

ACTIVE GLOUCESTERSHIRE

England & Wales · Charity number 1138546

Details

Status Registered

Legal form Charitable company

Company number [07344552](#)

Registered 2010-10-25

Register [View on the Charity Commission register](#)

Contact

Address Active Gloucestershire
City Works
Alfred Street
Gloucester
Gloucestershire
GL1 4DF

Phone 01452303528

Email info@activegloucestershire.org

Website www.activegloucestershire.org

Activities

Objects: 4 THE CHARITY'S OBJECTS ("OBJECTS") ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:(1) THE PROMOTION OF COMMUNITY PARTICIPATION IN HEALTHY RECREATION BY PROVIDING AND ASSISTING IN THE PROVISION OF FACILITIES FOR AND OPPORTUNITIES TO PARTICIPATE IN SPORT AND OTHER PHYSICAL ACTIVITIES FOR THE BENEFIT, IN PARTICULAR, BUT NOT EXCLUSIVELY, OF THE INHABITANTS OF GLOUCESTERSHIRE. (2) TO ADVANCE THE EDUCATION OF THE PUBLIC IN SPORT AND PHYSICAL ACTIVITY.

Activities: The promotion and provision of physical activity and sport opportunities for the people and communities of Gloucestershire and further afield irrespective of age, gender, ability /disability, socio-economic circumstances, sexual orientation and religious belief with a view to increasing regular participation in physical activity and sport.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Amateur Sport, Economic/community Development/employment, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL
- Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,218,322	£1,305,649	£992,792	19
2024-03-31	£1,338,318	£1,341,343	£1,080,119	20
2023-03-31	£1,287,284	£1,303,156	£1,083,144	20
2022-03-31	£1,424,078	£1,279,038	£1,099,016	18
2021-03-31	£1,263,738	£1,071,685	£953,976	16

Trustees

Name	Role	Appointed
Emma Jane Owen	Chair	2019-10-31
Daniel James Constable		2023-01-27
Judi Bonham		2024-10-10
Rachael Bullingham		2024-10-10
Sian Eleri Trew		2022-10-06
Tania June Hamilton		2019-10-31

ACTIVE GLOUCESTERSHIRE

England & Wales - Charity number 1138546

Accounts

Annual Report 2024 - 2025





Table of Contents

Introduction from our Chair and Chief Executive Officer	3
Emma Owen, Chair of the Board	3
Tom Beasley, Chief Executive Officer	3
Structure, Governance and Management	5
Our work	9
What we want to achieve	10
Our Objectives	11
How we'll achieve this	12
Our approach	13
Our values	14
Key achievements	15 - 24
Equality, diversity and inclusion	25
Marketing and communications	27-29
Monitoring, evaluation and learning	30
Environmental, social and governance	31
Plans for 2025/26	33
Finance review	37
Statement of responsibilities of the trustees	38
Audited Financial Statements	40
Opinion	41-44
For the Year Ended 31 March 2025	45-62

Overview

Active Gloucestershire is an independent charity committed to helping the people of Gloucestershire to move more.

We belong to a national network of Active Partnerships operating across England to establish the conditions for an active nation.

We believe that physical activity can have a transformative impact on the lives of people and their communities and is the single biggest thing that can be done to improve a person's health. At our core, we are about driving positive change.

As a trusted organisation, Active Gloucestershire coordinates **we can move**, a social movement dedicated to supporting people across our county to get active.

Our role is to:

- inspire organisations, community groups, activity providers and individuals across Gloucestershire to work together and remove barriers to physical activity
- tackle inequalities and increase activity rates
- connect individuals and organisations
- help to build strong collaborative partnerships
- enable the growth and impact of **we can move** through the provision of a range of insight, resources, training and support.

The following pages provide further detail about who we are, the work we do and some of our key achievements this year.

Introduction from our Chair of the Board

Emma Owen
Active Gloucestershire

It remains true that as well as being the best thing you can do for your physical health, physical activity improves mood, reduces stress and anxiety and remains key to our mental health and wellbeing.

This year, we've continued to expand the reach of **we can move** (Gloucestershire's approach and movement for physical activity) and work with local communities and networks to address inequalities in sport and physical activity and ensure more people can access the benefits that come from being physically active.

When I took over as Chair a year ago, I set out to build on the strong foundations my predecessor had left and to ensure that our governance and decision-making supported the growth and development of our community of changemakers – all of whom are working to get more people moving across Gloucestershire.

We're seeing the changes in our work every day – from the growth of our networks, to increased engagement and attendance at events, through to the action being taken in our communities. This year, we've extended our influence as system leaders and trialled innovative and novel approaches to getting those in our county moving more and we're delighted that these approaches have since been replicated and adopted by others.

We've also achieved the priorities I set out in last year's annual report. We've recruited four new board members with diverse and complementary skills. We've invested more time, trust and support in our leadership team, empowering them to be even bolder and more impactful and allowing them to respond more flexibly to the needs identified in our communities. And, we've undertaken an external review of our strategy which recently reported incredibly positive outcomes, thereby giving our board even more confidence that we're doing the work needed to create lasting change and achieve our vision of everyone in Gloucestershire living healthy and happy lives.

We know that there are changes ahead, with the upcoming restructuring of the Integrated Care Board, impact of the Government's spending review, the end of current funding streams and changes to our councils. Over the coming year therefore, our focus will be on ensuring that physical activity remains a strategic priority for our county and that we retain the resources needed to deliver our strategic plans.



Introduction from our Chief Executive Officer

Tom Beasley
Active Gloucestershire

The past year has been exciting and impactful as we've continued to see **we can move** become further embedded as Gloucestershire's movement for sport and physical activity. We've played a central role in the growth and impact of **we can move** with the support of our funders, Sport England, Gloucestershire County Council, NHS Gloucestershire and our six district councils. Whilst the context in which we're working is continuously evolving, physical activity remains the best thing that we can do for our health. Physical activity and the role of positive health prevention has been highlighted nationally several times during the year, such as in Lord Darzi's report into the NHS and we expect it to feature in the newly released NHS ten-year plan.

When we look back at the past year, there have been many highlights. Active Gloucestershire plays a diverse role in our local system operating as an infrastructure organisation, leader and funder. However, it's often when we take on the role of a convener that we see some of the greatest impact in our work – such as when we bring together passionate changemakers through our regular networks including our Active Ageing forum (now Live Longer Better) and our Gloucestershire Active Inclusion Network. This year, we've also worked with partners to deliver a Gloucestershire Schools Conference and we're looking forward to collaborating with partners for a second year in 2025. Perhaps the biggest highlight of our year was the second **we can move** event in May 2024, where we brought together just under two hundred people from multiple sectors and a variety of diverse backgrounds for a day of inspiration, connection and celebration. It was fantastic to see so many people all working towards the common aims of **we can move** and committed to addressing inequalities in sport and physical activity.

We're seeing the difference our work is making every day, and it's broadly supported by data from the Active Lives and Pupil Wellbeing Survey, but we felt it was important to check in against the aims that we set out in our strategy in 2021. Therefore, in the summer of 2024, we appointed an external evaluator to review our progress, achievements and impact and to help us verify that our strategy is still relevant. The response to this review has been overwhelmingly positive, reaffirming that we're on the right track. It's given us the opportunity to pause, reflect and sharpen our focus for the future. Building on this momentum, we're setting our sights on even greater impact over the coming year. We'll be refreshing and re-communicating our strategy to ensure it resonates more clearly than ever. At the same time, we're excited to launch a bold new sustainable development strategy for sport and physical activity in Gloucestershire - laying the foundations for long-term progress and meaningful change across our communities.

We are looking forward to an exciting year ahead, as we scale and broaden some of our interventions, report on several areas of learning and continue to work collaboratively with people, community organisations and clubs to make physical activity more accessible, more equal and part of everyday life.



Legal status, date of incorporation and date of charity registration

Our organisation is a company limited by guarantee, incorporated on the 12th August 2010. It was registered as a charity on 25th October 2010 and its objects and powers are set out in its Articles of Association.

Our charity objects

- a) The promotion of community participation in healthy recreation, by providing and assisting in the provision of facilities for and opportunities to participate in sport and other physical activities for the benefit of, in particular, but not exclusively, the inhabitants of Gloucestershire.
- b) To advance the education of the public in sport and physical activity.

Governance

It is the responsibility of the board and chief executive officer (CEO) to ensure that Active Gloucestershire has effective governance arrangements, including a sound system of internal control, as well as continuously striving to improve its governance and meeting changing legal and other requirements.

Compliance with the Code for Sports Governance remains a priority for Active Gloucestershire and we are committed to continuously developing our practice and approach with the aim of being our county's role model for sport and physical activity. Following submission of our diversity inclusion action plan, in November 2024, we received confirmation from Sport England of our compliance with requirements 2.1 - 2.3 of the Code for Sports Governance (the diversity requirements).

Management

Working under the direction of the board, Active Gloucestershire is led by its CEO and a staff team of 19 (as of 31/03/2025) who provide day-to-day management and delivery functions. The staff team and overall management of the charity is overseen by the board of trustees (who are also the directors of the charity).

