range of programmes. Here are some key metrics:

Programme	Participants
Special Educational Needs (SEN)	3,729
Dementia Café	1,614
Walking Rugby	1,170
Only Girls Allowed	641
Make Your Mark (MYM)	201
Sensory Room	404
Inclusion Sport	459
Wheelchair Sports	74
Breaking Limits	965
Fishing for Wellbeing	70
Outreach Events	1,750
Wellbeing Café	241
V Arthritis	6

Total Impact: *11,500 individuals reached*

Strategic Developments

The following strategic developments have been made during the year:

- Opened our new Sensory and Soft Play Room, now a central feature of our delivery model.
- Consolidated our delivery area to Worcestershire, maximising local impact and focus.
- Strengthened relationships with key stakeholders including NHS, Public Health Worcestershire, Acorns Hospice, and Worcester City Council.
- Reinstated Inclusion Rugby at Sixways Stadium and developed the Inner Warrior Academy and StrongHER programme for girls.
- Enhanced internal systems for evaluation, safeguarding, and staff development.

Testimonials

Some feedback we have received:

"We have worked with the Warriors Foundation for four years now and the impact they have had on our pupils has been second to none… The only downside is that we can't have them every day of the week."
— Alex Clowder, Riverside SEN School

"Since attending your classes at the Worcester Warriors Foundation, I have found myself in a better place. My self-confidence and fitness levels have greatly improved."
— Lesley Reeve, participant in Only Girls Allowed

"The children and young people we care for have complex health needs, but each individual we have taken has engaged with the different sensory equipment available."
— Acorns Hospice Nurse

"Matt and Ben bring energy and enthusiasm coupled with great knowledge… a huge lift in confidence."
— Kath Wallcroft, Teacher, New College Worcester

Financial review

Income received from donations and charitable activities amounted to £217,485 (2024: £294,163). Total expenditure amounted to £268,530 (2024 £251,777), which overall reduced funds this year by £51,045 (2024 £42,386 increased).

Total reserves as at 31 May 2025 amounted to £293,153 (2024: £344,198), which is represented by restricted funds of £35,229 (2024: £59,959), designated funds of £40,003 (2024: £32,808) and unrestricted funds of £217,921 (2024: 251,431).

Free reserves which represents unrestricted funds, after making allowances for tangible fixed assets amounted to £190,664 (2024 £216,062).

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties in relation to going concern. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

At 31 May 2025, free reserves amounted to £190,664 (2024: £216,062) which the Trustees consider sufficient to meet the charities requirements for the next 12 months. This equates to 8.5 months total expenditure (2024 10.3 months) based on current expenditure levels.

Plans for future periods

The following plans have been made for the future:

- Expand Make Your Mark mentoring across additional schools.
- Roll out Inner Warrior Academy and StronHER across primary and secondary schools.
- Secure long-term funding through renewed NLCF bid and additional income streams.
- Strengthen data and impact systems for more effective reporting and user engagement.
- Deepen community roots through enhanced third-party venue use and partnership development.

Structure, governance and management

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 11 May 2009, the charity's Company registration number is 06902389 and Charity number is 1133136.

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:

L Hewitt	
J Clegg	
J Gibson	
R Murray	(Resigned 9 December 2024)
J Panter (Chairman)	
C Pennell	
M Smith	(Appointed 16 September 2024)
E Higginson-Smith	(Appointed 16 September 2024 and resigned 6 November 2024)

Recruitment and appointment of trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

New trustees will be included into the workings of the charity, including policies and procedures, at an induction meeting with the Chairman. New Trustees are appointed at Trustee's meetings.

Governance and Safeguarding

The following developments have been made in relation to governance and safeguarding during the year:

- Trustee board strengthened with new financial expertise
- All safeguarding incidents addressed in line with procedures
- Updated key policies including cyber security, data and privacy and risk register.

None of the Trustees has any beneficial interest in the charity. All the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up.

Organisational structure

Staffing

Delivery staff for the programme will be selected based upon experience, qualification and suitability for the role and may be either:

- A Employees of the charity
- B Employees of a suitably matched partner organisation commissioned to deliver the charity's work.

Gratitude

We extend our sincere thanks to our funders, volunteers, staff, and partners. Your belief in our mission makes everything possible.

"The work they have done is truly phenomenal… We are incredibly impressed with the dedication and commitment we have seen from the Warriors Foundation."
— Manager, Acorns Children's Hospice

The report of the trustees has been prepared in accordance with the special provisions relating to the small companies regime.

The Trustees' report was approved by the Board of Trustees.

J Panter (Chairman)
Chair of Trustees

18 September 2025

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MAY 2025

The Trustees, who are also the directors of Worcester Warriors Community Foundation 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 charity 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 charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WORCESTER WARRIORS COMMUNITY FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF WORCESTER WARRIORS COMMUNITY FOUNDATION

I report to the Trustees on my examination of the financial statements of Worcester Warriors Community Foundation (the charity) for the year ended 31 May 2025.

Responsibilities and basis of report

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Sarah Morley BA (Hons) ACA
Kendall Wadley LLP

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Dated: 18 September 2025

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MAY 2025

Current financial year	Notes	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income from:						
Donations and legacies	3	52,905	-	118,360	171,265	260,647
Charitable activities	4	46,220	-	-	46,220	33,416
Other trading activities	5	-	-	-	-	100
Total income		99,125	-	118,360	217,485	294,163
Expenditure on:						
Raising funds	6	22,437	-	-	22,437	16,013
Charitable activities	7	87,300	15,703	143,090	246,093	235,764
Total expenditure		109,737	15,703	143,090	268,530	251,777
Net income/(expenditure)		(10,612)	(15,703)	(24,730)	(51,045)	42,386
Transfers between funds	12	(22,898)	22,898	-	-	-
Net movement in funds		(33,510)	7,195	(24,730)	(51,045)	42,386
Reconciliation of funds:						
Fund balances at 1 June 2024		251,431	32,808	59,959	344,198	301,812
Fund balances at 31 May 2025		217,921	40,003	35,229	293,153	344,198

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MAY 2025

Prior financial year	Notes	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:					
Donations and legacies	3	47,032	-	213,615	260,647
Charitable activities	4	33,416	-	-	33,416
Other trading activities	5	-	-	100	100
Total income		80,448	-	213,715	294,163
Expenditure on:					
Raising funds	6	16,013	-	-	16,013
Charitable activities	7	11,525	9,470	214,769	235,764
Total expenditure		27,538	9,470	214,769	251,777
Net income/(expenditure)		52,910	(9,470)	(1,054)	42,386
Transfers between funds	12	30,777	-	(30,777)	-
Net movement in funds		83,687	(9,470)	(31,831)	42,386
Reconciliation of funds:					
Fund balances at 1 June 2023		167,744	42,278	91,790	301,812
Fund balances at 31 May 2024		251,431	32,808	59,959	344,198

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF FINANCIAL POSITION

AS AT 31 MAY 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	13		40,879		68,177
Current assets					
Debtors	14	3,703		3,764	
Cash at bank and in hand		261,486		292,598	
		265,189		296,362	
Creditors: amounts falling due within one year	15	12,915		20,341	
Net current assets			252,274		276,021
Net assets			293,153		344,198
The funds of the charity					
Restricted income funds	17		35,229		59,959
Unrestricted funds - general			217,921		251,431
Unrestricted funds - designated	18		40,003		32,808
			293,153		344,198

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 May 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 18 September 2025

J Panter (Chairman)
Trustee

Company registration number 06902389 (England and Wales)

1 Accounting policies

Charity information

Worcester Warriors Community Foundation is a private company limited by guarantee in England and Wales (company number: 06902389) and a charity registered in England and Wales (charity number: 1133136). The address of its registered office is Royal Porcelain Works, Severn Street, Worcester, Worcestershire, WR1 2NE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. 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.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about its ability to continue. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1 Accounting policies **(Continued)**

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.

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:

Office Equipment	25% Straight Line
Foundation Equipment	25% Straight Line
Motor vehicles	20% Straight Line

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 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1 Accounting policies **(Continued)**

1.12 Debtors

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

1.13 Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2 Critical accounting estimates and judgements

In the application of the charity'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.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	52,905	-	52,905	47,032	-	47,032
Grants	-	118,360	118,360	-	213,615	213,615
	52,905	118,360	171,265	47,032	213,615	260,647

3 Income from donations and legacies (Continued)

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Grants receivable for core activities						
The Eveson Trust	-	-	-	-	40,000	40,000
The National Lottery Community Fund	-	90,000	90,000	-	60,000	60,000
Arthritis Cafe		3,160	3,160			
Premiership Project Rugby	-	-	-	-	19,000	19,000
Dementia Cafe	-	-	-	-	24,175	24,175
Rowlands Trust	-	-	-	-	30,000	30,000
Worcester Ambassadors	-	-	-	-	9,990	9,990
Bransford Trust	-	-	-	-	3,000	3,000
Only Girls Allowed	-	-	-	-	10,000	10,000
Breaking limits		5,200	5,200	-	-	-
Worcestershire High Sheriff		20,000	20,000	-	-	-
Others < £5,000	-	-	-	-	17,450	17,450
	-	118,360	118,360	-	213,615	213,615

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Charitable activities		
Community programmes	21,801	14,928
Foundation membership	9,506	8,856
Camp income	-	1,555
Room hire	14,913	8,077
	46,220	33,416

5 Income from other trading activities

	Restricted funds 2025 £	Restricted funds 2024 £
Fundraising events	-	100

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Staff costs	22,437	16,013

7 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	149,874	153,777
Minibus costs	1,843	2,235
Marketing costs	5,932	3,251
Facility hire	1,056	8,553
Other costs	9,424	2,801
	168,129	170,617
Share of support and governance costs (see note 8)		
Support	77,964	65,147
	246,093	235,764
Analysis by fund		
Unrestricted funds - general	87,301	11,526
Unrestricted funds - designated	15,703	9,470
Restricted funds	143,090	214,769
	246,093	235,764

8 Support costs allocated to activities

	2025 £	2024 £
Depreciation	28,323	11,815
Premises costs	23,746	22,226
Insurance	3,658	2,753
Equipment costs	1,486	2,147
Vehicle repairs and maintenance	5,901	6,655
Entertainment	309	-
Hotels,travel and subsistence	878	1,969
Subscriptions	1,562	1,145
Training costs	95	289
Admin costs	1,074	1,011
Printing, stationery and IT	5,482	6,128
Governance costs	5,450	9,009
	77,964	65,147
Analysed between:		
Charitable activities	77,964	65,147

Governance costs comprise:	2025 £	2024 £
Independent Examiner's fees: Independent Examination	2,820	2,700
Accountancy	1,823	1,907
Legal and professional	807	4,402
	5,450	9,009

9 Trustees

None of the trustees received remuneration for their role as Trustee or were reimbursed expenses during this or the previous year.

The Chief Executive Officer was also a Director until 1 June 2024. Remuneration for her role as CEO was £44,783 with an employer pension contribution of £1,135.

10 Employees

The average monthly number of employees during the year was:

2025 Number	2024 Number
5	5

10 Employees (Continued)

Employment costs	2025	2024
	£	£
Wages and salaries	162,776	156,807
Social security costs	6,239	9,266
Other pension costs	3,296	3,717
	172,311	169,790

There were no employees whose annual remuneration was more than £60,000.

Key management personnel remuneration totalled £80,701

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Transfers

A transfer of £31,190 (2024: £Nil) was made from the unrestricted fund to the designated fund which represents grants received during the year which have been designated by the trustees for use against £29,606 of salaries costs and £1,584 of website costs.

A transfer of £8,292 (2024: £Nil) was made from the designated fund to the unrestricted fund to represent the disposal of a motor vehicle being made.

