

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 Persnore 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

**WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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 from Foundation staff and then handed over to the club. This is a model we can offer to all grassroots clubs.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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 Blind 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 an 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).

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)

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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. Over 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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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 through 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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

Achievements and performance (CONTINUED)

Only Girls Allowed



**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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

**WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MAY 2022**

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

**WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

(CONTINUED)

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:

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- 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.

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**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022**

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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022**

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.

**WORCESTER WARRIORS COMMUNITY FOUNDATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022**

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.

WORCESTER WARRIORS COMMUNITY FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022

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
	<u>190,110</u>	<u>56,519</u>	<u>246,629</u>	<u>206,473</u>
TOTAL 2021	<u>150,079</u>	<u>56,394</u>	<u>206,473</u>	

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Community programmes	94,899	94,899	5,519
TOTAL 2021	<u>5,519</u>	<u>5,519</u>	

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	<u>2,160</u>	<u>2,526</u>	<u>4,686</u>	

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

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

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

WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

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

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).

**WORCESTER WARRIORS COMMUNITY FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022**

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
	<u>163,902</u>	<u>163,788</u>

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

	2022 No.	2021 No.
Admin and support staff	<u>6</u>	<u>6</u>

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).

WORCESTER WARRIORS COMMUNITY FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022

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

WORCESTER WARRIORS COMMUNITY FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022

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.

WORCESTER WARRIORS COMMUNITY FOUNDATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2022

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.