Appointment of our chair and senior trustee

The appointment of our chair usually follows the guidance in the Code for Sports Governance. The appointment of our senior independent director (senior trustee) is usually made from amongst existing trustees. If current trustees are unwilling to stand for appointment or if there are no suitable candidates, the position will be advertised and an appointment committee will be established. Upon appointment, our chair and senior trustee sign role descriptions specific to their roles.

Recruiting and appointing new trustees

Active Gloucestershire has an active and effective board of ten trustees, comprising a chair, and nine others, all of whom were recruited transparently on a skills-led basis. All trustees are appointed for an initial term of three years. No trustee may serve more than nine years, unless in exceptional circumstances and with prior agreement from the board.

A trustee who retires from the board after a period of nine years is ineligible for reappointment for a period of four years, after this time, should they successfully be reappointed as a trustee, There were four new appointments and no retirements for the year April 2024 to March 2025.



Organisational structure and decision-making

Trustees meet six times a year (or more where required) to discuss our strategic direction, ensure our core aims and objectives are being met in the most efficient way, take account of any risks facing our organisation and ensure that all legal obligations are satisfied.

Our board includes a finance and resources committee (FRC) and a nominations and people committee (NPC).

The FRC works with senior management to review all aspects of our organisation's finance and information and communications technology regularly and rigorously.

The NPC works with the chief executive officer CEO to ensure that the composition and performance of our board, and senior management team are optimal and support the needs of our organisation as well as all other aspects of human resources.

Our organisation's day-to-day business is delegated to the CEO and through them, to other staff. Our policies manual and financial procedures handbook identify matters that are reserved for consideration by our board and set out the process for urgent action to be taken by our chair.

Our scheme of delegation outlines where decision-making authority lies within the organisation and it is reviewed by the board annually.



Board effectiveness review

Our board undergoes an annual internal effectiveness review and undertakes an external review every three years. The reviews help to identify strengths and opportunities for the board to develop. The resulting report recommendations are then considered and form the basis of an action plan, which our trustees will subsequently deliver. Our last external board effectiveness review was held in February 2024 and an internal review took place in March 2025.

Pay and remuneration

Provision for salary increases is included in the budget-setting cycle and follows the Active Gloucestershire salary and benefits policy, which is reviewed every two years by the board. The nominations and people committee is responsible for making recommendations to our board, regarding the chief executive officer's and senior management team's remuneration.

Related parties

There are no subsidiaries or charities controlled by the same trustees.

Risk statement

Responsibility for considering and alleviating the risks facing our organisation lies with the trustees. They maintain and review a risk register that details the risks we face, along with their probability, impact and the controls we have in place to mitigate against them. This register is comprehensive - covering governance, operational, financial, external, safeguarding and compliance risks and is reviewed six times a year at each board meeting.



Why we're here

Despite the firmly established benefits of leading an active lifestyle including improved mental wellbeing, better physical health and increased social connectedness, 118,600 adults (21.8%) across Gloucestershire, don't move enough to benefit their health. An ageing population, the increasing prevalence of mental health problems and rising incidence of youth obesity continue to sustain these inactivity levels, with participation amongst certain groups in the county remaining particularly low.

36% of people living with disabilities and long-term health conditions are inactive

31% of children and young people are inactive

32% of people aged 65 years and over are inactive

Our ambition
We want to get more people moving and halve inactivity rates in Gloucestershire by 2030.

Our vision
Everyone in Gloucestershire living healthy and happy lives.

Our mission
We're part of an inclusive community that connects and inspires people in Gloucestershire to improve their lives through physical activity.



We know that in order to tackle these deep-seated inequalities and ensure that everyone in Gloucestershire has access to the benefits that physical activity can offer, we need to bring individuals and organisations together and work across the system to build physical activity into our daily lives and create an environment in which being physically active is the norm.



Grow we can move

so we can support more people and recognise the strength we have by working together.

Share and learn

so that everyone is able to enjoy the benefits of a more active life.

Connect

to make sport and physical activity available to everyone regardless of age, disability, race, gender, religious beliefs or background.

Support

diversity, especially under-represented groups, whilst working with people and projects that share our values.

Celebrate

people and organisations that help people to be active. Together we will celebrate our successes and failures and encourage each other to do more.

Stay flexible

so we can adapt to changes and opportunities.



Our role

As the supporting body for **we can move**, we see ourselves in a facilitative role – inspiring, connecting and enabling individuals and organisations to drive positive change across our county.

Inspire



- Unite behind a common vision, mission, values and behaviours.
- Guide a collective strategy.
- Run and promote campaigns that inspire people to be active.
- Facilitate collective advocacy for county policies that promote physical activity.

Connect



- Work together to bring about change.
- Bring people together to support each other, collaborate and share good practice.
- Encourage alignment of activities and measures that help us see the difference we are making.

Enable



- Provide data, stats and facts, identify need and share good practice.
- Increasing investment in our sector by supporting others to secure funding/income.
- Provide training, workshops and consultancy.

We work in a complex environment, so we need to work at an individual, community and system level and also to learn from what we do, to create the conditions for more people to be active.

This is our Theory of Change:



1. System Working

'all parts make a difference'

Driving change through:

- Understanding how the organisations and people work at a local and national level
- Building relationships based on trust to support positive decision-making
- Leadership and advocacy across organisations and sectors to develop shared goals



2. Collective Action

'all people make a difference'

Strengths, people and place based approach through the **we can move** movement based on:

- Inspiring community activism to make positive changes
- Discovering and collaborating around shared values

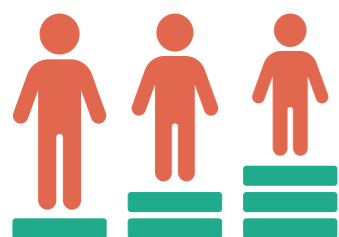


3. Behaviour Change

'everything we do makes a difference'

Supporting people to make changes to benefit from a more active life through:

- Using theories of behaviour change like the COM-B model
- Focusing on the individual whilst recognising wider system inequalities that impact their behaviour
- Working with people's strengths - 'focusing on what is strong, not what is wrong'



4. Learning and Adapting

'everything we discover makes a difference'

We embed learning throughout the work that we do by:

- Building evaluation in from the beginning
- Adapting to extraordinary circumstances
- Being prepared to get it wrong and understand why

Our values guide our work – they shape our actions, decisions and interactions with others and are a key part of our identity.

Be brave

The best way to see if something works is to give it a go.

Be curious

Gather learning, insight and data and look to understand the experiences of those with perspectives furthest from your own.

Stand shoulder to shoulder

Everyone owns the movement. Ask for help when you need it, offer it when it will be useful and be prepared to grow ideas together.

Find the energy

Focus on strengths, emphasise the positive and gently challenge the negative.

Build relationships of trust

Invest in others as much as in getting things done.

Health

During 2024-25, our health work focused on expanding our strategic influence across a number of local health system structures including primary care, integrated locality partnerships (ILPs) and clinical programmes. We have been able to demonstrate capacity building in local communities through enabling peer support groups living with chronic pain to co-design and self-direct their own physical activity. A programme called It's Your Move was originally designed in partnership with NHS Gloucestershire and community activity providers to offer trusted supervised physical activity offers, led by community-based physical activity specialists. In realising the power of working in place and drawing learning from the lived experiences of local people through trust and empathy, we pivoted the programme to connect with community groups across three localities. This year, we focused on a community in Cam and a peer support group in Coleford. We engaged 15 people living with persistent pain and helped them to co-design and self-direct their own physical activity journey.

We have also now concluded a women's health project with a focus on connecting women who are experiencing pelvic health issues with trusted community activities to improve not just their physical health, but their social, psychological and emotional health too. The project sought to explore what activity means to women in their place and better understand their relationship with activity. And, whilst focusing on professionally guided community provision, the project also strived to unpack the stubborn inequalities that exist locally and that have an impact on how enabled women feel to a) prioritise their own health and b) connect with local services and activities. Over 100 women participated in community activity programmes, delivered across three localities, in both children and family centres and leisure environments.

Find out more about our project here:

[Active Mums - Pelvic Health](#)



Feedback from participants on the Active Mums

"I feel like it helped tremendously with my pelvic floor and also really encouraged me to focus more on it. It's really made a difference!"

"Extremely accommodating of babies. The instructor is clearly really passionate about empowering women to be strong and healthy irrespective of background and circumstances."

"I loved the relaxed yet informative and incredibly helpful sessions. I looked forward to each session and found my abdomen (diastasis recti) and pelvic floor strength improved each time. I felt more motivated to have a healthier lifestyle in general and I feel it has been an essential course to do in terms of my postpartum recovery."

"It made me happier knowing I was doing something for myself especially as when I started, my baby was 4 weeks old, so getting out of the house for that one hour to work on myself made a difference to my mental well-being."



Active ageing

Active ageing is an important part of our business plan with its key connection to our county's local health priorities. Active Gloucestershire has provided support, advice and influence across locality proactive ageing priorities (sub-groups of the district integrated locality partnerships). As a result of this work, we have:

1. activated a county campaign known as Live Longer Better Gloucestershire

2. enabled inclusive activities through seed funding across four organisations, delivering six different activities to 51 older people

3. built the capacity and capability of the local workforce by enabling 40 local partners to access online training around ageing well and welcoming 35 partners to our Active Ageing Network.