13 Tangible fixed assets

	Foundation Equipment	Office Equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 June 2024	70,063	5,476	26,364	101,903
Additions	3,025	-	-	3,025
Disposals	-	-	(11,988)	(11,988)
At 31 May 2025	73,088	5,476	14,376	92,940
Depreciation				
At 1 June 2024	21,683	4,216	7,827	33,726
Depreciation charged in the year	18,272	883	2,876	22,031
Eliminated in respect of disposals	-	-	(3,696)	(3,696)
At 31 May 2025	39,955	5,099	7,007	52,061
Carrying amount				
At 31 May 2025	33,133	377	7,369	40,879
At 31 May 2024	48,380	1,260	18,537	68,177

14 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	1,235	-
Prepayments and accrued income	2,468	3,764
	3,703	3,764

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	7,597	5,635
Trade creditors	-	9,975
Accruals and deferred income	5,318	4,731
	12,915	20,341

16 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	3,296	3,717

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 June 2024	Income	Expenditure	Transfers	At 31 May 2025
	£	£	£	£	£
Dementia Cafe	19,177	-	-	-	19,177
Only Girls Allowed	6,670	-	(1,359)	-	5,311
Worcestershire County Council	17,448	-	(17,448)	-	-
Barchester Healthcare	330	-	(330)	-	-
Sensory Room	10,811	-	(10,811)	-	-
Hitz	2,374	-	(2,374)	-	-
Fishing Academy	741	-	-	-	741
SEN Rugby	1,328	-	(1,328)	-	-
Leicester Tigers Wheelchair Rugby	1,080	-	(1,080)	-	-
National Lottery	-	90,000	(90,000)	-	-
Arthritis Cafe	-	3,160	(1,160)	-	2,000
Breaking Limits	-	5,200	(5,200)	-	-
Worcestershire High Sheriff	-	20,000	(12,000)	-	8,000
	59,959	118,360	(143,090)	-	35,229

Previous year:	At 1 June 2023	Income	Expenditure	Transfers	At 31 May 2024
	£	£	£	£	£
Dementia Cafe	-	24,275	(5,098)	-	19,177
The Eveson Charitable Trust	-	40,000	(40,000)	-	-
Only Girls Allowed	-	10,000	(3,330)	-	6,670
Baily Thomas Charitable Trust	2,500	-	(2,500)	-	-
Worcestershire County Council	33,452	2,750	(16,754)	(2,000)	17,448
Barchester Healthcare	330	-	-	-	330
Sensory Room	-	42,990	(1,402)	(30,777)	10,811
National Lottery	21,732	60,000	(81,732)	-	-
Premiership/Project Rugby	31,402	19,000	(50,402)	-	-
Hitz	2,374	2,000	(2,000)	-	2,374
Fishing Academy	-	-	(1,259)	2,000	741
Make Your Mark	-	5,000	(5,000)	-	-
SEN Rugby	-	5,000	(3,672)	-	1,328
Leicester Tigers Wheelchair Rugby	-	2,700	(1,620)	-	1,080
	91,790	213,715	214,769	(30,777)	59,959

17 Restricted funds **(Continued)**

Dementia Cafe - to support free weekly sessions for anyone living with Dementia and their carers or family with a mixture of activities, including seating and standing sports and table top games.

Only Girls Allowed – Weekly free sports sessions for women.

Worcecestershire County Council - through multiple grants we have managed to use these funds towards all projects.

Barchester Healthcare - this funding was directly for the running costs associated with the dementia café.

Sensory Room – a specialised private and safe space for children with special educational needs or toddlers.

Hitz – delivering a range of educational and sporting qualification for individuals who are NEET.

Fishing Academy – fishing session to support mental health.

SEN Rugby – Delivering sport to those with special educational needs.

Leicester Tigers Wheelchair Rugby – wheelchair rugby sessions for children in schools.

National Lottery - Delivering the objectives of the charity

National Lottery Arthritis Café - Cost involved in running a weekly Arthritis support group

Breaking Limits - Delivering the objectives of the charity

Worcestershire High Sheriff - Delivering the objectives of the charity

18 Unrestricted funds - designated

These are unrestricted funds which are material to the charity's activities.

	At 1 June 2024	Resources expended	Transfers	At 31 May 2025
	£	£	£	£
Vans purchased	18,536	(3,225)	(8,292)	7,019
Wheelchairs purchased	14,272	(7,669)	-	6,603
Website costs	-	(1,584)	1,584	-
Wages and salaries	-	(3,225)	29,606	26,381
	32,808	(15,703)	22,898	40,003

Previous year:	At 1 June 2023	Resources expended	Transfers	At 31 May 2024
	£	£	£	£
Vans purchased	23,806	(5,270)	-	18,536
Wheelchairs purchased	18,472	(4,200)	-	14,272
	42,278	(9,470)	-	32,808

The designated funds relate to:

Vans purchased - The capital assets bought from grants received from The Eveson Charitable Trust.

Wheelchairs purchased - The capital assets bought from grants received from The Eveson Charitable Trust.

Website costs - The redesign of the website from grants received from The Eveson Charitable Trust.

Wages and salaries - Grants received which the Trustees have elected to use against the wages and salaries costs.

19 Analysis of net assets between funds

	Unrestricted funds general 2025	Unrestricted funds designated 2025	Restricted funds 2025	Total 2025
	£	£	£	£
Fund balances at 31 May 2025 are represented by:				
Tangible assets	27,257	13,622	-	40,879
Current assets/(liabilities)	190,664	26,381	35,229	252,274
	217,921	40,003	35,229	293,153

19 Analysis of net assets between funds **(Continued)**

	Unrestricted funds general 2024	Unrestricted funds designated 2024	Restricted funds 2024	Total 2024
	£	£	£	£
Fund balances at 31 May 2024 are represented by:				
Tangible assets	35,369	32,808	-	68,177
Current assets/(liabilities)	216,062	-	59,959	276,021
	251,431	32,808	59,959	344,198

20 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

WORCESTER WARRIORS COMMUNITY FOUNDATION

England & Wales - Charity number 1133136

Accounts

Charity registration number 1133136

Company registration number 06902389 (England and Wales)

WORCESTER WARRIORS COMMUNITY FOUNDATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MAY 2024

WORCESTER WARRIORS COMMUNITY FOUNDATION

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WORCESTER WARRIORS COMMUNITY FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L Hewitt J Clegg J Gibson J Panter (Chairman) C Pennell M Smith	 (Appointed 16 September 2024)
Chief Executive Officer, Director and Secretary	C Hart	(Resigned as Director 1 June 2024)
Charity number	1133136	
Company number	06902389	
Registered office	Royal Porcelain Works Severn Street Worcester Worcestershire WR1 2NE	
Independent examiner	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	
Bankers	NatWest Bank PLC 1 The Cross Worcester WR1 3PR	

WORCESTER WARRIORS COMMUNITY FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MAY 2024

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, 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).

Objectives and activities

For the benefit of the public generally and in particular the inhabitants of Worcester, Worcestershire and the West Midlands.

- To promote community participation in healthy recreation by providing facilities for the playing of rugby union and other sports capable of improving health.
- To advance the education of children and young people through such means as the Trustees think fit in accordance with the laws of the charity.
- To provide and assist in providing facilities for sport, recreation or other leisure time occupation of such persons who have need for such facilities by reason of their youth, age, infirmity or disablement, private or racial and economic circumstances or for the public at large in the interests of social welfare and with the object of improving their conditions of life.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

Significant activities and achievements against objectives

Our impact report on the preceding pages highlight some of our main achievements in the year and please find as follows a summary of our main activities.

Mixed Ability/Inclusion Rugby

We worked really hard to keep our Inclusion RFC together when we moved away from their home, Sixways Stadium.

Relocating was a very difficult decision to make but we had to safeguard our participants who were all struggling with their mental wellbeing throughout the turbulent times at the Club.

However, having begun to build a positive relationship with the new owners, it has been possible to move the Inclusion Team back to where they belong, intact without losing one member.

Tom Sinclair, Warriors Foundation Inclusion Team said "I can't actually believe we are back playing at the place I love more than anything else in the World. My World fell apart when we had to move away and I have dreamed about being back here one day. The Foundation make everything possible". Our Inclusive rugby sessions are still very popular. Over the winter months we held weekly sessions at our new home focusing on seated activity and drills. This combined with our Wellbeing Café proved invaluable whilst outdoor space was limited due to bad weather. Since March, we have been back outdoors and have recently moved this initiative back to the main pitch at Sixways Stadium.

What our Participants and Service Users have to say "Inclusion rugby means everything to me. I have made meaningful friendships that I otherwise would not have made. I thoroughly enjoy jumping on the bus and getting to play against other teams and visit different places. I have learned a lot about myself now and the person I want to become because of taking up rugby. I have now returned to playing football Mondays too. Training is something I look forward to and I cannot wait to come and see everyone each week. The team are supportive, friendly and give you lots of encouragement."

Inspiring the next generation

Over the last twelve months we have delivered nine one-day inclusion camps for children who would not normally get the opportunity to take part in out-of-term sport camps. Delivered out of Kidderminster RFC the camps were all designed around multi sports and games which were both fun and engaging for all. Through these camps 360 young people benefitted.

Walking Rugby

Last month we had our record number of participants playing Walking Rugby 50 players at 3 clubs with 2 more starting up in June.

Colin Read – Walking Rugby Participant "Walking Rugby has made a big difference to my life as a semi retiree. It has enabled me to play the sport I most enjoyed as a young man, at a time in my life when I thought it had passed me by. The years have rolled back. Each week I spend an hour in the company of like-minded people of all ages in an inclusive and welcoming environment playing the sport I love. For me walking rugby has provided all the elements it promised. Fun, fitness and friendship. Long may it continue to thrive so that more individuals can reap the benefits."

Blind Rugby

The Foundation having been appointed as the national provider for British Blind Sport (BBS) and Royal National Institute for the Blind (RNIB) alongside The Change Foundation (TCF) for Blind/VI rugby on The See Sport Differently Project will enable us to not only grow the game on a local level in Worcester but also at a national level across all the premiership clubs. This accreditation puts us at the table within blind sport with the FA, The Lawn Tennis Association, Swim England, and UK Athletics. This is a huge accolade for all the work the whole team has put into the development of this game. Working with BBS and RNIB will give us the necessary contacts and resources to be able to reach the Blind and VI community across the country.

We have developed a delivery plan that will enable us to hopefully work with all Premiership clubs, the Welsh regions and clubs in Scotland and Northern Ireland with and aim of getting the game properly regulated and officially recognised by Prem Rugby/RFU (Blind / VI rugby is already recognised as a delivery strand by the WRU and is included in their disability delivery requirements.)

We were delighted to be in a position to host three VI and blind teams including The Change Foundation, and Cardiff Rugby. We have also been coaching children at New College Worcester on a regular basis. Matthew Lancett, one of our VI participants has now evolved into a coaching position.

SEN Delivery

Since September we have worked across 10 SEN schools, 2 Behaviour schools and 1 charity provision (Acorns).

Within SEN schools we deliver structured and unstructured adapted physical education lessons for students where they can explore different kinds of equipment supported by staff and pupils to achieve certain targets. We have also been upskilling staff in confidence to deliver/support P.E sessions and how they can further make an impact on individuals through physical activity.

Within behaviour schools we have been supporting individuals' wellbeing by providing 1-1 sporting or sit-down sessions. Usually, sport is used to break down any barriers and to find common ground with them.

Wheelchair Rugby

We have seen numbers increase over the last year and regularly have a full team on Monday evenings.

Since moving to our new home, we have formed a relationship with The Kings School who gift us use of their sports hall which is great and saves us money on renting space.

Only Girls Allowed

Since the pandemic, we have struggled to reach the previous participation numbers in respect of our women's only initiative.

The initiative is designed to support women who are struggling with confidence, have low self-esteem and struggle with mental wellbeing as well as physical abilities. However, since moving to our own facility, we are happy to report an upturn in participation numbers with some good feedback. We utilise a local fitness and wellbeing coach to deliver this initiative.

Some feedback we have received:

From Karen "My first exercise class in a long time. So glad I plucked up the courage to go, Irene is so friendly and helpful I'll definitely be back next week."

From Jodie "Fabulous class. Irene adapts all exercises to your strengths and weaknesses. Really enjoyed it thank you Irene, see you next week."

From Debbie "I just want to say that I attended Warriors Foundation fitness class yesterday. Irene made me feel very welcome and she caters for all abilities. I really enjoyed it and will be back soon thank you."

Fishing Fun

After a trial last summer our fishing project restarted on 29th April with The Aspire Academy and their students.

The Aspire Academy is an alternative provision for 11-16 year olds who have, or have had trauma in their young lives.

The sessions are targeted to help improve their mental wellbeing whilst giving the young people space to breath and enjoy the calm that being outdoors can bring with no pressure, allowing them to experience peace in their traumatic lives.

This type of activity can help to build resilience and coping strategies through a holistic approach.

Dementia Cafe

Now into its 9th year, the Dementia Café remains a consistent and needed service for people living with dementia, and their carers in and around Worcester.

The cafe has been deemed as best practice by Age UK locally and Age UK regularly signpost people to us as do GP's and other adult social care services.

Each week we have 40+ people living with a diagnosis and their family/cares attend they benefit from a range of activities including: Boccia, table tennis, singing, salsa dancing, seated cricket, yoga, stretch band exercises, and much more.

We also had a Christmas party, Easter party and more recently, a summer BBQ cooked by Dan and Harry.

Wellbeing Café

We opened our Wellbeing Café in January 2024. The objective of the café is to provide a safe place for vulnerable people to come and enjoy recreational activities.

Through the cold months we especially we regularly had 35-40 service users at each café.

Supporting the ABI Games

We were delighted to be able to support the **Acquired Brain Injury** Games, delivering Walking Rugby at the University of Worcester Sports Arena earlier this year.

Conceptualised and overseen by Headway Worcestershire, the Games offer people with an acquired brain injury an opportunity to participate in physical, cognitive and life skills, including activities like, Boccia, Walking Tennis, baking a cake, and Chess as well as creative expression activities, such as pottery and crafts. It was an incredibly special day and we can't wait for next year.

Wheelchair Rugby Pro's

It was an incredibly proud and inspiring day for our Wheelchair Rugby players and coaches. Both an equally exciting and nerve-wracking opportunity as we got to participate in our first ever Wheelchair Rugby 5s tournament hosted by The Dragons.