Through networks and trusted relationships with colleagues in NHS Gloucestershire, public health and the community sector, a number of local organisations have adopted a Live Longer Better supporter status or indeed used Live Longer Better to frame and deliver their local ageing well priorities. Through such traction and as a result of the advice offered to primary care networks around developing a range of initiatives focused on older adults, we have created links to dementia work, local commissioners and public health partners. We have also presented our approach to Gloucestershire's Dementia steering group, Cultural & Diversity Dementia group, Ageing Well steering group and on local radio.

Active Gloucestershire is supporting proactive ageing priorities in Cheltenham and Gloucester via the integrated locality partnerships and has been a key stakeholder in a local falls prevention initiative led by North and South Gloucester Primary Care Network.

We continue to champion the well-adopted public health falls prevention resource, Fall-Proof, which in 2024-25 was distributed to 21 partner organisations including: NHS trusts, memory services, local activity providers, stroke teams, primary care networks, community physiotherapy and local authorities.



Disability

Increased capacity in the disability team has enabled us to refocus on the delivery of key priority areas of our business plan. We have successfully delivered four young leadership programmes helping to develop the confidence, self-esteem and leadership skills of 50 young people with disabilities and additional needs. The programme has provided enriching opportunities for students accessing these courses, including the chance for them to apply their leadership training at local events and community sports competitions.



In February, we hosted the Gloucestershire Active Inclusion Network (GAIN) and were delighted to see over 30 partner organisations in attendance. The event brought together diverse individuals, all of whom are passionate about creating the conditions for inclusive activity across our county. We used this opportunity to share insightful information from the Activity Alliance's Annual Disability and Activity Survey, along with their 2024 report into the social value of disabled people's physical activity as well as local data and insight into the participation inequality gap that we still need to close. But more crucially, the event provided participants with a safe space and focused time to openly discuss their challenges, offers, needs and ideas with each other, directly enhancing our collective practice and influence.

The network has given rise to two significant priorities around inclusive communication and how to make the most of local volunteering opportunities. We facilitated a session exploring the lessons from last year, opportunities for the future and who or what can help under specific circumstances. This resulted in an opportunity to co-design an approach with local partners focusing on sharing learning around inclusive communication and strengthening the network's response to the need to recruit, develop and retain local volunteers.



Places and communities

During 2024/25, Sport England's priority places investment supported efforts to reduce inequality and inactivity, whilst building local capacity and strengthening communities.

Cinderford: collaborative working sparking positive change

In Cinderford, we led a place-based effort grounded in cross-sector collaboration. This approach brought together local groups - from healthcare providers and schools to community organisations and public services, to address inactivity and social disadvantage. **Using a participatory tool called Group Model Building, five action groups were established focusing on services, transport, facilities, communications and community activity.** These groups have turned shared insights into local initiatives, such as walking programmes and joint communications strategies. New partnerships have emerged and previously disconnected stakeholders are now working together towards shared goals. Whilst challenges remain, early signs of long-term systemic change are becoming evident.

Gloucester: Street Tag gets people moving

Between October 2024 and April 2025, Street Tag, a free mobile app that turns walking, wheeling, running and cycling into a game, took place in Gloucester. The project brought together cross-sector organisations from community, arts, culture, health and more and attracted over 430 users, more than half of whom came from areas of high deprivation. **Collectively, participants took nearly 90 million steps, travelled 107,148 miles and collected 157,730 tags. Following completion of the project, 76% of users remained active.** Health and wellbeing indicators were also positive, with mental wellbeing scores averaging 7/10 for happiness, satisfaction, and life-worth and anxiety scores dropping to 3/10.

GL Communities: investing in trusted community organisations

Through our place investment, we worked with GL Communities, a locally trusted organisation, to embed a health and wellbeing coach to help local residents adopt sustainable lifestyle changes. Between May 2024 and April 2025, more than **300 people engaged in activities such as one-to-one coaching, walking groups, wellbeing football, youth street dance, pain management and nutrition sessions.** These initiatives helped to improve physical and mental health and strengthen community connections.

Neighbourhood Fund in action

The Neighbourhood Fund, a collaboration between Gloucester Community Building Collective and Active Gloucestershire, provides small grants of up to £500 to Gloucester residents and grassroots groups. The fund aims to engage underrepresented communities, reduce barriers to participation and enable locally-led physical activity. **Over the past 12-18 months, 14 projects received funding, including intergenerational dance events, community gardening and a chair yoga initiative,** with more than 250 weekly participants supported into physical activity.



Active environments

Over the past year, we have strengthened Active Gloucestershire’s role in shaping active, healthy and sustainable environments. We partnered with the Town and Country Planning Association to present on active design to Gloucestershire’s chief planning officers, contributed to both the county-wide and Forest of Dean active travel strategies and participated in the master planning of the emerging Garden Community at North Ashchurch. We responded to Gloucester’s ‘Climate Change Strategy’ consultation, supported the development of an action plan to underpin the new Gloucester City Council ‘Sport & Physical Activity Strategy’ and advised local groups on facilities issues in Cinderford through our place-based programme. Across the year, we also gave specialist facility development and funding advice to 27 community organisations and participated in the development of Local Football Facilities Plans for the Cotswolds, Gloucester, Cheltenham and Stroud.

In response to Sport England’s ‘Every Move’ strategy, we initiated the development of an environmental sustainability strategy and action plan for **we can move** and Active Gloucestershire. This strategy will take a dual approach: embedding sustainability in Active Gloucestershire’s operations while also inspiring and enabling others in the **we can move** movement to act. In collaboration with management consultancy Plans With Purpose, we delivered multiple workshops to the Active Gloucestershire team and board members and began the process of consulting with system partners, with the aim being to publish the strategy in the summer of 2025. To enhance his personal knowledge and capability in leading systems change in this area, our strategic lead for active environments undertook carbon literacy training and completed an NVQ Level 2 in ‘Understanding Environmental Sustainability’.



Under our active environments workstream we continued to provide project management support for the development of the Blackbridge Community and Sports Hub in Podsmead, Gloucester. Part-funded by Sport England, this £6.2m facility opened in spring 2025, offering indoor and outdoor physical activity and wellbeing opportunities for one of the county’s most underserved communities. Active Gloucestershire has been instrumental in developing and supporting Blackbridge Charitable Community Benefit Society (the 100% community owned organisation behind the project) through fundraising, procurement and community partnership development and is exploring the potential for a place-based project linked to the new facilities and programmes.

Active Gloucestershire’s ‘Opening School Facilities’ programme focused on increasing pupil and wider community access to school sports facilities outside of normal school hours. Our year 3 programme targeted underrepresented groups and recorded significant success across the 23 funded schools. In total 1,833 sessions were delivered to 3,099 children, with overall throughput of 76,271 participants. Now that the programme has concluded, we have begun the work to understand its impact through a range of monitoring, evaluation and learning actions, including school surveys, case studies and filmmaking.



Children and young people

In the last year, we've focused on building stronger youth voice representation throughout all our projects and creating an enduring thread of positive experiences that will enable more young people to be active in their way. We've set out a long-term plan to learn more from young people and ensure that any project or intervention, however well-meaning or well-funded, is ultimately underpinned by the voices of the young people it wants to support.

Youth voice

Continuing our partnership with Shift Movement, during 2024-25 we supported over 120 teachers and teaching assistants as well as 20 young people, to train as yoga teachers through the Shift Wellbeing Ambassador Course for Educators. These ambassadors are now delivering in over 80 schools across the region and amplifying young people's voices. The programme also pulled together a county-wide celebration, co-designed and co-delivered by the wellbeing ambassadors, youth ambassadors and students from a local primary school - a true celebration of the power of youth voice. This compelling example of co-production and youth leadership was highly commended for the Personal Development and Youth Voice Award by the Youth Sport Trust, at the School Games Impact Awards.



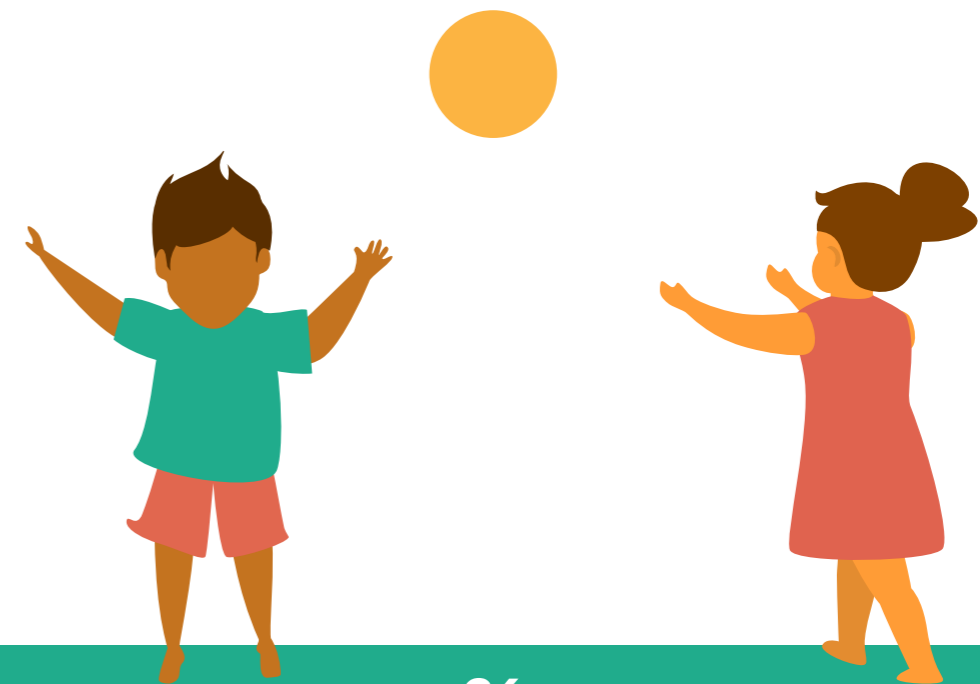
Activity on Referral

During 2024-25, the Activity on Referral programme received over 300 referrals from young people across Gloucestershire, with 86.8% of these directed into sustainable, community-based activities. After experiencing bullying, panic attacks and low self-esteem, one young person managed to access her local gym and swimming sessions, which helped her to "forget about the negatives" and rediscover joy. Her family have since continued their membership independently. This story mirrors a broader trend we're seeing across Gloucestershire - one that demonstrates how physical activity is transforming young lives - not simply by boosting mental wellbeing, but by building confidence and empowering young people to forge positive paths forward.

Creating Active Schools

This year, the Creating Active Schools (CAS) programme has supported 13 schools to embed physical activity into everyday learning, with wide-reaching effects. At one school, after redesigning playtimes, behaviour incidents during lunchtime dropped from 70 per month to just 8 - a shift that teachers directly linked to improved focus and engagement in lessons. By focusing on fun and wellbeing, not just activity for activity's sake, schools secured higher attendance rates and benefited from calmer classrooms and happier pupils. In fact, some schools reframed their entire approach, stating, "We changed our driver from being active to being happy."

CAS isn't another task; it's a new way of thinking that brings learning to life. And with continued support from trusted partners like Move More, schools are now better positioned to evolve, adapt, and keep children thriving.



People

We can move event 2024

On May 9th 2024, we hosted our second **we can move** event at Kingsholm Stadium in Gloucester. With funding from our core systems investment, we brought together 179 attendees from over 100 organisations across the physical activity, health, education and VCSE sectors.

The event created space for connection, reflection and action and the tone of the day was informal, practical and welcoming. The programme included keynote speakers, lightning talks, movement breaks and opportunities to meet others working for change.

Feedback was overwhelmingly positive, with many participants speaking about feeling inspired and more confident in their roles and praising the event's structure, accessibility and focus on real-life change. Over 60 people shared their next steps, which ranged from exploring new partnerships to running inclusive community programmes.

The event also built capability across our own team. Staff led planning and delivery, with support from student volunteers. We gathered feedback through surveys, reflection boards and digital tools and captured this learning in a full evaluation report.

This year's event helped to deepen our role in supporting local system leadership. It was instrumental in strengthening connections, highlighting the work of grassroots leaders and giving people practical tools to take back to their communities.

Based on feedback received from our event, we are looking to improve next year's event, focusing specifically on programme design, allowing more time for networking and tailoring our communication for different sectors. We are also creating new spaces for open conversations to support more diverse and inclusive engagement.

By bringing people together to share, learn and lead, we are helping to build the confidence and relationships needed to drive lasting change across Gloucestershire.



Safeguarding and welfare

This year, we've made good progress on our work around safeguarding adults. We completed the Ann Craft Trust safeguarding assessment and have conditionally met the criteria - a positive step in fulfilling our safeguarding commitments. Moving forward, we plan to develop our action plan to address assessment feedback and align all policies to meet safeguarding expectations.

Our sport welfare programme has also flourished this year, with our sport welfare officer engaging over 30 NGBs and supporting 40+ clubs and organisations with practical tools, mentoring and training. They are also now upskilled to deliver UK Coaching courses.

We have created strong partnerships with local and national organisations including the Hollie Gazzard Trust, Streetwise, Gloucestershire Rugby Football Union, Gloucestershire Football Association, Gloucester Rugby, Gloucestershire police and Multi-Agency Safeguarding Hub (MASH) and the Child Protection in Sport Unit (CPSU). Additionally, we delivered awareness materials to local sports clubs and providers and our 'Safeguarding in Your Pocket' guide was adapted by four other active partnerships, for use across their regions.

During 2024/25, we also further integrated and embedded safeguarding and welfare across our business areas, particularly our work with children and young people. We have developed new short breaks including inclusive netball and table tennis for disabled children and young people. We've also delivered youth leadership training to build safeguarding awareness among young people and have reviewed our Activity on Referral process, identifying how we can better capture SEND (special educational needs and disabilities) information, thereby strengthening safeguarding and tailored support.

Operationally, our commitment to safeguarding and welfare has also deepened. Safeguarding is now enshrined in several of our policies and we have appointed both a senior management team and board lead to strategically steer this area of work. There has also been a perceptible growth in staff confidence and capability, with safeguarding routinely discussed in projects and at dedicated monthly roundtable meetings. When planning events this year, the safety, welfare and inclusion of our attendees has remained a key priority and we have sought to provide safe and inclusive spaces for those attending, including prayer rooms, quiet rooms or quiet lunch spaces. Moving ahead into 2025/26, we will have a dedicated safeguarding and welfare business plan, which highlights our commitment to expanding this area of our work.

Equality, diversity and inclusion

Our diversity and inclusion action plan

In 2024-25, we strengthened our commitment to equality, diversity and inclusion, both in terms of how we work and how we support others across Gloucestershire. This work was guided by our diversity and inclusion action plan (DIAP), created with staff and trustees and focused on making our organisation more representative, safe and inclusive and ensuring that we embed equality, diversity and inclusion at every level of the organisation.

In March 2025, we started creating our DIAP evaluation report – an honest look back at the first year of our diversity and inclusion action plan. It brought together data, reflections and lived experiences from across the organisation, and helped us better understand where we are, what we did well and what we need to change.

Workforce and leadership

During 2024-25, we also reviewed the diversity of our staff and board and used DISC profiles and skills audits to map the strengths and gaps in our team. As a result, we improved recruitment practices and welcomed four new trustees with a wider range of lived experiences and perspectives.

Culture and psychological safety

Creating a safe and supportive culture was a key priority within our 2024-25 diversity inclusion action plan. Staff co-created a psychological safety charter, which is now used in meetings and planning. Our focus this year on developing peer support mechanisms, inclusive HR policies and a strong onboarding process have helped to strengthen our bond as a team and create a culture where everyone feels respected. In addition, our emerging leaders programme offered staff the opportunity to develop their confidence, lead peer sessions and influence decision-making.

Understanding our priority groups

This year, we embarked on a programme of learning to strengthen our understanding of the groups we work with. From formal training to informal reflection and from national conferences to local community hubs, staff have explored a variety of topics including accessibility, disability inclusion, intersectionality and ageing well. Whether learning from partners and stakeholders, listening to colleagues or holding conversations with experts by experience, there is a real appetite amongst the team to understand the experiences of others, use what they've learnt to shape their work and share learning and best practice with colleagues within Active Gloucestershire and beyond.



Operations

The operations team plays a key role in supporting colleagues to do their jobs well, improving and increasing the work that we can do across communities in Gloucestershire.

Key highlights this year have included our migration to a new finance system and working with an accountancy support organisation. This has relieved internal capacity in finance and improved efficiencies in financial management, planning and accounting.

We have also developed the new Active Gloucestershire people plan, a key component of our operations strategy, which details how we support our colleagues, from the moment they see a vacancy, right up until they leave our team. The people plan has five key strands of work, each with a small work programme within them.

- 1. Recruiting well** - attracting diverse talent through job descriptions focusing on skills, unconscious bias training, broad outreach and fair recruitment processes.
- 2. Onboarding well** - providing a positive onboarding experience by offering support and equipping new staff with the tools they need to succeed from day one.
- 3. Retaining well** - retaining our team by listening to them, offering flexibility, celebrating achievements, and supporting ongoing growth and development.
- 4. Supporting well** - supporting our team by promoting wellbeing, offering tailored benefits and creating a workplace that values work-life balance and individual needs.
- 5. Developing well** - prioritising the development of our staff by providing learning opportunities, personalised development plans, and leadership training to help every team member reach their potential.

All of these five strands are underpinned by the work we do to understand our team by actively seeking feedback, engaging in open dialogue and using insights to create an inclusive and supportive workplace.



Marketing & communications

Develop and improve communications channels

Our new Active Gloucestershire and **we can move** websites were delivered on time and within budget with the added benefit of being easy to update and fully aligned with future communication needs. Our new CRM (customer relationship management) and email system were also implemented, making it easier to automate campaigns and create regular, branded newsletters. With regards to content output, we issued more content than the previous two years. With a content calendar now in place, content production and engagement is at its highest level to date.



Increase reach and membership of we can move

During 2024/25, we wanted to grow the number of changemakers and increase awareness of the **we can move** movement. To this end, we ran numerous successful campaigns including the Changemaker Portrait Project, the Changemaker Programme launch and wider campaigns for Street Tag, Beat the Street and Stay Well This Winter. We also launched Live Longer Better Gloucestershire and communicated our involvement in other key projects and programmes.