Despite there being lots to take on board and high-octane games from the off, our side threw themselves wholeheartedly into the competition and showed we're colossal in effort, heart and teamwork.

The team were overwhelmed with compliments, and we could not be more proud.

Our Staff

The Foundation prides itself on recruiting and retaining the best people who have expertise in working with participants who have complex needs. We are skilled at adapting sports to meet individual requirements ensuring that nobody is left behind.

We have created, over the years, a culture that is based upon work/life balance, respect, mutual support and hard work. This culture has served us well over the last few turbulent years.

The Foundation Team has received The High Sheriff's Award for Services to the Community.

We believe that everyone should have the opportunity to improve their mental and physical wellbeing in an environment that is both safe and appropriate. Whether you are a participant or a member of staff.

We would like to take this opportunity to thank The National Lottery Community Fund for believing in our mission and sharing our vision. Every day we improve the lives of people across our community and without this support, it would not be possible.

Financial review

Income received from donations and charitable activities amounted to £294,163 (2023: £255,056) after expenditure of £251,777 (2023: £242,125) a surplus was a achieved at the year end of £42,386 (2023: surplus of £12,931).

Total reserves as at 31 May 2024 amounted to £344,198 (2023: £301,812), which is represented by restricted funds of £59,959 (2023: £91,790), designated funds of £32,808 (2023: £42,278) and unrestricted funds of £251,431 (2023: 167,744).

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

At 31 May 2024, free reserves amounted to £216,062 (2023: £163,236) which the Trustees consider sufficient to meet the charities requirements for the next 12 months. This amount equates to 10.3 months total expenditure (2023: 7.8 months) based on current expenditure levels.

Structure, governance and management

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 11 May 2009, the charity's Company registration number is 06902389 and Charity number is 1133136.

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:

L Hewitt	
J Clegg	
J Gibson	
R Murray	(Resigned 9 December 2024)
J Panter (Chairman)	
C Pennell	
M Smith	(Appointed 16 September 2024)
E Higginson-Smith	(Appointed 16 September 2024 and resigned 6 November 2024)

Recruitment and appointment of trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

New trustees will be included into the workings of the charity, including policies and procedures, at an induction meeting with the Chairman. New Trustees are appointed at Trustee's meetings.

None of the Trustees has any beneficial interest in the charity. All the Trustees are members of the charity and guarantee to contribute £1 in the event of a winding up.

Organisational structure

Staffing

Delivery staff for the programme will be selected based upon experience, qualification and suitability for the role and may be either:

- A Employees of the charity
- B Employees of a suitably matched partner organisation commissioned to deliver the charity's work.

The report of the trustees has been prepared in accordance with the special provisions relating to the small companies regime.

The Trustees' report was approved by the Board of Trustees.

J Panter (Chairman)
Chair of Trustees

20 January 2025

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MAY 2024

The Trustees, who are also the directors of Worcester Warriors Community Foundation 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 charity 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 charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WORCESTER WARRIORS COMMUNITY FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF WORCESTER WARRIORS COMMUNITY FOUNDATION

I report to the Trustees on my examination of the financial statements of Worcester Warriors Community Foundation (the charity) for the year ended 31 May 2024.

Responsibilities and basis of report

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for Independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Sarah Morley BA (Hons) ACA
Kendall Wadley LLP

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Dated: 20 January 2025

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MAY 2024

Current financial year	Notes	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Income from:						
Donations and legacies	3	47,032	-	213,615	260,647	170,522
Charitable activities	4	33,416	-	-	33,416	84,534
Other trading activities	5	-	-	100	100	-
Total income		80,448	-	213,715	294,163	255,056
Expenditure on:						
Raising funds	6	16,013	-	-	16,013	14,597
Charitable activities	7	11,525	9,470	214,769	235,764	227,528
Total expenditure		27,538	9,470	214,769	251,777	242,125
Net income/(expenditure)		52,910	(9,470)	(1,054)	42,386	12,931
Transfers between funds	12	30,777	-	(30,777)	-	-
Net movement in funds		83,687	(9,470)	(31,831)	42,386	12,931
Reconciliation of funds:						
Fund balances at 1 June 2023		167,744	42,278	91,790	301,812	288,881
Fund balances at 31 May 2024		251,431	32,808	59,959	344,198	301,812

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MAY 2024

Prior financial year	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:					
Donations and legacies	3	11,486	-	159,036	170,522
Charitable activities	4	84,534	-	-	84,534
Total income		96,020	-	159,036	255,056
Expenditure on:					
Raising funds	6	14,597	-	-	14,597
Charitable activities	7	71,205	-	156,323	227,528
Total expenditure		85,802	-	156,323	242,125
Net income		10,218	-	2,713	12,931
Transfers between funds	12	-	42,278	(42,278)	-
Net movement in funds		10,218	42,278	(39,565)	12,931
Reconciliation of funds:					
Fund balances at 1 June 2022		157,526	-	131,355	288,881
Fund balances at 31 May 2023		167,744	42,278	91,790	301,812

WORCESTER WARRIORS COMMUNITY FOUNDATION

STATEMENT OF FINANCIAL POSITION

AS AT 31 MAY 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	13		68,177		50,250
Current assets					
Debtors	14	3,764		14,400	
Cash at bank and in hand		292,598		245,664	
		296,362		260,064	
Creditors: amounts falling due within one year	15	20,341		8,502	
Net current assets			276,021		251,562
Net assets			344,198		301,812
The funds of the charity					
Restricted income funds	17		59,959		91,790
Unrestricted funds - general			251,431		167,744
Unrestricted funds - designated	18		32,808		42,278
			344,198		301,812

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 May 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 20 January 2025

J Panter (Chairman)
Trustee

Company registration number 06902389 (England and Wales)

1 Accounting policies

Charity information

Worcester Warriors Community Foundation is a private company limited by guarantee in England and Wales (company number: 06902389) and a charity registered in England and Wales (charity number: 1133136). The address of its registered office is Royal Porcelain Works, Severn Street, Worcester, Worcestershire, WR1 2NE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. 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.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about its ability to continue. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1 **Accounting policies** **(Continued)**

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.

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:

Office Equipment	25% Straight Line
Foundation Equipment	25% Straight Line
Motor vehicles	20% Straight Line

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 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1 Accounting policies

(Continued)

1.12 Debtors

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

1.13 Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2 Critical accounting estimates and judgements

In the application of the charity'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.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	47,032	-	47,032	11,486	-	11,486
Grants	-	213,615	213,615	-	159,036	159,036
	47,032	213,615	260,647	11,486	159,036	170,522
Grants receivable for core activities						
The Eveson Trust	-	40,000	40,000	-	22,500	22,500
The National Lottery Community Fund	-	60,000	60,000	-	77,044	77,044
Premiership Project Rugby	-	19,000	19,000	-	53,662	53,662
Dementia Cafe	-	24,175	24,175	-	-	-
Rowlands Trust	-	30,000	30,000	-	-	-
Worcester Ambassadors	-	9,990	9,990	-	-	-
Bransford Trust	-	3,000	3,000	-	-	-
Only Girls Allowed	-	10,000	10,000	-	-	-
Others < £5,000	-	17,450	17,450	-	5,830	5,830
	-	213,615	213,615	-	159,036	159,036

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Charitable activities		
Community programmes	14,928	73,706
Foundation membership	8,856	10,828
Camp income	1,555	-
Room hire	8,077	-
	33,416	84,534

5 Income from other trading activities

	Restricted funds 2024 £	Restricted funds 2023 £
Fundraising events	100	-

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Seeking donations, grants and legacies	-	5,022
Staff costs	16,013	9,575
	16,013	14,597

7 Expenditure on charitable activities

	Charitable activities 2024	Charitable activities 2023
	£	£
Direct costs		
Staff costs	153,777	166,089
Minibus costs	2,235	1,847
Marketing costs	3,251	5,100
Matchday Lottery costs	-	20
Facility hire	8,553	3,433
Other costs	2,802	-
	170,618	176,489
Share of support and governance costs (see note 8)		
Support	65,147	51,040
	235,765	227,529
Analysis by fund		
Unrestricted funds - general	11,526	71,206
Unrestricted funds - designated	9,470	-
Restricted funds	214,769	156,323
	235,765	227,529

8 Support costs allocated to activities

	2024	2023
	£	£
Depreciation	11,815	15,412
Premises costs	22,226	-
Insurance	2,753	349
Equipment costs	2,147	7,236
Vehicle repairs and maintenance	6,655	8,781
Entertainment	-	1,028
Hotels,travel and subsistence	1,969	4,747
Subscriptions	1,145	295
Training costs	289	-
Admin costs	1,011	904
Printing, stationery and IT	6,128	2,995
Governance costs	9,009	9,293
	65,147	51,040
Analysed between:		
Charitable activities	65,147	51,040

8 Support costs allocated to activities

(Continued)

Governance costs comprise:	2024 £	2023 £
Independent Examiner's fees: Independent Examination	2,700	2,550
Accountancy	1,907	2,800
Legal and professional	4,402	3,943
	9,009	9,293

9 Trustees

None of the trustees received remuneration for their role as Trustee or were reimbursed expenses during this or the previous year.

The Chief Executive Officer was also a Director until 1 June 2024. Remuneration for her role as CEO was £44,762 with an employer pension contribution of £1,119.

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	5	6

Employment costs	2024 £	2023 £
Wages and salaries	156,807	162,863
Social security costs	9,266	10,259
Other pension costs	3,717	2,542
	169,790	175,664

There were no employees whose annual remuneration was more than £60,000.

Key management personnel remuneration totalled £92,447.

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Transfers

A transfer of £30,777 was made from the restricted fund to the unrestricted fund which represents funding of fixed assets for the sensory room.

13 Tangible fixed assets

	Foundation Equipment	Office Equipment	Motor vehicles	Total
	£	£	£	£
Cost				
At 1 June 2023	34,707	5,476	46,164	86,347
Additions	35,356	-	-	35,356
Disposals	-	-	(19,800)	(19,800)
At 31 May 2024	70,063	5,476	26,364	101,903
Depreciation				
At 1 June 2023	10,134	3,606	22,357	36,097
Depreciation charged in the year	11,549	610	5,270	17,429
Eliminated in respect of disposals	-	-	(19,800)	(19,800)
At 31 May 2024	21,683	4,216	7,827	33,726
Carrying amount				
At 31 May 2024	48,380	1,260	18,537	68,177
At 31 May 2023	24,573	1,870	23,807	50,250

14 Debtors

Amounts falling due within one year:	2024 £	2023 £
Trade debtors	-	14,400
Prepayments and accrued income	3,764	-
	3,764	14,400

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	5,635	3,917
Trade creditors	9,975	-
Accruals and deferred income	4,731	4,585
	20,341	8,502

16 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	3,717	2,542

(Continued)

16 Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 June 2023	Income	Expenditure	Transfers	At 31 May 2024
	£	£	£	£	£
Dementia Cafe	-	24,275	(5,098)	-	19,177
The Eveson Charitable Trust	-	40,000	(40,000)	-	-
Only Girls Allowed	-	10,000	(3,330)	-	6,670
Baily Thomas Charitable Trust	2,500	-	(2,500)	-	-
Worcestershire County Council	33,452	2,750	(16,754)	(2,000)	17,448
Barchester Healthcare	330	-	-	-	330
Sensory Room	-	42,990	(1,402)	(30,777)	10,811
National Lottery	21,732	60,000	(81,732)	-	-
Premiership/Project Rugby	31,402	19,000	(50,402)	-	-
Hitz	2,374	2,000	(2,000)	-	2,374
Fishing Academy	-	-	(1,259)	2,000	741
Make Your Mark	-	5,000	(5,000)	-	-
SEN Rugby	-	5,000	(3,672)	-	1,328
Leicester Tigers Wheelchair Rugby	-	2,700	(1,620)	-	1,080
	91,790	213,715	(214,769)	(30,777)	59,959

Previous year:	At 1 June 2022	Income	Expenditure	Transfers	At 31 May 2023
	£	£	£	£	£
The Eveson Charitable Trust	30,000	22,500	(10,222)	(42,278)	-
Baily Thomas Charitable Trust	2,500	-	-	-	2,500
Worcestershire County Council	30,122	3,330	-	-	33,452
Barchester Healthcare	330	-	-	-	330
National Lottery	34,886	77,044	(90,198)	-	21,732
Premiership/Project Rugby	33,517	53,662	(55,777)	-	31,402
Hitz	-	2,500	(126)	-	2,374
	131,355	159,036	156,323	(42,278)	91,790

17 **Restricted funds**

(Continued)

Dementia Cafe - to support free weekly sessions for anyone living with Dementia and their carers or family with a mixture of activities, including seating and standing sports and table top games.

The Eveson Charitable Trust - towards the charity's running and venue costs including utility bills and service charge covering 2 years. Funding towards coaching fees for sporting activities for people with disabilities, the elderly and the homeless.

Only Girls Allowed – Weekly free sports sessions for women.