We increased coverage across local media platforms and improved media relationships and now with better media lists and a clearer understanding of the needs of our local media landscape, we are well positioned to gain even more coverage in 2025/26. Our **we can move** event saw 20% higher attendance and stronger communications support than the previous year and of the 30 other events we hosted (double the number we hosted in 2023) the majority yielded increased sign-ups. We also worked with a range of different stakeholders and partners and communicated with key MPs and local councillors, both of which have laid the foundations for greater political and partner collaboration in 2025/26.



Marketing & Communications continued

Promoting the benefits of physical activity and our role

During 2024/25, Active Gloucestershire's brand visibility increased through PR, social media, events and visual assets, resulting in stronger county-wide brand recognition. We also dramatically improved our team's understanding of how communications and marketing supports our work and through the delivery of training have built staff capacity and confidence around photography and videomaking, campaign communications and the use of LinkedIn.

As organisers of numerous networks including the Gloucestershire Communications Network, Gloucestershire Active Inclusion Network and the Active Ageing network, we have this year positioned ourselves as industry experts and are increasingly being seen as a system leader, helping us cement our good standing in the county and beyond.

We have also developed several new stories about how our work has impacted communities as well as highlighting the work of volunteers and sports and physical activity clubs in the county. Additionally, we have developed an in-house media bank with video footage and photography from evaluations, campaigns, and reports.



Monitoring, evaluation and learning

In 2024–25, Active Gloucestershire made important progress in building a stronger approach to measuring impact, capturing learning and improving how we use insight to shape our work. This year marked the beginning of a focused journey towards a more reflective, inclusive and informed way of working. To support this, we embarked on a new learning partnership with Shephard & Moyes. Their support has been both strategic and hands-on, helping us explore what is working well and where we can improve.

Our work has focused on three core areas:

1. Strategy Review

Through workshops with staff, trustees and partners from across the system, we reviewed how our strategy, delivery model and learning practices connect. The process highlighted strengths such as our values-led and relationship-driven approach. It also showed us where we can improve, particularly in how we evidence change. These insights are helping to shape a refreshed strategy in 2025, with a longer-term review planned for 2028.

2. Programme evaluation framework

We began co-developing a practical evaluation framework with colleagues from across the team. It is designed to help staff embed learning into their daily work without adding unnecessary complexity. Although still in draft format, the framework is already helping to guide planning discussions and improve confidence across the team. It is also starting to make learning feel more relevant and useful.

3. Learning bank

We started to build a central learning bank to hold case studies, tools and reflections that staff can draw on, from across the organisation. Whilst still in the early stages, it is already being used in meetings - helping to reduce duplication and improve collaboration.

Alongside this, we have continued to explore tools like ripple effect mapping, story capture and shared reflection exercises. Learning now plays a greater role in how we evaluate programmes, shape priorities and support strategic thinking and decision-making.

Shephard & Moyes have also supported evaluation across several key programmes, including Creating Active Schools, Opening School Facilities and district-led community funding through **we can move**. Although it is too early to assess the full impact, this groundwork will support stronger insight and learning in 2025.

Looking ahead, we will finalise the evaluation framework, develop the learning bank further and embed a more consistent approach to learning across all teams. With ongoing support from Shephard & Moyes, we are working towards a culture where learning leads to better decisions and better outcomes for the people and communities we serve.



Environmental

During the last year, mindful of upcoming changes to the Code for Sports Governance following the launch of the Sport England's Every Moves Strategy in May 2024, we've made a commitment to extending our environmental governance. We've taken some initial steps including working with our board, staff team and wider network to develop Active Gloucestershire's own sustainable development strategy, which we expect to launch in late summer 2025. As in previous years we've assessed our carbon emissions and taken steps to reduce our environmental impact, noting the positive contribution that our work has made, such as an increase in active travel.



Social

Diversity, inclusion and tackling inequalities is central to our vision, mission and strategic priorities. This past year, we've delivered strongly against priorities in our diversity and inclusion action plan and we're in the process of developing a three-year plan that will build on our progress and be even more ambitious. We hope that the steps we're taking allow us to act as a role model, inspiring other organisations and people to do more to tackle inequality and improve diversity and inclusion whilst at the same time, connecting those with similar aims and values. We reported against the delivery of our people plan earlier in the year, making continuous improvements and meeting our requirements in the Code for Sports Governance and we have further plans for the coming year that align to our organisational mission and values.



Governance

We published our annual governance statement on our website for the year ending March 2025, which covers in detail, the board's approach to risk and summarises the key issues considered by our trustees over the past year. The board has maintained the highest level of compliance with the Code for Sports Governance and has this year focused on the recruitment and induction of new trustees who will bring new and diverse skills into the boardroom.





Inspire

We will spark positive change, challenge perceptions and motivate people and systems to prioritise physical activity by:

- championing positive experiences for children, young people, disabled people and those living with inequalities
- shifting narratives about ageing through Live Longer Better, supporting local champions to redefine what it means to age well
- strengthening inclusive leadership, role modelling, and safeguarding across the sector
- sharing stories and learning from **we can move** to inspire change and grow the movement
- raising our profile as a leader, employer and influencer locally and nationally.

Summary

Through inspiring, connecting and enabling individuals and organisations across the system, our focus during 2025/26 will be on tackling inequalities, promoting the power of movement and helping to build a county where everyone has the chance to be active and live well.



Connect

We will build and deepen relationships to create a more joined-up system that supports movement for all by:

- strengthening partnerships across ageing well, active environments and mental health
- supporting community-led action in places like Gloucester City and the Forest of Dean
- broadening partnerships to involve more diverse and less traditional organisations
- better integration of physical activity and mental health support
- embedding physical activity in school life through collaboration
- enhancing our communications to maximise collective impact.



Enable

We will help to develop the skills, confidence and conditions needed for sustainable change by:

- supporting local organisations to deliver inclusive, age-friendly opportunities
- helping to secure investment and develop active, sustainable facilities
- developing our changemaker workforce development programme
- equipping schools and communities to create spaces where young people thrive
- strengthening our internal systems and people plan
- finalising and embedding our evaluation framework
- leading safeguarding improvements and engraining good practice
- growing inclusive practice and ensuring equity is at the heart of all we do.

Active Gloucestershire is coming towards the end point of some of our core funding agreements with Sport England and the Gloucestershire Integrated Care Board (ICB). We have been planning for the impact of the reduced income expected from 2026/27 and have continued positive conversations with our funders on their plans and expectations.

The financial year of 2024/25 saw a planned small reduction in income compared to 2023/24. Income in 2023/24 was higher due to the receipt of one off non recurrent funds from the Integrated Care Board. Notable changes in income the previous year included:

- Increase in investment income – £41,393 (£22,384 in 2023/24)
- Increase in total funding from Sport England - £823,411 (£803,290 in 2023/24)
- Planned reduction in funding from Gloucestershire Integrated Care Board – £165,000 (£285,000 in 2023/24)

Changes in expenditure levels included:

- Salary costs remained below budget due to staff vacancies
- A planned reduction in project expenditure due to project ends - £330,374 (£390,228 in 2023/24)

Funding sources

Over several years the board has been successful in working towards reducing the reliance on Sport England as the principal funder, with a continued strong long term funding relationship with Gloucestershire Integrated Care Board. However, it is noted that the planned changes to the operational arrangements for Integrated Care Boards nationally, and the ending of a significant funding contract with Gloucestershire Integrated Care Board in March 2026 presents a moderate funding risk. This has been noted by the board and they're working with the executive team to mitigate this risk.

Cost of fundraising

The organisation is not a fundraising charity when compared to other parts of the charitable sector, where donations and appeals fund most of their expenditure. Our funding principally comes from Sport England grants and third-party contracts. Limited funds are sourced from other grant giving organisations via direct applications. Accordingly, the cost of fundraising is modest. Previously we carried out a robust estimate of the costs of fundraising and deduced that a figure of 2% of costs was appropriate.

We will continue to monitor the costs of the fundraising activity, but it is unlikely that the fundraising function will show any signs of increased activity, particularly as Sport England and the Gloucestershire Integrated Care Board funding has already been agreed going forward.

Treasury Management

The organisation has significant amounts of cash available. Trustees are mindful that cash surpluses should be earning a rate of return as investments. Notwithstanding that, with the current rates of returns available and the cash requirements of the organisation, our trustees' main priority is to protect those funds. Accordingly, Active Gloucestershire has deposits with Flagstone, a charity cash investment platform that provides savings in multiple institutions utilising the financial guarantee scheme of £85,000. Deposits of more than the £85,000 limit are at risk should a bank fail, and trustees regularly review deposits and cash flow.

Loss due to fraud

No losses due to any fraudulent activity were encountered.

Outlook for 2025/26 and beyond

Active Gloucestershire is in a better position than most with firm commitments to funding from both Sport England and the Integrated Care Board which should allow us to plan with more certainty than most.

During the last three budget setting cycles the board was conscious of the level of restricted funds and designated funds being carried forward and set an ambitious plan to run down the level of these funds. The last year of this plan was successful reducing reserves by nearly £90,000. The board has considered the financial position going forward and plan to further reduce reserves in line with the reserves policy.

Reserves policy

The trustees have considered the key risks facing the charity. Active Gloucestershire is dependent on certain significant funding sources for its current level of operations. To deliver the organisational strategy, the charity would need to find alternative funding sources in the event of a significant reduction in income.

The trustees estimate that this may take 3 to 6 months. Over that time, the charity would need to pay salaries and overheads from reserves. On this basis, 3 to 6 months of the planned expenditure on salaries and overheads is £260,000 to £537,000.

Unrestricted designated funds have no requirement from the grantor to be spent on a particular purpose but are allocated by the trustees for use on a specific project/activity. Accordingly, it is considered that the value of these funds is excluded from the reserves policy calculations. Only general unrestricted funds are considered when measuring against the reserves policy calculations above. On 31 March 2025, the actual level of unrestricted general reserves was £363,523 (31 March 2024 - £302,236) and therefore within the policy.

Statement on going concern

The trustees have reviewed Active Gloucestershire’s financial forecasts, projections and reserves and are confident the charity has sufficient resources to continue operating for the foreseeable future. As such, the going concern basis has been adopted in preparing the financial statements. The key risk is the potential loss of significant funding. To address this, the charity focuses on sustainable funding from existing funders and expanding collaboration with diverse sector partners. Regular financial monitoring ensures the organisation adapts to maintain stability. The trustees are confident Active Gloucestershire can continue delivering its mission in Gloucestershire.

Auditors

Hazlewoods LLP Chartered Accountants and Statutory Auditors continue to act as auditors to Active Gloucestershire.

Approved by the trustees on and signed on their behalf by:

Emma Owen
Chair, Active Gloucestershire

8 July 2025

The trustees (who are also 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, including Financial Reporting Standard 102. The Financial Reporting Standard, applicable in the United Kingdom and Republic of Ireland (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 income and expenditure of the charity for that period.

In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable UK accounting standards and statements of recommended practice 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 proper accounting records which disclose with reasonable accuracy at any time, the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006.

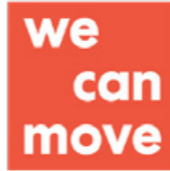
The trustees are also responsible for safeguarding the assets of the charity and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company’s website. Legislation in the United Kingdom, governing the preparation and dissemination of financial statements, may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.



Active
Gloucestershire

Active Gloucestershire Report and Audited Financial Statements 31 March 2025



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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor’s report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors’ Report included in the Trustees’ Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- The financial statements are not in agreement with the accounting records and returns;
- Certain disclosures of trustees’ remuneration specified by law are not made; or
- We have not received all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the Trustees’ Responsibilities Statement set out in the Trustees’ Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. described in the relevant sections of this report.

As explained more fully in the Trustees’ Responsibilities Statement set out in the Trustees’ Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Our responsibilities for the audit of the financial statements

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

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

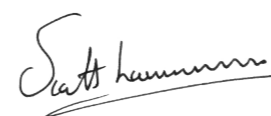
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures
- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
 - Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 - Challenging assumptions and judgements made by management in its significant accounting estimates; and
 - Identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Use of our report

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



Scott Lawrence FCA (Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP

Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Date: 11 December 2025

Active Gloucestershire

Statement of Financial Activities (incorporating an Income and Expenditure Account)

For the Year Ended 31 March 2025

	Note	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
Income from:					
Charitable activities	3	922,591	253,588	1,176,179	1,315,934
Investments		-	41,393	41,393	22,384
Other		-	750	750	-
Total Income		<u>922,591</u>	<u>295,731</u>	<u>1,218,322</u>	<u>1,338,318</u>
Expenditure on:					
Raising funds		-	19,250	19,250	18,814
Charitable activities		966,764	319,635	1,286,399	1,322,529
Total expenditure	5	<u>966,764</u>	<u>338,885</u>	<u>1,305,649</u>	<u>1,341,343</u>
Net expenditure		<u>(44,173)</u>	<u>(43,154)</u>	<u>(87,327)</u>	<u>(3,025)</u>
Transfers between funds					
		<u>(3,171)</u>	<u>3,171</u>	<u>-</u>	<u>-</u>
Total funds brought forward		<u>276,788</u>	<u>803,331</u>	<u>1,080,119</u>	<u>1,083,144</u>
Total funds carried forward		<u>229,444</u>	<u>763,348</u>	<u>992,792</u>	<u>1,080,119</u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.

Active Gloucestershire

Balance Sheet

As at 31 March 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible assets	10	8,545	12,575
Intangible assets	11	43,704	-
Current assets			
Debtors	12	96,814	88,299
Cash at bank and in hand		1,443,709	1,198,798
Total current assets		1,540,523	1,287,097
Liabilities			
Creditors: amounts due within one year	13	(599,980)	(219,553)
Net current assets		<u>940,543</u>	<u>1,067,544</u>
Net assets	14	<u>992,792</u>	<u>1,080,119</u>
Funds			
Restricted income funds		229,444	276,788
Unrestricted funds:			
Designated funds		399,825	501,095
General funds		363,523	302,236
Total charity funds	15	<u>992,792</u>	<u>1,080,119</u>

Approved by the trustees on 8th July 2025 and signed on their behalf by

Emma Owen - Chair

Active Gloucestershire

Statement of Cash Flows

For the year ended 31 March 2025

	2025 £	2024 £
Cash used in operating activities:		
Net movement in funds	(87,327)	(3,025)
Adjustments for:		
Dividends, interest and rents from investments	(41,393)	(22,384)
Depreciation	4,107	3,065
Amortisation	7,462	-
Profit on disposal of tangible assets	681	-
(Increase) / Decrease in debtors	(8,515)	142,710
Increase in creditors	380,427	61,058
Net cash provided by operating activities	255,442	181,424
Cash flows from investing activities:		
Interest received	41,393	22,384
Purchase of tangible fixed assets	(4,847)	(12,192)
Purchase of intangible fixed assets	(51,166)	-
Proceeds from sale of tangible fixed assets	4,089	-
Net cash (used in) / provided by investing activities	(10,531)	10,192
Increase in cash and cash equivalents in the year	244,911	191,616
Cash and cash equivalents at the beginning of the year	1,198,798	1,007,182
Cash and cash equivalents at the end of the year	1,443,709	1,198,798

1. Accounting policies

a. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Active Gloucestershire 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 notes.

b. Going concern basis of accounting

The financial statements have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c. Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Core grants, donations and gifts are included in full in the statement of financial activities when receivable;
- Revenue grants are credited to the statement of financial activities when received or receivable, whichever is earlier;
- Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred;
- Income from charitable activities includes income from fees received under contract and commissioning income for services provided to sporting organisations in the local area. Grant income included in this category provides funding to support activities and is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability; and
- Investment income is included when receivable.

Amounts received during the year relating to specific periods are spread over the periods to which they relate. Capital grants are treated as restricted funds against which the assets purchased are depreciated over their useful life.

1. Accounting policies (continued)

d. Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

e. Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f. Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g. Expenditure and irrecoverable VAT

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h. Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of directly attributable staff costs. There are minimal costs of raising funds, actual costs of fundraising are in relation to grant applications. Cost of managing and governance of grants previously awarded are included in charitable activities. In the current and preceding years, the percentage of costs allocated to fundraising is 2%.

i. Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

IT / office equipment	3 - 4 years
-----------------------	-------------

Items of equipment are capitalised where the purchase price exceeds £1,000 (excluding VAT).

1. Accounting policies (continued)

j) Intangible fixed assets

Amortisation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The amortisation rates in use are as follows:

Website	4 years
---------	---------

k) Debtors

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

l) Cash at bank and in hand

Cash at bank and cash 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.

m) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at amortised cost using the effective interest method.

o) Pension costs

The company operates a defined contribution pension scheme for its employees, in accordance with the government's auto-enrolment regulations. There are no further liabilities other than that already recognised in the statement of financial activities. The total employer pension contributions payable in the year were £40,387 (2024: £29,253). Pension costs are allocated to projects on the same basis as staff costs.

p) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are the allocation of costs to fundraising and charitable activities (see note 1(h)) and depreciation (see note 1(i)).

2. Prior year comparative: statement of financial activities

	Restricted Funds £	Unrestricted Funds £	Total 2024 £
Income from:			
Charitable activities	1,054,996	260,938	1,315,934
Investments	-	22,384	22,384
Other	-	-	-
Total income	1,054,996	283,322	1,338,318
Expenditure on:			
Raising funds	-	18,814	18,814
Charitable activities	1,079,019	243,510	1,322,529
Total expenditure	1,079,019	262,324	1,341,343
Net (expenditure) / income	(24,023)	20,998	(3,025)
Total funds brought forward	300,811	782,333	1,083,144
Total funds carried forward	276,788	803,331	1,080,119

3. Income from charitable activities

	Restricted Funds £	Unrestricted Funds £	Total 2025 £
Grants and service level agreements			
Sport England	823,411	-	823,411
Integrated Care Board (ICB)	-	165,000	165,000
Gloucestershire County Council	5,000	63,000	68,000
Local councils	60,000	-	60,000
4Global Consulting	31,680	-	31,680
Grants < £5,000	2,500	-	2,500
Total grants and service level agreements	922,591	228,000	1,150,591
Consultancy income	-	25,588	25,588
Total income from charitable activities	922,591	253,588	1,176,179
Prior year comparative			
Grants and service level agreements			
Sport England	803,290	-	803,290
Integrated Care Board (ICB)	133,005	151,995	285,000
Gloucestershire County Council	40,000	61,800	101,800
Local councils	60,000	-	60,000
GOGA	18,701	-	18,701
Total grants and service level agreements	1,054,996	213,795	1,268,791
Course contributions	-	5,375	5,375
Consultancy Income	-	41,768	41,768
Total income from charitable activities	1,054,996	260,938	1,315,934

4. Government grants and contracts

The charity receives government grants and contracts, deemed to be funding from Sport England, Gloucestershire Clinical Commissioning Group and local authorities, to fund core services and charitable activities. The total value of such grants and contracts in the period ending 31 March 2025 was £1,150,591 (2024: £1,178,791). There are no unfulfilled conditions or contingencies attaching to these grants in 2024/25. During the year, the charitable company was required to repay unspent funds amounting to £Nil (2024: £5,517) from Sport England as a condition of the grant.