Baily Thomas Charitable Trust - to support the running costs associated with wheelchair rugby, chair maintenance and venue costs.

Worcecestershire County Council - through multiple grants we have managed to use these funds towards all projects.

Barchester Healthcare - this funding was directly for the running costs associated with the dementia café.

Sensory Room – a specialised private and safe space for children with special educational needs or toddlers.

National Lottery - this funding covers a percentage of 3 staff salaries which support all of our projects.

Premiership/Project Rugby – delivering rugby in areas of highest need.

Hitz – delivering a range of educational and sporting qualification for individuals who are NEET.

Fishing Academy – fishing session to support mental health.

Make Your Mark – life skill workshops delivered to children at risk from exclusion from education.

SEN Rugby – Delivering sport to those with special educational needs.

Leicester Tigers Wheelchair Rugby – wheelchair rugby sessions for children in schools.

18 Unrestricted funds - designated

These are unrestricted funds which are material to the charity's activities.

	At 1 June 2023 £	Resources expended £	Transfers £	At 31 May 2024 £
Vans purchased	23,806	(5,270)	-	18,536
Wheelchairs purchased	18,472	(4,200)	-	14,272
	42,278	(9,470)	-	32,808

Previous year:	At 1 June 2022 £	Resources expended £	Transfers £	At 31 May 2023 £
Vans purchased	-	-	23,806	23,806
Wheelchairs purchased	-	-	18,472	18,472
	-	-	42,278	42,278

The above funds relate to capital assets bought from grants received from The Eveson Charitable Trust.

19 Analysis of net assets between funds

	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 May 2024 are represented by:				
Tangible assets	35,369	32,808	-	68,177
Current assets/(liabilities)	216,062	-	59,959	276,021
	251,431	32,808	59,959	344,198

19 Analysis of net assets between funds (Continued)

	Unrestricted funds general 2023	Unrestricted funds designated 2023	Restricted funds 2023	Total 2023
	£	£	£	£
Fund balances at 31 May 2023 are represented by:				
Tangible assets	4,508	42,278	3,464	50,250
Current assets/(liabilities)	163,236	-	88,326	251,562
	167,744	42,278	91,790	301,812

20 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

WORCESTER WARRIORS COMMUNITY FOUNDATION

England & Wales - Charity number 1133136

Accounts

IMPACT REPORT

2022-23

WORCESTERSHIRE COMMUNITYFOUNDATION
MAKING A DIFFERENCE TO YOUR COMMUNITY

COMMUNITY FUND

worcestershire county council

The Eveson Charitable Trust

WORCESTER WARRIORS FOUNDATION

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WORCESTER WARRIORS FOUNDATION

WHO WE ARE

WE ARE A SPORTS & EDUCATION FOUNDATION THAT EXISTS TO PROVIDE LIFE-CHANGING INITIATIVES FOR PEOPLE IN OUR COMMUNITY WHO ARE ISOLATED, MARGINALISED, LONELY, DISADVANTAGED, DISENGAGED AND THOSE WHO STRUGGLE WITH THEIR PHYSICAL AND MENTAL WELLBEING.

THE FOUNDATION BELIEVES THAT EVERYONE HAS THE RIGHT TO BE INVOLVED IN PHYSICAL SPORTS AND RECREATIONAL ACTIVITY REGARDLESS OF ANY OF THESE ISSUES.

THE FOUNDATION PROVIDES A LEVEL PLAYING FIELD SO THAT EVERYONE CAN PARTICIPATE AND EACH SESSION IS ADAPTED TO MEET THE NEEDS OF THE INDIVIDUAL.

THE FOUNDATION ALSO SEEKS TO EDUCATE AND SUPPORT PRACTITIONERS, AND PEOPLE IN THE COMMUNITY TO HELP ELEVATE THEIR KNOWLEDGE AROUND HEALTHY LIVING.

BEHIND THE SCENES
WITH OUR CEO...

CAROL HART

FOUNDATION CEO

OUR 2022 IMPACT REPORT HIGHLIGHTED THE EFFECT THE PANDEMIC HAD ON OUR WORK AND HOW THIS CHANGED DAILY LIFE, NOT JUST FOR US BUT FOR EVERYONE, ESPECIALLY THE PEOPLE WHO RELY ON OUR SERVICES. THIS YEAR WE REPORT ABOUT HOW WE FACED THE CHALLENGES THAT THE LIQUIDATION OF WORCESTER WARRIORS HAD ON THE FOUNDATION. THE FOUNDATION IS AND ALWAYS HAS BEEN A SEPARATE ORGANISATION, AN INDEPENDENT CHARITY WITH ITS OWN CONSTITUTION AND FINANCES. AS SUCH WE WERE NOT DIRECTLY AFFECTED BY THE EVENTS THAT TOOK PLACE. HOWEVER, PARTICULARLY BECAUSE OF THE UNCERTAINTY OF ACCESS TO OUR HOME BASE OF SIXWAYS STADIUM, WE DID FIND OURSELVES BEING DRAWN INTO THE CHAOS THAT ENSUED. AS THE INCESSANT DEBATES OVER OWNERSHIP AND RECEIVERSHIP CONTINUED, WITH LITTLE TRANSPARENCY, WE HAD TO MAKE SOME BIG DECISIONS TO SAFEGUARD THE REPUTATION OF THE FOUNDATION. A KEY REQUIREMENT WAS NOT TO LOSE SIGHT OF OUR PRIME OBJECTIVE: - THAT OF ENSURING THAT OUR LARGE CLIENT BASE WOULD SUFFER NO DISRUPTION AND MAINTAIN CONFIDENCE IN OUR SERVICE PROVISION.

THROUGHOUT THIS CHAOTIC PERIOD, WE MANAGED TO HOLD FAST AND CONTINUED TO DELIVER ALL OUR OBJECTIVES.

WE ARE HUGELY GRATEFUL TO PARTNERS AND FUNDERS WHO HAVE BEEN AMAZING AND HAVE BACKED US ALL THE WAY.

AS THE DUST STARTED TO SETTLE OVER SIXWAYS, THE FOUNDATION RESTRUCTURED, RELOCATED, AND GREW. IT CONTINUES TO GROW INDEPENDENTLY, FINANCIALLY SUSTAINABLE AND WITHOUT ANY INTERFERENCE OR OBSTRUCTION FROM THIRD PARTIES.

THE FOUNDATION STAFF SHOULD BE ACKNOWLEDGED AND PRAISED FOR THEIR RELENTLESS RESILIENCE AND DRIVE TO SUCCEED. THE LAST TWELVE MONTHS HAVE BEEN TOUGH, BUT THE ESSENTIAL CHANGES HAVE MADE US STRONGER NOW THAN WE EVER HAVE BEEN.

OUR MISSION & VISION...

ENGAGING

INSPIRING

SUPPORTING

MISSION

TO MAKE PHYSICAL ACTIVITY AVAILABLE TO EVERYONE WHO WANTS TO PARTICIPATE REGARDLESS OF ABILITY.

VISION

WE WILL ENGAGE WITH ALL SECTORS OF OUR COMMUNITY TO GIVE EVERYONE THE OPPORTUNITY TO IMPROVE THEIR PHYSICAL AND MENTAL WELLBEING. WE WILL OPERATE WITHIN THE VALUES AND ETHOS OF INCLUSIVE SPORT TO SUPPORT PEOPLE, PARTICULARLY THOSE WHO ARE STRUGGLING.

G-TR4000
TRAINER BALL

OUR VALUES

INTEGRITY

ACCOUNTABLE

EQUALITY

TEAM

INNOVATIVE

WELLBEING

BRAVE

OUR IMPACT

WELLBEING

- DEMENTIA CAFE
- MENTAL HEALTH PROVISION
- PHYSICAL WELLBEING PROVISION
- RESPITE CARE

DIVERSITY & INCLUSION

- MIXED ABILITY SPORT
- WHEELCHAIR RUGBY
- VI / BLIND RUGBY
- WALKING RUGBY
- ACQUIRED BRAIN INJURIES
- WORK WITH AP / PRU'S

SPECIAL EDUCATIONAL NEEDS

- SEN SPECIALIST PE SUPPORT
- SEN SCHOOL FESTIVALS
- COLLABORATION WITH SPECIALISTS

OUTREACH & ENGAGEMENT

- SCHOOLS RUGBY & MULTI-SPORTS
- ACTIVE SPACES
- WORK WITH FE & HE
- YOUTH CENTRE DELIVERY
- EVENTS
- TEACHER CPD

RAVENMEADOW
Golf Centre

OUR IMPACT

WE'VE GATHERED A VARIETY OF DATA FROM OUR PARTICIPANTS TO ENSURE WE ARE CONTINUING TO DELIVER HIGH QUALITY, INCLUSIVE AND IMPACTFUL PROVISION TO EVERYONE.

WE MEASURE HOW WE ARE DOING USING OUR AGREED KPI'S. THESE ARE SET IN CONJUNCTION WITH PARTNERS WHO FUND OUR INITIATIVES.

WE ALSO UNDERTAKE FURTHER QUALITATIVE DATA FROM MANY PARTICIPANTS WE WORK REGULARLY WITH TO ESTABLISH THE FACTORS THAT PLAY A ROLE IN WHAT ARE REGULARLY LIFE-CHANGING PROVISIONS, SUPPORT OR INTERVENTIONS.

INCOME

IMPACT METER

SIGNIFICANCE OF IMPACT

94% RATED OUR IMPACT AS OUTSTANDING OR VERY GOOD

DATA COLLECTED FROM 46 PARTICIPANTS, CUSTOMERS OR STAKEHOLDERS

FACILITIES

WE CONTINUE TO PROVIDE A RANGE OF EQUIPMENT AND FACILITIES THAT MAXIMISE BOTH THE SAFETY AND EXPERIENCE OF ALL OUR PARTICIPANTS.

WE UTILISE SPECIALIST EQUIPMENT, LIKE OUR WHEELCHAIR RUGBY CHAIRS FOR PEOPLE WITH PHYSICAL DISABILITIES.

PEOPLE WE SUPPORT

DAN PITT

INCLUSION RUGBY PLAYER

"INCLUSION RUGBY MEANS EVERYTHING TO ME. I HAVE MADE MEANINGFUL FRIENDSHIPS AT THE CLUB THAT I OTHERWISE WOULDN'T HAVE MADE. MY INTEREST IN SPORT HAS BEEN REIGNITED AND COMING HAS IMPROVED MY FITNESS, AS WELL AS MY HAND-EYE COORDINATION AMONGST OTHET THINGS. I THOROUGHLY ENJOY JUMPING ON THE BUS AND GETTING TO PLAY AGAINST OTHER TEAMS AND VISIT DIFFERENT PLACES.

I HAVE LEARNT A LOT ABOUT MYSELF NOW AND THE PERSON I WANT TO BECOME. AS A RESULT OF TAKING UP RUGBY, I HAVE NOW RETURNED TO PLAYING FOOTBALL. MONDAY TRAINING IS SOMETHING I LOOK FORWARD TOO AND CANNOT WAIT TO COME AND SEE EVERYONE EACH WEEK.

THE TEAM ARE SUPPORTIVE, FRIENDLY AND GIVE LOTS OF ENCOURAGEMENT."

"BEING ABLE TO PLAY WALKING RUGBY HAS MADE A BIG DIFFERENCE TO MY LIFE AS A SEMI RETIREE.

IT HAS ENABLED ME TO PLAY THE SPORT I MOST ENJOYED AS A YOUNG MAN, AT A TIME IN MY LIFE WHEN I THOUGHT IT HAS PASSED ME BY. THE YEARS HAVE ROLLED BACK!

EACH WEEK I SPEND AN HOUR IN THE COMPANY OF LIKE-MINDED PEOPLE OF ALL AGES, IN AN INCLUSIVE AND WELCOMING ENVIRONMENT, PLAYING A SPORT I LOVE.

FOR ME, WALKING RUGBY HAS PROVIDED ALL THE ELEMENTS IT PROMISED; FUN, FITNESS, AND FRIENDSHIP.

LONG MAY IT CONTINUE TO THRIVE, SO THAT MORE INDIVIDUALS CAN REAP THE BENEFITS."

COLIN READ

WALKING RUGBY PARTICIPANT

PEOPLE WE SUPPORT

VALE OF EVESHAM SCHOOL

NICKY GREGG

PE COORDINATOR - SEN SCHOOL

"PUPILS HAVE BEEN REALLY ENTHUSIASTIC WHILST LEARNING TO PLAY RUGBY. EACH SESSION THEY BUILD ON THE SKILLS OF THE PREVIOUS WEEK AND THE COACHES HAVE BEEN ABLE TO GENTLY RAISE THE LEVEL OF CHALLENGE FOR THEM EACH WEEK.

AS WELL AS CURRICULUM RUGBY, THE FOUNDATION HAVE BEEN WORKING WITH PUPILS DURING A LUNCHTIME CLUB. THERE IS ALWAYS A BUZZ AROUND THE BUILDING FOR THOSE PUPILS ON RUGBY DAYS.