5. Total expenditure

	Raising Funds £	Charitable Activities £	Total 2025 £
Project expenditure	-	330,374	330,374
Staff costs (note 9)	15,821	775,220	791,041
Travel and subsistence	-	12,754	12,754
Support and governance costs:			
Information and communications			
Technology	767	37,561	38,328
Premises costs	578	28,305	28,883
Depreciation	231	11,338	11,569
Stationery	28	1,356	1,384
Telephone and postage	56	2,727	2,783
Subscriptions	82	4,034	4,116
Website and marketing campaigns	520	25,504	26,024
Board and meeting expenses	131	6,403	6,534
Audit fees	206	10,114	10,320
Legal, professional and consultancy fees	817	40,052	40,869
Losses on disposal of fixed assets	13	657	670
	<u>19,250</u>	<u>1,286,399</u>	<u>1,305,649</u>

Prior year comparative

	Raising Funds £	Charitable Activities £	Total 2024 £
Project expenditure	-	390,228	390,228
Staff costs (note 9)	15,513	760,126	775,639
Travel and subsistence	-	10,408	10,408
Support and governance costs:			
Information and communications			
Technology	843	41,340	42,183
Premises costs	528	25,879	26,407
Depreciation	61	3,004	3,065
Stationery	52	2,534	2,586
Printing	6	277	283
Telephone and postage	39	1,922	1,961
Subscriptions	99	4,838	4,937
Website and marketing campaigns	593	29,066	29,659
Board and meeting expenses	139	6,809	6,948
Audit fees	197	9,659	9,856
Legal, professional and consultancy fees	744	36,439	37,183
	<u>18,814</u>	<u>1,322,529</u>	<u>1,341,343</u>

Total governance costs were £39,465 (2024: £26,785).

6. Expenditure by activity

	Direct expenditure £	Staff costs £	Other costs £	Total 2025 £
Local priority places	86,688	75,305	18,652	180,645
GCC social prescribing	53,222	21,990	5,442	80,654
GCC Inclusion contract	17,568	32,590	8,065	58,223
GCC Coney Hill ILP	39,839	-	-	39,839
Business Services	794	16,770	4,150	21,714
GOGA	2,156	-	-	2,156
SE welfare officer	2,614	39,947	9,885	52,446
SE delivery role	10,296	88,199	21,968	120,463
SE together fund	150	-	-	150
WCM CCG	102,670	134,473	21,564	258,707
WCM districts	7,714	37,593	9,299	54,606
WCM events	1,140	-	-	1,140
SE strategic & governance	4,509	344,174	85,194	433,877
Play Their Way pilot	1,014	-	-	1,029
	<u>330,374</u>	<u>791,041</u>	<u>184,234</u>	<u>1,305,649</u>

Prior year comparative

	Direct expenditure £	Staff costs £	Other costs £	Total 2024 £
Local priority places	40,510	39,546	9,472	89,528
GCC social prescribing	30,169	34,809	7,752	72,730
GCC Inclusion contract	6,707	19,788	6,085	32,580
Business Services	8,944	36,985	10,302	56,231
GOGA	35,104	9,886	2,052	47,042
SE welfare officer	38	10,523	2,171	12,732
SE delivery role	39,231	102,292	21,962	163,485
SE together fund	37,142	-	75	37,217
WCM CCG	121,283	43,213	9,017	173,513
WCM districts	36,166	47,968	10,489	94,623
SE strategic & governance	34,934	430,629	96,099	561,662
	<u>390,228</u>	<u>775,639</u>	<u>175,476</u>	<u>1,341,343</u>

7. Net movement in funds

This is stated after charging:

	2025 £	2024 £
Depreciation of fixed assets	4,107	3,065
Amortisation of intangible fixed assets	7,462	
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	-
Auditor's remuneration:		
• Statutory audit (including VAT)	11,280	10,320
• Other services (including VAT)	5,900	13,300
	791,041	775,639

8. Staff costs and numbers

The aggregate payroll costs were as follows:

	2025 £	2024 £
Salaries and wages	670,529	655,928
Social security costs	67,625	64,387
Pension contributions	40,277	39,980
Staff development and recruitment	12,610	15,344
	791,041	775,639

One employee (2024: one) received total remuneration of more than £60,000.

The key management personnel of the charity comprise the trustees, the Deputy Chief Executive Officer, the Director of People and Partnerships and the Chief Executive Officer ("CEO"). The total remuneration of the key management personnel of the charity was £196,215 (2024: £71,299).

	2025 No.	2024 No.
Average staff head count	19	20
Full time equivalent as at 31 March	17	16.57
	17	16.57

9. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Tangible fixed assets

	Bicycle equipment £	IT / office equipment £	Total £
Cost:			
At 1 April 2024	8,177	17,167	25,344
Additions	-	4,847	4,847
Disposals	(8,177)	-	(8,177)
At 31 March 2025	-	22,014	22,014
Depreciation:			
At 1 April 2024	2,044	10,725	12,769
Charge for year	1,363	2,744	4,107
Eliminated on disposal	(3,407)	-	(3,407)
At 31 March 2025	-	13,469	13,469
Net Book Value:			
At 31 March 2025	-	8,545	8,545
At 31 March 2024	6,133	6,442	12,575

11. Intangible fixed assets

	Website £	Total £
Cost:		
At 1 April 2024	-	-
Additions	51,166	51,166
At 31 March 2025	51,166	51,166
Depreciation:		
At 1 April 2024	-	-
Charge for year	7,462	7,462
At 31 March 2025	7,462	7,462
Net Book Value:		
At 31 March 2025	43,704	43,704
At 31 March 2024	-	-

12. Debtors

	2025 £	2024 £
Trade debtors	3,780	66,420
Prepayments	93,034	21,879
	<u>96,814</u>	<u>88,299</u>

13. Creditors: amounts due within 1 year

	2025 £	2024 £
Trade creditors	67,204	69,588
Other creditors	-	58
Accruals	15,516	78,839
PAYE and social security	17,523	17,887
Pension control account	-	6,449
VAT control account	3,737	46,732
Deferred income	496,000	-
	<u>599,980</u>	<u>219,553</u>

14. Analysis of net assets between funds

	Restricted Funds £	Designated Funds £	General funds £	Total funds £
Tangible fixed assets	-	-	52,249	52,249
Current assets	747,524	476,651	316,348	1,540,523
Current liabilities	(518,080)	(76,826)	(5,074)	(599,980)
Net assets at 31 March 2025	<u>229,444</u>	<u>399,825</u>	<u>363,523</u>	<u>992,792</u>

Prior year comparative

	Restricted Funds £	Designated Funds £	General funds £	Total funds £
Tangible fixed assets	-	-	12,575	12,575
Current assets	356,866	609,824	320,407	1,287,097
Current liabilities	(80,078)	(108,729)	(30,746)	(219,553)
Net assets at 31 March 2024	<u>276,788</u>	<u>501,095</u>	<u>302,236</u>	<u>1,080,119</u>

15. Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2025 £
Other					
GOGA	3,406	-	(2,156)	(1,250)	-
Local delivery pilots	15,010	-	-	(15,010)	-
WCM District Councils	57,008	60,000	(54,606)	-	62,402
SE Strategic and Governance Role	(16,687)	498,435	(433,877)	14,796	62,667
SE Delivery Role	14,585	120,376	(120,463)	(14,796)	(298)
SE Together Fund	1,910	-	(150)	(1,760)	-
WCM Social Prescribing	86,148	-	(80,654)	-	5,494
Local Priority Places	60,840	181,679	(180,645)	15,010	76,884
SE Welfare Officer	14,568	54,601	(52,446)	-	16,723
GCC Coney Hill ILP	40,000	-	(39,839)	(161)	-
25/26 WCM Event	-	5,000	(1,140)	-	3,860
24/24 PTW	-	2,500	(788)	-	1,712
Total restricted funds	<u>276,788</u>	<u>922,591</u>	<u>(966,764)</u>	<u>(3,171)</u>	<u>229,444</u>

Unrestricted funds:

Designated funds:

Redundancy	76,274	-	-	(8,063)	68,211
Staff holiday	7,076	-	-	-	7,076
Maternity/Paternity pay	10,000	-	-	-	10,000
We Can Move					
Social prescribing	3,233	-	-	-	3,233
WCM CCG	389,512	165,000	(258,207)	-	296,305
GGC Short Breaks	15,000	-	-	-	15,000
Total designated funds	<u>501,095</u>	<u>165,000</u>	<u>(258,207)</u>	<u>(8,063)</u>	<u>399,825</u>

Restricted funds	276,788	922,591	(966,764)	(3,171)	229,444
Designated funds	501,095	165,000	(258,207)	(8,063)	399,825
General funds	302,236	130,731	(80,678)	11,234	363,523
Total unrestricted funds	803,331	295,731	(338,885)	3,171	763,348
Total funds	<u>1,080,119</u>	<u>1,218,322</u>	<u>(1,305,649)</u>	<u>-</u>	<u>992,792</u>

15. Movements in funds (continued)

Purpose of Restricted funds

Sport England

Strategic and Governance:

Sport England funding to test our approach using the core concepts Inspire, Connect and Enable to work in areas where inequalities are the greatest and where people have the most to gain from living an active life, through a mix of cohort and place based approaches

Delivery:

Sport England funding to deliver high quality projects which will support individuals and organisations whilst providing learning and insight that can be shared across sport and physical activity system.