THANK YOU WARRIORS FOUNDATION FOR MAKING IT SO MUCH FUN."

"THE FOUNDATION COACHES WERE ABLE TO ATTEND FOR A FEW WEEKS PRIOR TO THE START OF THE RUGBY UNIT OF WORK AND THIS IS A REAL BENEFIT IN TERMS OF THEM GETTING TO KNOW THE PUPILS, BUT EQUALLY, THE PUPILS GETTING TO KNOW THEM AND BEING COMFORTABLE WITH THEIR DELIVERY STYLE.

THEY ARRIVE PROMPTLY, HAVE ALWAYS FOLLOWED DBS AND SAFEGUARDING PROCEDURES AND OFTEN COME PREPARED TO SUPPORT AND PARTICIPATE IN LUNCHTIME SPORTS ALSO.

WITH THE SMALL NUMBER IN THE GROUP, THEY'VE RECALLED NAMES AND HAVE ESTABLISHED RAPPORT WITH THE PUPILS ALREADY. THEY ENJOY THE PRACTICES - WHICH ARE ACTIVE BALL GAMES, WITH A RUGBY FOCUS, WHILST STILL HIGHLIGHTING THE CATCHING / MOVEMENT / SPACE ELEMENTS WHICH ARE TRANSITIONAL BETWEEN SPORTS. THEY HAVE WORKED HARD TO INTEGRATE ALL PUPILS AND THIS HAS BEEN CHALLENGING GIVEN THE FACILITIES BEING USED (A BARKED AREA!).

THANK YOU FOR ALL YOUR TIME AND SUPPORT."

BABS HYNES

TEACHER AT THE BRIDGE SCHOOL, MALVERN

PEOPLE WE SUPPORT

AMBLECOTE PRIMARY SCHOOL

"SINCE JOINING AMBLECOTE THE COACH HAS BEEN INSTRUMENTAL IN RAISING THE ENGAGEMENT OF CHILDREN IN EXTRACURRICULAR CLUBS AS WELL AS THE PROFILE OF TAG RUGBY. THE COACH HAS HIGH EXPECTATIONS OF BEHAVIOUR AND IS AN EXCELLENT ROLE MODEL TO THE CHILDREN. HE IS ALWAYS CALM, CLEAR IN HIS DELIVERY AND HIS POSITIVITY AND ENTHUSIASM NEVER FALTERS. THEY'RE ABLE TO SUPPORT CHILDREN OF ALL ABILITIES AS WELL AS PROVIDING AND SHOWING A NURTURING WAY WITH THOSE WHO NEED IT, GUIDING AND SUPPORTING PUPILS WITH THEIR INDIVIDUAL NEEDS. THEY'RE ALWAYS ORGANISED, ON TIME AND IS PROVING TO BE AN HONEST, RELIABLE AND TRUSTWORTHY COACH."

JODIE CARELESS

PRIMARY TEACHER & PHASE LEAD

"THE DEMENTIA CAFÉ IS A WONDERFUL PLACE TO COME. MY DAD LOVES COMING HERE - IT'S SUCH A CLOSE KNIT GROUP AND THE VARIETY OF ACTIVITIES, LIKE BOCCIA, MUSIC AND FLOWER ARRANGING, AMONGST OTHER THINGS, KEEP IT FRESH AND ENGAGING EACH WEEK. IT'S GREAT FOR ME TOO AS IT'S A SAFE SPACE TO LET EVERYONE GET ON AND ENJOY THEMSELVES.

IT'S A REALLY VALUABLE PROVISION AND MAKES A BIG DIFFERENCE."

BEV & STAN

DEMENTIA CAFE VOLUNTEER & PARTICIPANT

PEOPLE WE SUPPORT

CHRIS STYLES

BLIND / VI RUGBY PLAYER

"BLIND RUGBY APPEALED TO ME BECAUSE OF THE FREEDOM YOU HAVE TO MOVE ON THE PITCH. I HAVE RETINITIS PIGMENTOSA - A DEGENERATIVE SIGHT CONDITION - AND WANTED TO CONTINUE PLAYING A TEAM SPORT. THE PHYSICAL DEMANDS OF BLIND RUGBY - AS WELL AS BEING ONE OF THE FEW TEAM SPORTS FOR VISION IMPAIRED PEOPLE - CONTINUES TO CHALLENGE MY ABILITY AND IMPROVE MY SPATIAL AWARENESS.

COMPLEMENTING THE PHYSICAL ASPECTS OF THE GAME ARE THE SOCIAL BENEFITS. COMMUNICATION IS IMPERATIVE TO BLIND RUGBY, MEANING INTERPERSONAL AND INSTRUCTION SKILLS ARE REGULARLY USED: APPLYING THESE COMMUNICATIVE TECHNIQUES TO MY ROLE AS A PRIMARY SCHOOL TEACHER. ANOTHER BENEFIT IS BEING ABLE TO SOCIALISE WITH OTHER VISION IMPAIRED PEOPLE. IT IS COMMON TO BE ONE, IF NOT THE ONLY, VISION IMPAIRED PERSON IN YOUR EDUCATION, EMPLOYMENT, OR COMMUNITY, SO TO MEET UP WITH THOSE WHO UNDERSTAND YOUR CHALLENGES, HAVE A LAUGH AT A BLIND MISTAKE AND CHAT ABOUT ANYTHING ELSE IS 'FREEDOM'."

"MY EXPERIENCE OF BEING A NEW WHEELCHAIR RUGBY PLAYER HAS BEEN AMAZING AND LOTS OF FUN. I HAD A MISCONCEPTION THAT IT WAS A VERY PHYSICALLY DEMANDING SPORT THAT I WOULD FIND TOO DIFFICULT. HOWEVER, FROM THE MOMENT I ATTENDED THE FIRST RUGBY SESSION, I KNEW THAT I WANTED TO GIVE IT A TRY, JOIN IN WITH THE FUN AND SEE IF I COULD PLAY COMPETITIVELY. JOINING THE TEAM AS A NEW PLAYER HAS LITERALLY BEEN A GAME-CHANGER FOR ME. I NEVER THOUGHT I WOULD EVER BE ABLE FIND AN ACTIVE AND ACCESSIBLE TEAM SPORT WITH MY MOBILITY PROBLEMS.

I WAS INSTANTLY CAPTIVATED BY THE SKILLS DISPLAYED AND TACTICAL ELEMENTS TO THE GAME. I RECEIVED A WARM WELCOME FROM THE COACHES AND EXISTING MEMBERS. THEY WERE SUPPORTIVE AND EAGER TO HELP ME LEARN THE ROPES. JOINING THE TEAM NOT ONLY PROVIDES ME WITH AN OPPORTUNITY TO LEARN FROM EXPERIENCED PLAYERS BUT ALSO GIVES ME A SENSE OF BELONGING AND CAMARADERIE. I HAVE MADE SOME WONDERFUL NEW FRIENDS. I AM SO GRATEFUL TO HAVE FINALLY FOUND A SPORT THAT BRINGS BACK THE JOY I USED TO HAVE PLAYING HIGH LEVEL NETBALL. THANK YOU TO THE GREAT COACHING TEAM AT THE WARRIORS FOUNDATION FOR ALL YOUR HELP, GUIDANCE AND SUPPORT."

WARRIORS COMMUNITY FOUNDATION WHEELCHAIR RUGBY

GERMANE GOSS

WHEECHAIR RUGBY PARTICIPANT

THANK YOU

A HUGE THANK YOU TO ALL OF OUR STAFF, VOLUNTEERS, COLLABORATORS AMBASSADORS AND PARTNERS, WHOM, WITHOUT YOUR SUPPORT, WE WOULDN'T BE ABLE TO DELIVER OUR AMAZING INITIATIVES TO SO MANY WITHIN OUR COMMUNITY.

WE'D ALSO LIKE TO EXTEND A HUGE AMOUNT OF GRATITUDE TO OUR TRUSTEES WHO GIVE THEIR TIME UNCONDITIONALLY AND BELIEVE IN OUR LIFE-CHANGING WORK.

Sutcliffe & Co. Insurance Brokers

CLARKE & JAY

ANJA POTZE FINE JEWELLERY LTD

Nicol&Co ESTATE AGENTS

SME Hereford Ltd

freshnous

modus

FERNHILL HOUSE WORCESTER

PEGGY SUE'S mobile bar WORCESTER

GET INVOLVED

VOLUNTEER

VOLUNTEERS ARE THE HEARTBEAT OF THE FOUNDATION, AND THE WORK THEY DO HAS A SIGNIFICANT IMPACT ON THE LIVES OF MANY.

IF YOU ARE INTERESTED IN BECOMING A VOLUNTEER, PLEASE GET IN TOUCH VIA THE BELOW EMAIL TO SEE JUST HOW YOU COULD GET INVOLVED WITH WORK ACROSS OUR COMMUNITY.

FUNDRAISE

FUNDRAISING IS BEST WHEN DONE AS A COLLECTIVE, SO THE MORE PEOPLE YOU CAN GET INVOLVED, THE BETTER! IF YOU HAVE AN EVENT OR CHALLENGE UPCOMING AND YOU'D LIKE TO FUNDRAISE FOR US, PLEASE GET IN TOUCH!

DONATE

WE SUPPORT THE MOST VULNERABLE, ISOLATED AND MARGINALISED INDIVIDUALS IN OUR COMMUNITY.

WE NEED YOUR SUPPORT TO REACH AS MANY PEOPLE AS POSSIBLE

YOU CAN DONATE VIA JUST GIVING AT WWW.JUSTGIVING.COM/CAMPAIGN/WARRIORSFOUNDATION

CONTACT:
DAN.HART@WARRIORSFOUNDATION.CO.UK

ROYAL PORCELAIN WORKS,
SEVERN STREET,
WORCESTER,
WR1 2NE

REGISTERED CHARITY NO: 1133136

WORCESTER WARRIORS FOUNDATION

WORCESTER WARRIORS COMMUNITY FOUNDATION

England & Wales - Charity number 1133136

Accounts

Registered number: 06902389
Charity number: 1133136

WORCESTER WARRIORS COMMUNITY FOUNDATION

(A COMPANY LIMITED BY GUARANTEE)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MAY 2022

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

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WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MAY 2022

Trustees	C Hart, Secretary L Hewitt R Murray C Pennell J Panter, Chair J Gibson C Goldring (resigned 31 May 2022) J Clegg (appointed 4 January 2022)
Company registered number	06902389
Charity registered number	1133136
Registered office	Sixways Stadium Pershore Lane Worcester WR3 8ZE
Company secretary	C Hart
Accountants	Bishop Fleming LLP Chartered Accountants 1-3 College Yard Worcester WR1 2LB
Bankers	NatWest Bank PLC 1 The Cross Worcester WR1 3PR

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the financial statements of the charity for the 1 June 2021 to 31 May 2022. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The Story of our Project so far

During the pandemic lockdown period, like many organisations, we had the opportunity to reflect on the work of The Foundation.

In some ways this extraordinary time allowed us to pause and think about what we were doing, why we were doing it, and its purpose and outcomes.

We looked at all our initiatives and concluded that they were all necessary to take forward, but we also knew that post pandemic, these services would increase in participation numbers. We knew for sure that we needed to secure the funding to expand on many of them. Specifically, our work in mental wellbeing and inclusion. We were not wrong. We are grateful for the support afforded to us by The National Lottery Community Fund.

Our participation numbers are higher than they have ever been, and we are supporting people to regain strength and positivity to step back out into the world with confidence and a positive outlook.

We also know we have the right team in place. People who have not only the right skills but the right attitude and an unwavering passion to support those who are isolated, marginalised, excluded and those who have complex individual needs. Our staff are a gift the Foundation does not take for granted and we work hard to continually acknowledge this commitment and develop them to be the best they can be every day.

Objectives and activities

a. Policies and objectives

Specific programmes:

Homeless Rugby

We have extended our Homeless Rugby programme to include the hidden homeless and those in desperate need. Our Homeless programme is now operating out of two sites, Redditch and Worcester.

David and Kerry, our lead coaches for this programme were both homeless and we managed to engage them in our programme. We are now supporting them through their coaching qualifications so that they can become coaches of the future and help more homeless people. David and Kerry both have full time job and are both in sustainable housing.

Tackling Dementia Sports Café

Our Dementia Café was re-opened at Sixways Stadium as soon as the lifting of restrictions allowed. It has grown week on week since the summer of last year and we now have outreach sessions every week in addition. The following short film encapsulates what our Café delivers for people within our community.

Objectives and activities (CONTINUED)

Walking Rugby

Walking rugby is going from strength to strength, our Bromsgrove hub is thriving with a regular double figure attendance as well as new people giving it a go each week, on Thursday 10th February our Kidderminster Carolians RFC hub was launched with 18 attendees on the first week and attendance not dropping in the following 3 weeks.

We took a group of walking players with the addition of some of our Inclusion players up to Sale Sharks to play in a festival against other walking rugby clubs, it was a great day to have our first ever away fixture for walking rugby.

We are also in talks with Active Hereford & Worcester and Age UK to form part of the Walking Sports Network across the 2 counties, looking for new sites in Hereford, Ledbury and Leominster and a couple more in Worcestershire.

Walking rugby is going from strength to strength, with our Kidderminster Carolians RFC being handed over to the club for management this month. This will ensure the long-term growth of the project in Kidderminster; Foundation coaches will still attend sessions on a monthly basis to ensure the sustainability.

A new delivery hub at Droitwich RFC has started this month with promising attendance. This will follow the same model as Kidderminster RFC – 8 weeks delivery form Foundation staff and then handed over to the club. This is a model we can offer to all grassroots clubs.

Achievements and performance

a. Main achievements of the charity

Case Studies:

Mark Saunders Bromsgrove Walking Rugby

"The hour I spend participating in Walking Rugby every Friday lunchtime in Bromsgrove is quite simply one of the highlights of my week. Having played the game many, many years ago and been an avid supporter ever since, being able to pick up a ball and pass and catch and score tries again is just great. But its more than that.

It's also a great workout. You can be as energetic as you like and it's surprising how out of breath you can get 'walking' with the ball. It can be a slow walk or something much faster and while there's just a little hand contact in the 'tackle' it's nothing to be concerned about. Its's a game for all shapes and sizes, male or female, old or older, experienced, or not. But its more than that.

We all have fun, lots of fun. We have a really good time with lots of banter, support, and encouragement – all lead by our coach Matt from Warriors Community Foundation. It's nice if you throw a good pass, take a difficult catch and score a try every now and then, but just being outside and having a laugh with others is so good to. We're not a competitive bunch, we don't care who wins, we don't even keep score – enjoyment is the key."

Paul Bernthal Bromsgrove Walking Rugby

"Hi, my name is Paul, and I am 69 years old. I have a significant biomechanical problem with my left knee that precludes me from running and I can no longer participate in normal sports such as veterans' hockey or veteran's football.

For a few months now I have participating in walking rugby at Bromsgrove, under the watchful eyes of two coaches from Warriors Community Foundation, Matt and Chris.

Walking rugby is a modified form of touch rugby, but as the name implies it is conducted at walking pace, normal rules apply i.e., the ball can only be passed backwards, you cannot receive the ball in an offside position, knocking the ball forward results in turnover to the opposition

Other modifications to the rules apply and of course you can score tries.

Walking rugby gives me a sense of purpose on a Friday lunchtime and Wednesday evening, it has rekindled my enthusiasm to get out onto a pitch, pass and receive a rugby ball, sidestep opponents and score tries, it enables me to meet with likeminded people who want some exercise and enjoy a modified form of rugby.

Achievements and performance (CONTINUED)

I have also developed a sense of allegiance to Worcester Warriors (bought the T shirt) and am extremely impressed with their support to the community and encouragement of rugby at all levels. I am very grateful that the Warriors Foundation see fit to support the walking rugby initiative and for the time committed by Matt and Chris, hopefully it will continue long into the future."

Mixed Ability/Inclusion Rugby

The Project Rugby group has seen an increase in numbers since coming out of lockdown, this has allowed a lot more learning for these guys to develop skills in rugby and football and to develop interpersonal skills through this.

We held an Inclusion Festival on the Warriors V Chiefs match at Droitwich RFC, this saw over 80 people having a great morning's rugby we then attended the Warriors match and played on the pitch at ½ time. Exeter Chiefs Community dept have said how fantastic the day was as it was the 1st time they have done such a trip and would love to invite us down next season.

School delivery has been a challenging task in the last half term for our coaches, in terms of overall engagement in the lessons. The participants have had a tough couple of years and understandably seem to be lacking in social skills. Therefore, tailoring lessons to provide skills such as teamwork showed an improvement to group dynamics.

The participants who engaged with the lessons took lots away and some created a new love for rugby they didn't have before. It is great to see the schools are once again organising inter school fixtures. School delivery traditionally ends at the Easter break, due to schools' commitments to other sports, so this delivery will be slowing down. We have in place a few festivals for schools to attend and celebrate the work they have done.

Achievements and performance (CONTINUED)

Blind Rugby

The Foundation having been appointed as the national provider for British Blind Sport (BBS) and Royal National Institute for the Blind (RNIB) alongside The Change Foundation (TCF) for Blind/Vi rugby on The See Sport Differently Project will enable us to not only grow the game on a local level in Worcester but also at a national level across all the premiership clubs. This accreditation puts us at the table within blind sport with the FA, The Lawn Tennis Association, Swim England, and UK Athletics. This is a huge accolade for all the work the whole team has put into the development of this game. Working with BBS and RNIB will give us the necessary contacts and resources to be able to reach the Bind and VI community across the country. We have developed a 12-month delivery plan that will enable us to hopefully work with all Premiership clubs, the Welsh regions and clubs in Scotland and Northern Ireland with and aim of getting the game properly regulated and officially recognised by Prem Rugby/RFU (Blind / VI rugby is already recognised as a delivery strand buy the WRU and is included in their disability delivery requirements).

Currently we are working on the creation of coach education courses through this link with RNIB/BBS paying (approx. £4K) for the information to be developed into an accredited CPD course.

Our Blind team had their 1st festival in three years in March, with a trip to Cardiff. The team played a full day's festival at Cardiff Arms Park, hosted by Cardiff Blind Rugby.

SEN Delivery

Our SEN delivery has been a great success. Despite the obvious problems caused due to the pandemic we are working with SEN schools across our area. These schools have responded to our sessions and the children are fully engaged and showing good progress in rugby development.

We are planning to host a disability/ SEN sports festival on the 14th June 2022 at Sixways Stadium, to celebrate its efforts, the achievements of its participants over the year and also to promote the work we are doing.

Izzy has upskilled herself in the specialism of SEN and undertakes research to continually improve her knowledge and skills. Most of this upskilling is done in her own time, she is a fantastic asset to the Foundation.

(We do not have permission to take or share images of SEN activity)

Achievements and performance (CONTINUED)

Wheelchair Rugby

Sessions started in October 2021 with the aid for four weeks from GB Wheelchair Rugby (GBWR). We are now delivering the sessions ourselves and all foundation staff will take the required relevant qualifications (GBWR currently updating these so not available at this time). The aim of the project will be to develop a team that can compete in the GBWR National 5's league. Thanks to The Eveson Trust and Irwin Mitchell for their financial support. The project is still getting regular attendance, but we need more eligible participants. Now the Foundation has signed the Military Covenant we can get access to a greater range of people and also financial support.

Football

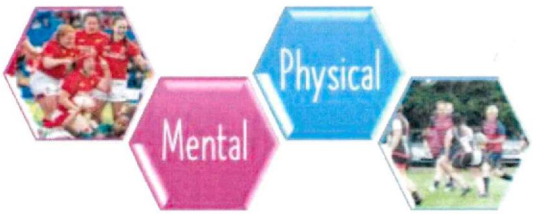
Our outreach football sessions have been a huge success with children attending each week at various locations throughout Worcester, working mainly alongside Worcester Community Trust in their centres. Alongside this, a primary school football programme is developing at a steady pace with increasing interest from schools monthly.

Achievements and performance (CONTINUED)

HITZ

HITZ has proved to be a vital programme post pandemic. For some of the young people we have worked with, mental wellbeing has been the most challenging area to cover. The current year 11 learners we have been working with have been out of an education setting for two years and for those who have experienced trauma in their lives, coming back to school has been very difficult for so many individual and complex reasons.

Using sport as the engagement tool and creating a positive learning environment away from school has been hugely successful. Ove the last twelve months we have been focusing on life skills and mental wellbeing. Below are snapshots of our lessons plans which give a little insight into our sessions.



We have also looked at how we sustain ourselves which also affects our mental wellbeing.

Achievements and performance (CONTINUED)

Below is a full list of session Plans:

- Benefits of Physical Activity
- Happiness
- Wheel of Wellbeing
- Values and Aspirations
- The Pursuit of Happiness
- Eat – Sleep - Repeat
- Food and your Brain
- Facing Fears
- Personal Reflection
- Discipline
- Courage

BAME Outreach sessions

Our outreach sessions have concentrated on engaging young people through sport who would not normally take part. We work in low social economic areas and in communities that have mixed ethnicity. We create pathways into education and sport, primarily rugby.

This work has reached thousands of young people and our plan for the next twelve months is to increase this further with the support of The National Lottery Community Fund.

Below is an example of how this programme can change lives. Cheick Kone was identified though our Outreach sessions and is now a professional rugby player.

"Worcester Warriors Under-16 Academy player Cheick Kone scooped a prestigious national award at the House of Commons today.

Kone won the PLAY Achiever of the Year Award, supported by Gallagher, at the Premiership Rugby Parliamentary Community Awards. The award recognises those who have overcome physical, cultural, or social barriers to become involved in the game whilst embodying the spirit of the PLAY campaign.

Kone was born in Ivory Coast and had no previous knowledge of rugby before he moved to England.

But after attending an Outreach Rugby session he is now a regular player for Wolverhampton Rugby Club and now part of Warriors' Academy having demonstrated his ability.

He has also had the opportunity to go to Wellington College for the England U16 festival. Cheick is now calmer, more positive about his future and has settled down in school with his academic studies.

Kone was the first of four award winners on stage to receive his award from Minister for Sport and Civil Society Mims Davies."

Since Cheick received his award, he has gone on to play regularly for Warriors Academy and has reached bench position for the Warriors Premiership Rugby Team.

Achievements and performance (CONTINUED)

Only Girls Allowed

Achievements and performance (CONTINUED)

b. Review of activities

How we have involved people from the Community

We have engaged all sectors of our community to take part in our initiatives. We utilize our social media platforms, website and other marketing channels.

We have seen an increase in social prescribing over the last twelve months and regularly engage with the NHS and other organisations to help and support people who need our services. These organisations include:

- Age UK
- The Alzheimer's Society
- RNIB
- The Change Organisation
- See Sport Differently
- Social Services
- Police
- The Armed Forces
- Care Homes
- Local charities that share our vision

We have also recently launched the Foundation's new standalone website and have been working with one of our partners (a marketing agency) to help us extend reach to new audiences.

www.worcesterwarriorsfoundation.org

What we have learned

The last twelve months has seen a substantial growth in terms of need in our community. The pandemic has left many people feeling vulnerable, and we have witnessed a significant increase in people struggling with their mental wellbeing.

As such demand for our services has increased more in some areas. This is evident on our KPI tracker which can be found below. We have exceeded our target numbers in some areas but not in others. We have been supporting people with mental wellbeing across all programmes and as such we will imbed this within session plans across all programmes rather than a separate initiative.

We have struggled to reach new audiences that need our services. We are still mindful that there is a percentage of people across our community who do not know we are here to help them. We are working with an agency to help reach these new audiences and this support has been gifted through our Foundation Partnership programme.

We will work hard over the summer to extend our reach and together with The National Lottery Community Fund we will be able to offer more people support.

Achievements and performance (CONTINUED)

Performance against Targets

In terms of participants reached and in line with funding partners, we are currently tracking well against targets considering the bumpy start to the year with COVID.

This report highlights some of our achievements over the last twelve months. Its purpose is to give insight into the work we have been doing with the support of our partners.

Income received from donations and charitable activities amounted to £341,528 (2021: £211,992) after expenditure of £220,120 (2021: £181,178) a surplus was achieved at year end of £121,408 (2021: Surplus of £30,814).

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves Policy

At 31 March 2022, free reserves amounted to £288,881 (2021: £167,473) which the trustees consider sufficient to meet the charities requirements for the next 12 months. This amount equates to 15.7 months expenditure (2021: 9.2 months) based on current expenditure levels.

Structure, governance and management

a. Constitution

The Company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 11 May 2009.

The company is constituted under a Memorandum of Association dated 11 May 2009 and is a registered charity number 1133136.

b. Methods of appointment or election of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

Financial review (Continued)

c. Organisation, structure and decision-making policies

The trustees during the year were Ms C Hart, Ms L Hewitt, Mr R Murray, Mr C Pennell, Mr J Panter (Chair), Mr J Gibson, C Goldring (Resigned 31 May 2022) and Mr J Clegg (Appointed 4 January 2022).

None of the trustees has any beneficial interest in the company. All the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

New trustees will be inducted into the workings of the Charity, including policies and procedures, at an induction meeting with the Chairman. New trustees are appointed at Trustees' meetings.

The day to day running of the charity is by way of shared services provided by WRFC Trading Limited.

Staffing
Delivery staff for the programme will be selected based upon experience, qualifications and suitability for the role and may be either:

A Employees of the charity
B Employees of a suitably matched partner organization commissioned to deliver the charity's work

Location
The Worcester Warriors Community Foundation is suitably located at Sixways Stadium, Warriors Way, Worcester, WR3 8ZE also the location of WRFC Trading Limited. Initially the office space is provided rent free until operating costs increase at which time a charge may be added. At this time the Foundation has the opportunity to go to tender for the housing of the charity and its staff if the suitability or cost of the Foundation changes.

Structure
- Warriors Community Foundation
- Education and Social Inclusion
- Aspire Academy
- Player Engagement
- Charity Partnerships
- HITZ
- Walk Like A Warrior
- Only Girls Allowed
- Schools, Colleges & Universities
- Work Experience Programme

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

J Panter
(Chair of Trustees)
30/11/2022

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WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MAY 2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WORCESTER WARRIORS COMMUNITY FOUNDATION ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 May 2022.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Signed:

Dated: 30/11/2022

Andy Wood FCCA DChA

Bishop Fleming LLP
Chartered Accountants
1-3 College Yard
Worcester
WR1 2LB

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MAY 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOME FROM:					
Donations and legacies	3	**190,110**	**56,519**	**246,629**	206,473
Charitable activities	4	-	**94,899**	**94,899**	5,519
TOTAL INCOME		**190,110**	**151,418**	**341,528**	211,992
EXPENDITURE ON:					
Raising funds	5	**2,633**	**18,617**	**21,250**	4,686
Charitable activities	6	**85,212**	**113,658**	**198,870**	176,492
TOTAL EXPENDITURE		**87,845**	**132,275**	**220,120**	181,178
NET MOVEMENT IN FUNDS		**102,265**	**19,143**	**121,408**	30,814
RECONCILIATION OF FUNDS:					
Total funds brought forward		**29,090**	**138,383**	**167,473**	136,659
Net movement in funds		**102,265**	**19,143**	**121,408**	30,814
TOTAL FUNDS CARRIED FORWARD		**131,355**	**157,526**	**288,881**	167,473

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 28 form part of these financial statements.

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:06902389

BALANCE SHEET
AS AT 31 MAY 2022

	Note	2022 £	2021 £
FIXED ASSETS			
Tangible assets	11	**36,987**	7,794
CURRENT ASSETS			
Debtors	12	**21,000**	23,200
Cash at bank and in hand		**233,691**	143,746
		254,691	166,946
Creditors: amounts falling due within one year	13	**(2,797)**	(7,267)
NET CURRENT ASSETS		**251,894**	159,679
TOTAL ASSETS LESS CURRENT LIABILITIES		**288,881**	167,473
TOTAL NET ASSETS		**288,881**	167,473
CHARITY FUNDS			
Restricted funds	14	**131,355**	29,090
Unrestricted funds	14	**157,526**	138,383
TOTAL FUNDS		**288,881**	167,473

The charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

J Panter
(Chair of Trustees)
Date: 30/11/2022

The notes on pages 19 to 28 form part of these financial statements.

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

1.2 GOING CONCERN

The Trustees have considered the plans for the trust for a period of 12 months following the date of approval of the financial statements. It is considered there are adequate resources to continue in operational existence and to meet liabilities as they fall due. Accordingly, the Trustees continue to adopt the going concern basis in preparing the Trustees report and financial statements.

1.3 INCOME

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

Donated services or facilities are recognised when the Company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.4 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 allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the Company and include project management carried out at Headquarters.

1. ACCOUNTING POLICIES (continued)

1.4 EXPENDITURE (CONTINUED)

Charitable activities and Governance costs are costs incurred on the Company's educational operations, including support costs and costs relating to the governance of the Company apportioned to charitable activities.

1.5 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £500 or more are capitalised.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives:

Depreciation is provided on the following basis:

Motor vehicles	-	20% Straight Line
Office equipment	-	25% Straight Line
Other fixed assets	-	20% Straight Line

1.7 DEBTORS

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

1.8 CASH AT BANK AND IN HAND

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

1.9 LIABILITIES AND PROVISIONS

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

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

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

1. ACCOUNTING POLICIES (continued)

1.10 FINANCIAL INSTRUMENTS

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

1.11 PENSIONS

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

1.12 FUND ACCOUNTING

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

2. GENERAL INFORMATION

Worcester Warriors Community Foundation is a charitable Company, limited by guarantee, and incorporated in England and Wales. The members of the Company are the Trustees. In the event of the Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Company. The registered office is Sixways Stadium, Pershore Lane, Hindlip, Worcester, WR3 8ZE.

The company's presentational and functional currency is GBP. The financial statements are rounded to the nearest GBP.

The principal activity of the charity is as detailed in the Trustees report, as detailed on pages 2 to 14.

3. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	-	56,519	**56,519**	79,992
Grants	175,174	-	**175,174**	31,250
Government grants	14,936	-	**14,936**	95,231
	190,110	56,519	**246,629**	206,473
TOTAL 2021	150,079	56,394	206,473	

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Community programmes	94,899	**94,899**	5,519
TOTAL 2021	5,519	5,519	

5. EXPENDITURE ON RAISING FUNDS

FUNDRAISING TRADING EXPENSES

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Allocated centrally incurred fundraising and governance costs	2,633	18,617	**21,250**	4,686
TOTAL 2021	2,160	2,526	4,686	

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £	Total 2021 £
Community programmes	85,212	113,658	**198,870**	176,492
TOTAL 2021	95,231	81,261	176,492	

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Community programmes	177,694	21,176	**198,870**	176,492
TOTAL 2021	165,998	10,494	176,492	

ANALYSIS OF DIRECT COSTS

	Total funds 2022 £	Total funds 2021 £
Staff costs for the qualified delivery of social inclusion and education resources and programmes.	**163,902**	163,788
Minibus costs	**1,120**	-
Other costs	**2,621**	2,190
Facilities costs	**827**	-
Marketing costs	**3,844**	-
Matchday Lottery costs	**2,608**	20
Facility hire	**2,772**	-
	177,694	165,998

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2022 £	Total funds 2021 £
Depreciation	**5,513**	5,154
Admin Costs	**3,601**	723
Insurance	**299**	299
Independant examiners' fees	**3,410**	2,220
Vehicle repairs and maintenance	**699**	1,034
Entertainment	**239**	283
Hotels, travel and subsistence	**1,960**	642
Subscriptions	**149**	-
Training costs	**405**	139
Equipment costs	**3,893**	-
Printing and stationery	**1,008**	-
	21,176	10,494

8. INDEPENDENT EXAMINER'S REMUNERATION

The independent examiner's remuneration amounts to an independent examiner fee of £2,015 (2021 - £1,850).

9. STAFF COSTS

	2022 £	2021 £
Wages and salaries	**143,690**	146,859
Social security costs	**11,774**	10,306
Contribution to defined contribution pension schemes	**8,438**	6,623
	163,902	163,788

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

	2022 No.	2021 No.
Admin and support staff	**6**	6

No employee received remuneration amounting to more than £60,000 in either year.

10. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 May 2022, no Trustee expenses have been incurred (2021 - £NIL).

11. TANGIBLE FIXED ASSETS

	Motor vehicles £	Office equipment £	Foundation equipment £	Total £
COST OR VALUATION				
At 1 June 2021	**19,800**	**3,405**	**-**	**23,205**
Additions	**-**	**-**	**34,706**	**34,706**
At 31 May 2022	**19,800**	**3,405**	**34,706**	**57,911**
DEPRECIATION				
At 1 June 2021	**12,280**	**3,131**	**-**	**15,411**
Charge for the year	**3,958**	**91**	**1,464**	**5,513**
At 31 May 2022	**16,238**	**3,222**	**1,464**	**20,924**
NET BOOK VALUE				
At 31 May 2022	**3,562**	**183**	**33,242**	**36,987**
At 31 May 2021	7,520	274	-	7,794

12. DEBTORS

	2022 £	2021 £
DUE WITHIN ONE YEAR		
Trade debtors	**9,500**	20,700
Prepayments and accrued income	**11,500**	2,500
	21,000	23,200

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	**-**	2,370
Accruals and deferred income	**2,797**	4,897
	2,797	7,267

14. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 June 2021 £	Income £	Expenditure £	Balance at 31 May 2022 £
UNRESTRICTED FUNDS				
Reserves	**138,383**	**151,418**	**(132,275)**	**157,526**
RESTRICTED FUNDS				
Government Grant	**29,090**	**190,110**	**(87,845)**	**131,355**
TOTAL OF FUNDS	**167,473**	**341,528**	**(220,120)**	**288,881**

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 June 2020 £	Income £	Expenditure £	Balance at 31 May 2021 £
UNRESTRICTED FUNDS				
Reserves	136,659	85,511	(83,787)	138,383
RESTRICTED FUNDS				
Government Grant	-	126,481	(97,391)	29,090
TOTAL OF FUNDS	136,659	211,992	(181,178)	167,473

Restricted Funds

Government grant - grant received to support the most vulnerable sector of society during Covid pandemic.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	33,242	3,745	**36,987**
Current assets	98,113	156,578	**254,691**
Creditors due within one year	-	(2,797)	**(2,797)**
TOTAL	131,355	157,526	**288,881**

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	7,794	7,794
Current assets	29,090	137,856	166,946
Creditors due within one year	-	(7,267)	(7,267)
TOTAL	29,090	138,383	167,473

16. PENSION COMMITMENTS

During the year, pension contributions of £8,438 (2021: £6,623) were paid to a defined contribution pension scheme. Included within creditors at the year end is a pension commitment of £NIL (2021: £NIL).

17. RELATED PARTY TRANSACTIONS

WRFC Players Limited perform payroll services on behalf of Worcester Warriors Community Foundation. During the year salary costs of £163,902 (2021 - £163,788) were recharged to the charity from WRFC Players Limited. C Goldring is directors of both entities during the period.

WORCESTER WARRIORS COMMUNITY FOUNDATION

England & Wales - Charity number 1133136

Accounts

Registered number: 06902389
Charity number: 1133136

WORCESTER WARRIORS COMMUNITY FOUNDATION

(A COMPANY LIMITED BY GUARANTEE)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MAY 2021

Bishop Fleming

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

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WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MAY 2021

Trustees	C Hart, Secretary C Duckworth CBE (deceased 14 November 2020) L Hewitt R Murray C Pennell J Panter, Chair J Gibson C Goldring J Clegg (appointed 4 January 2022)
Company registered number	06902389
Charity registered number	1133136
Registered office	Sixways Stadium Pershore Lane Worcester WR3 8ZE
Company secretary	C Hart
Accountants	Bishop Fleming LLP Chartered Accountants 1-3 College Yard Worcester WR1 2LB
Bankers	NatWest Bank PLC 1 The Cross Worcester WR1 3PR

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MAY 2021

The Trustees present their annual report together with the financial statements of the charity for the 1 June 2020 to 31 May 2021. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The foundation team have worked tirelessly to continue delivery albeit it in a Covid adjusted way. It has been a very difficult 12 months for our staff, our Foundation and our participants as a direct consequence of the pandemic.

We have had to adapt our delivery to support our participants across all our programmes by creating new ways to interact with them. Our cliental are amongst the most vulnerable people in our community have needed our support more than ever.

We have lost funding from sources such as the RFU and Prem Rugby due to their own financial difficulties. Our staff have adapted, overcome and excelled in many areas and, as in previous years are a credit to the Foundation. Our current position would not have been achieved without this commitment, and we owe them a debt of gratitude. It is also worth noting that to help the sustainability of the Foundation's future they all took a 20% cut in pay in March 2020, which lasted through to October 2021.

At the end of the financial year we are delighted to report that lost funding has been replaced by alternative funding streams and activity levels have not only resumed but have returned to the same levels as they were pre-pandemic.

We have also entered a growth phase, with additional new funding which supports the additional need of our services caused as a direct result of the pandemic.

Objectives and activities

a. Policies and objectives

Specific Programmes

Girls Rugby Development Programme

With schools opening up (albeit in a fragmented and disjointed manner) we were delighted to be able to recommence our Girls Rugby Development Programme. Delivery started in Herefordshire and Bewdley. The delivery period was a 12-week block and we engaged with just under 200 girls, the majority being new to rugby. We have established links with Hereford RFC and Kidderminster RFC to help develop their girls teams. The link with Kidderminster RFC has also enabled them to start a women's team.
Delivery was also established in two Worcester Schools (Tudor Grange & Blessed Edwards) and Redditch (Trinity High) this delivery reaching over 300 girls new to rugby.
Fortunately we were able to utilise the help of Worcester Warriors Womens players to assist in the delivery of these sessions. To be able to use the Womens players is inspirational as they can show the girls what they can achieve and be role models.
The schools came to a festival at Sixways to allow them to play on the Sixways pitch.

Objectives and activities (CONTINUED)

BAME Delivery

BAME delivery in Wolverhampton/Telford areas was scheduled but schools were reluctant and needed a lot of reassurance as to how it will be delivered in a COVID-19 safe manner. With this and the fact schools are now looking at commencing "summer sports", this has made it a slow process getting this project back up and running.
This project helped find Cheick Kone, who was the 1st person in the country to develop from Project Rugby to be accepted into a club academy. He is now in the latest Senior Academy intake of the Three Pears Warriors Academy. This shows the rewards a programme like this can offer to individuals who may not otherwise have this opportunity.

Mixed Ability/Diabetes Rugby

These sessions recommenced on 12th April at Sixways for the first time in over 12 months. The response from the participants was fantastic and very emotional. For a majority this was their first contact with other people since coming out of shielding.
We are regularly getting 24 to Mixed Ability and 12 to Diabetes each week making the numbers steady and manageable within covid restrictions.
The Foundations Mixed Ability Inclusion team play their 1st fixture at a festival being run by Bath Foundation on 19th June, so everyone is very excited for this.

Blind Rugby

Blind Rugby sessions started back at Sixways on 12th April, a slow uptake but this was expected again as most participants have been shielding. We have also started evening sessions at New College Worcester, with the aim of developing the game through them.
In the background the development of Blind Rugby has grown at a fast rate. With the National Lottery Community Funding we are now in a position where time can be spent on developing the game nationally. With an initial enquiries to all Premiership Clubs in April to gauge interest, this was a great success with 10 of the clubs saying that they wanted to deliver Blind Rugby. We are holding "An introduction to Blind Rugby" day at Sixways on 15th June with all Premiership Clubs, Premiership Rugby, RFU, WRU, British Blind Sport, The Change Foundation & The Pocklington Trust all invited and the majority attending. This will be an outstanding opportunity to really push the fantastic concept of Blind Rugby. One of the aims will be to establish a national delivery framework with the goal of a national Blind Rugby festival at Sixways in 2022.

Tackling Dementia Sports Café

The Tackling Dementia Sports Café returned to Sixways 19th May. It was really exciting to be able to get back to the café. There has been a great effort from across the club to help make this return possible.
We had to limit numbers, but the atmosphere was still buzzing, everyone involved is relieved that it is back open. With the summer weather and hopefully lifting of restrictions attendance at the café will almost certainly grow. Various options to open up more Tackling Dementia Sports Cafés across Worcestershire are being assessed.

Walking Rugby

May saw the start of a hugely promising new project – Walking Rugby. We initially set up in partnership with Bromsgrove Walking Sports Centre and are getting 20 participants weekly. We are expanding this project to Worcester and Malvern in June. Pilot sessions will be held in Kidderminster (starting in July) and Wednesbury RFC hope to follow suit.
The Foundation Business Plan has been revised in line with the recent unprecedented period and the impact of Covid. We now have a clear sight of our objectives and KPI's for the next three years.

Achievements and performance

a. Review of activities

Income received from donations and charitable activitues amounted to £211,992 (2020: £274,689) after expenditure of £181,178 (2020: £335,810) a surplus was acheived at year end of £30,814 (2020: deficit of £61,121).

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

At 31 March 2021, free reserves amounted to £167,473 (2020: £136,659) which the trustees consider sufficient to meet the charities requirements for the next 12 months. This amount equates to 9.2 months expenditure (2020: 4.9 months) based on current expenditure levels.

Structure, governance and management

a. Constitution

The Company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 11 May 2009.

The company is constituted under a Memorandum of Association dated 11 May 2009 and is a registered charity number 1133136.

b. Methods of appointment or election of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

Structure, governance and management (CONTINUED)

c. Organisational structure and decision-making policies

The trustees during the year were Ms C Hart, Mr C Duckworth CBE (deceased 14 November 2020), Ms L Hewitt, Mr R Murray, Mr C Pennell, Mr J Panter, Mr J Gibson and Mr C Goldring.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

New trustees will be inducted into the workings of the Charity, including policies and procedures, at an induction meeting with the Chairman. New trustees are appointed at Trustees' meetings.

The day to day running of the charity is by way of shared services provided by WRFC Trading Limited.

STAFFING
Delivery staff for the programme will be selected based upon experience, qualifications and suitability for the role. And may be either:
A Employees of the charity
B Employees of a suitably matched partner organization commissioned to deliver the charity's work

LOCATION
The Worcester Warriors Community Foundation is suitably located at Sixways Stadium, Warriors Way, Worcester, WR3 8ZE also the location of WRFC Trading Limited. Initially the office space is provided rent free until operating costs increase at which time a charge may be added. At this time the Foundation has the opportunity to go to tender for the housing of the charity and its staff if the suitability or cost of the Foundation changes.

STRUCTURE
Warriors Community Foundation
Education and Social Inclusion
- Aspire Academy
- Player Engagement
- Charity Partnerships
- HITZ
- Walk Like A Warrior
- Only Girls Allowed
- Schools, Colleges & Universities
- Work Experience Programme

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 11 February 2022 and signed on their behalf by:

J Panter
(Chair of Trustees)

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MAY 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WORCESTER WARRIORS COMMUNITY FOUNDATION ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 May 2021.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Signed: Dated: 21st February 2022

Andy Wood FCCA DChA

Bishop Fleming LLP
Chartered Accountants
1-3 College Yard
Worcester
WR1 2LB

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MAY 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
INCOME FROM:					
Donations and legacies	3	**150,079**	**56,394**	**206,473**	52,748
Charitable activities	4	**-**	**5,519**	**5,519**	221,941
TOTAL INCOME		**150,079**	**61,913**	**211,992**	274,689
EXPENDITURE ON:					
Raising funds	5	**2,160**	**2,526**	**4,686**	50,943
Charitable activities	6	**95,231**	**81,261**	**176,492**	284,867
TOTAL EXPENDITURE		**97,391**	**83,787**	**181,178**	335,810
NET MOVEMENT IN FUNDS		**52,688**	**(21,874)**	**30,814**	(61,121)
RECONCILIATION OF FUNDS:					
Total funds brought forward		**-**	**136,659**	**136,659**	197,780
Net movement in funds		**52,688**	**(21,874)**	**30,814**	(61,121)
TOTAL FUNDS CARRIED FORWARD	14	**52,688**	**114,785**	**167,473**	136,659

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 10 to 19 form part of these financial statements.

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:06902389

BALANCE SHEET
AS AT 31 MAY 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible assets	11	**7,794**	12,583
CURRENT ASSETS			
Debtors	12	**23,200**	39,043
Cash at bank and in hand		**143,746**	97,349
		166,946	136,392
Creditors: amounts falling due within one year	13	**(7,267)**	(12,316)
NET CURRENT ASSETS		**159,679**	124,076
TOTAL ASSETS LESS CURRENT LIABILITIES		**167,473**	136,659
TOTAL NET ASSETS		**167,473**	136,659
CHARITY FUNDS			
Restricted funds	14	**29,090**	-
Unrestricted funds	14	**138,383**	136,659
TOTAL FUNDS		**167,473**	136,659

The charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

J Panter
(Chair of Trustees)
Date: 11 February 2022

The notes on pages 10 to 19 form part of these financial statements.

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

1.2 GOING CONCERN

The Trustees have considered the plans for the trust for a period of 12 months following the date of approval of the financial statements. It is considered there are adequate resources to continue in operational existence and to meet liabilities as they fall due. Accordingly, the Trustees continue to adopt the going concern basis in preparing the Trustees report and financial statements.

1.3 INCOME

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

Donated services or facilities are recognised when the Company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.4 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 allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the Company and include project management carried out at Headquarters.

1. ACCOUNTING POLICIES (continued)

1.4 EXPENDITURE (CONTINUED)

Charitable activities and Governance costs are costs incurred on the Company's educational operations, including support costs and costs relating to the governance of the Company apportioned to charitable activities.

1.5 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £500 or more are capitalised.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives:

Depreciation is provided on the following basis:

Motor vehicles	-	20% Straight Line
Office equipment	-	25% Straight Line

1.7 DEBTORS

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

1.8 CASH AT BANK AND IN HAND

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

1.9 LIABILITIES AND PROVISIONS

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

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

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

1. ACCOUNTING POLICIES (continued)

1.10 FINANCIAL INSTRUMENTS

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

1.11 PENSIONS

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

1.12 FUND ACCOUNTING

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

2. GENERAL INFORMATION

Worcester Warriors Community Foundation is a charitable Company, limited by guarantee, and incorporated in England and Wales. The members of the Company are the Trustees. In the event of the Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Company. The registered office is Sixways Stadium, Pershore Lane, Hindlip, Worcester, WR3 8ZE.

The company's presentational and functional currency is GBP. The financial statements are rounded to the nearest GBP.

The principal activity of the charity is as detailed in the Trustees report, as detailed on pages 2 to 6.

3. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	23,598	56,394	**79,992**	20,139
Grants	31,250	-	**31,250**	-
Government grants	95,231	-	**95,231**	32,609
	150,079	56,394	**206,473**	52,748
TOTAL 2020	32,609	20,139	52,748	

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Community programmes	5,519	**5,519**	221,941
TOTAL 2020	221,941	221,941	

5. EXPENDITURE ON RAISING FUNDS

FUNDRAISING TRADING EXPENSES

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Allocated centrally incurred fundraising and governance costs	2,160	2,526	**4,686**	50,943
TOTAL 2020	-	50,943	50,943	

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Community programmes	95,231	81,261	**176,492**	284,867
TOTAL 2020	32,609	252,258	284,867	

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Community programmes	165,998	10,494	**176,492**	284,867
TOTAL 2020	275,956	8,911	284,867	

ANALYSIS OF DIRECT COSTS

	Total funds 2021 £	Total funds 2020 £
Staff costs for the qualified delivery of social inclusion and education resources and programmes.	**163,788**	251,619
Consultancy (Bid writing)	**-**	125
Minibus Hire	**-**	806
Other costs	**2,190**	11,001
Matchday Lottery costs	**20**	405
Memberships	**-**	12,000
	165,998	275,956

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2021 £	Total funds 2020 £
Depreciation	**5,154**	5,228
Admin Costs	**723**	258
Insurance	**299**	-
Independant examiners' fees	**2,220**	2,130
Vehicle repairs and maintenance	**1,034**	-
Entertainment	**283**	111
Hotels, travel and subsistence	**642**	-
Subscriptions	**-**	100
Training costs	**139**	1,212
Bad debts	**-**	5,160
Loss/(Profit) on disposal	**-**	(5,288)
	10,494	8,911

8. INDEPENDENT EXAMINER'S REMUNERATION

The independent examiner's remuneration amounts to an independent examiner fee of £2,220 (2020 - £2,130).

9. STAFF COSTS

	2021 £	2020 £
Wages and salaries	**146,859**	226,207
Social security costs	**10,306**	15,361
Contribution to defined contribution pension schemes	**6,623**	10,051
	163,788	251,619

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

	2021 No.	2020 No.
Admin and support staff	**6**	10

9. STAFF COSTS (CONTINUED)

No employee received remuneration amounting to more than £60,000 in either year.

10. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 May 2021, no Trustee expenses have been incurred (2020 - £NIL).

11. TANGIBLE FIXED ASSETS

	Motor vehicles £	Office equipment £	Total £
COST OR VALUATION			
At 1 June 2020	**19,800**	**3,040**	**22,840**
Additions	**-**	**365**	**365**
At 31 May 2021	**19,800**	**3,405**	**23,205**
DEPRECIATION			
At 1 June 2020	**7,330**	**2,927**	**10,257**
Charge for the year	**4,950**	**204**	**5,154**
At 31 May 2021	**12,280**	**3,131**	**15,411**
NET BOOK VALUE			
At 31 May 2021	**7,520**	**274**	**7,794**
At 31 May 2020	12,470	113	12,583

12. DEBTORS

	2021 £	2020 £
DUE WITHIN ONE YEAR		
Trade debtors	**20,700**	26,180
Prepayments and accrued income	**2,500**	12,863
	23,200	39,043

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	**2,370**	-
Accruals and deferred income	**4,897**	12,316
	7,267	12,316

14. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 June 2020 £	Income £	Expenditure £	Balance at 31 May 2021 £
UNRESTRICTED FUNDS				
Reserves	**136,659**	**85,511**	**(83,787)**	**138,383**
RESTRICTED FUNDS				
Government Grant	**-**	**126,481**	**(97,391)**	**29,090**
TOTAL OF FUNDS	**136,659**	**211,992**	**(181,178)**	**167,473**

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 June 2019 £	Income £	Expenditure £	Balance at 31 May 2020 £
UNRESTRICTED FUNDS				
Reserves	197,780	242,080	(303,201)	136,659
RESTRICTED FUNDS				
Government Grant	-	32,609	(32,609)	-
TOTAL OF FUNDS	197,780	274,689	(335,810)	136,659

Restricted Funds

Government grant - grant received to support the most vunerable sector of society during Covid pandemic.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	7,794	**7,794**
Current assets	29,090	137,856	**166,946**
Creditors due within one year	-	(7,267)	**(7,267)**
TOTAL	29,090	138,383	**167,473**

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	12,583	12,583
Current assets	136,392	136,392
Creditors due within one year	(12,316)	(12,316)
TOTAL	136,659	136,659

16. PENSION COMMITMENTS

During the year, pension contributions of £6,623 (2020: £10,051) were paid to a defined contribution pension scheme. Included within creditors at the year end is a pension commitment of £NIL (2020: £NIL).

17. RELATED PARTY TRANSACTIONS

WRFC Players Limited perform payroll services on behalf of Worcester Warriors Community Foundation. During the year salary costs of £163,788 (2020 - £251,619) were recharged to the charity from WRFC Players Limited. C Goldring is directors of both entities during the period.