Welfare Officer:

Sport England are investing £14.83 million to establish a national network of welfare officers. The project will support local clubs in ensuring the welfare of their members, both children and adults. This is a policy response to The Whyte Review, which questioned the level of safeguarding responsibility given to grassroots volunteers.

Priority Places:

Place based physical activity interventions means the focus of work is in a specific geographic area or 'place'. This could be a street, neighbourhood, town or district. It targets the entire community; working with residents, groups, organisations and businesses that live or work in the area to better understand what the place is like, what the challenges or issues are and how we can work together to overcome them. The Sport Welfare Officers will add capacity and expertise to the existing safeguarding work of NGBs and Active Partnerships.

Opening Schools Facilities:

Sport England funding to encourage and support targeted Gloucestershire schools to allow residents in their local area to hire the school's facilities so they can play sport and be more active.

Non-Sport England

We can move District Councils:

Sport

Social Prescribing:

Funding provided by the ICB (previously known as CCG) to support tackling health inequalities in Gloucestershire.

Transfers between funds

Transfers between funds are to redistribute designated funding. Reducing the number of funds to reflect the direction of change from Sport England, to consolidate the various

Purpose of Designated funds

Redundancy

To provide for contracted staff redundancy payments. This will only be expended if redundancies are made under the charity's redundancy policy.

Staff holiday

To provide for untaken holiday at the end of the financial period.

We can move CCG:

We can move is the county's whole system and social movement approach to increasing physical activity levels and tackling health inequalities. The long-term goal of the programme is to halve physical inactivity rates in Gloucestershire by 2030.

GCC Inclusion contract (previously known as Short Breaks Capital Fund):

Gloucestershire County Council provided funding to acquire various items of equipment and provide adaptations to support disabled children and young people under 25, to take part in a range of arts, sports, and leisure activities

15. Movements in funds (continued)

Prior year comparative

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Education					
School Games	22,184	-	-	(22,184)	-
Other					
Work for Disabled	-	-	-	-	-
Opening School Facilities	5,517	(5,517)	-	-	-
GOGA	31,747	18,701	(47,042)	-	3,406
Local delivery pilots	51,587	-	(36,577)	-	15,010
Insight	-	-	-	-	-
Covid Health Inequalities	-	-	-	-	-
CCG Pain Management	-	-	-	-	-
WCM District Councils	91,631	60,000	(94,623)	-	57,008
SE Strategic and Governance Role	24,397	498,393	(561,662)	22,184	(16,687)
SE Delivery Role	57,652	120,418	(163,485)	-	14,585
SE Together Fund	(9,778)	48,905	(37,217)	-	1,910
WCM Social Prescribing	25,873	133,005	(72,730)	-	86,148
Local Priority Places	-	113,791	(52,951)	-	60,840
SE Welfare Officer	-	27,300	(12,732)	-	14,568
GCC Coney Hill ILP	-	40,000	-	-	40,000
Total restricted funds	300,811	1,054,996	(1,079,019)	-	276,788
Unrestricted funds:					
<i>Designated funds:</i>					
Redundancy	64,222	-	-	12,052	76,274
Staff holiday	7,076	-	-	-	7,076
Maternity/Paternity pay	-	-	-	10,000	10,000
We Can Move					
Social prescribing	3,233	-	-	-	3,233
WCM CCG	411,030	151,995	(173,513)	-	389,512
GCC Short Breaks	-	-	-	15,000	15,000
Total designated funds	485,561	151,995	(173,513)	37,052	501,095

15. Movements in funds (continued)

Prior year comparative (continued)

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted funds	300,811	1,054,996	(1,079,019)	-	276,788
Designated funds	485,561	151,995	(173,513)	37,052	501,095
General funds	296,772	131,327	(88,811)	(37,052)	302,236
Total unrestricted funds	782,333	283,322	(262,324)	-	803,331
Total funds	1,083,144	1,338,318	(1,341,343)	-	1,080,119

16. Income from investors

	Local Authority £	Sport England £	Other * £	Total £
Grants and service level agreements	-	855,091	-	855,091
Other income	293,000	-	70,231	363,231
Total income	293,000	855,091	70,231	1,218,322
Direct delivery	27,424	196,312	-	223,736
Staff costs	68,988	538,445	18,210	625,643
Travel costs	-	75	-	75
Other	1	106	195	302
Overhead recovery	17,363	135,519	4,150	157,032
Total expenditure	113,776	870,457	22,555	1,006,788
Net income / (expenditure)	179,224	(15,366)	47,676	211,534

*Other includes all income in the accounts, not just public investors.

The above table only takes into account those movements within the financial year; no account is taken of the value of unspent funds brought forward from 2023/24.

17. Financial instruments

	2025 £	2024 £
Financial assets measured at amortised cost	1,447,489	1,265,218
Financial liabilities measured at amortised cost	82,720	148,485

Financial assets measured at amortised cost comprise cash and cash equivalents, trade debtors, accrued income and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and other creditors.

18. Operating leases

The charity had operating leases for land and buildings at the year end with total future minimum lease payments as follows:

	2025 £	2024 £
Amounts falling due: Within 1 year	5,400	4,770

19. Related party transactions

Transactions with trustees

Jon McGinty, a trustee, is the Managing Director of Gloucester City Council. During the year ended 31 March 2025, Active Gloucestershire received £0 (2024: £40,000) of income from and paid £nil (2024: £nil) to, Gloucester City Council.

ACTIVE GLOUCESTERSHIRE

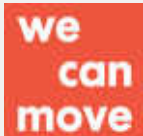
England & Wales - Charity number 1138546

Accounts



Annual Report

2023-2024



Active
Gloucestershire

Table of content

Page

1	Overview
2	Introduction from Chair
3	Introduction from CEO
4	Structure, governance and management
8	Our work
14	Key achievements this year
14	Health
15	Active ageing
16	Disability
17	Place and communities
18	Active environments
20	Children and young people
22	People, partnerships and workforce
23	Equality, diversity and inclusion
25	Communications and marketing
27	Operations
28	Environmental, social and governance
31	2024 / 25 plans
32	Finance review
35	Statement of responsibilities of the Trustees
37	Report and audited financial statements



Overview

Active Gloucestershire is an independent charity committed to helping the people of Gloucestershire to move more.

We belong to a national network of Active Partnerships operating across England to establish the conditions for an active nation.

We believe that physical activity can have a transformative impact on the lives of people and their communities and is the single biggest thing that can be done to improve a person's health. At our core, we are about driving positive change.

As a trusted organisation, Active Gloucestershire coordinates we can move, a social movement dedicated to supporting people across our county to get active.

Our role is to:

- inspire organisations, community groups, activity providers and individuals across Gloucestershire to work together and remove barriers to physical activity, tackle inequalities and increase activity rates
- connect individuals and organisations and help to build strong collaborative partnerships
- enable the growth and impact of we can move, through the provision of a range of insight, resources, training and support.

The following pages provide further detail about who we are, the work we do and some of our key achievements this year.

Introduction from Emma Owen

Chair, Active Gloucestershire



As I step into my new role as chair of Active Gloucestershire, I do so with great excitement about the opportunities that lie ahead and an unwavering commitment to the work that we need to undertake.

We know that deeply entrenched inequalities continue to exist within the physical activity sector – inequalities that prevent people from moving more and enjoying the physical, social and emotional benefits that come from being physically active. And we know that in order to tackle these participation barriers and drive positive change, we need to work with individuals, communities and organisations across our county. Active Gloucestershire’s mission therefore, is to mobilise a county-wide social movement – a community of changemakers that connects, inspires and enables people across Gloucestershire to improve their lives through physical activity.

I intend to build on the solid foundations left by our previous chair and steer the charity forward in a way that will enable us to achieve this mission. By building relationships of trust with other system partners, inspiring and investing in our county’s changemakers and deepening our engagement with communities, we’ll be better equipped to build capacity within the movement and maximise its impact.

Over the next 12 months, I want to focus on the following priorities:

- Strengthening our board by focusing on non-executive director recruitment. We’re particularly interested in appointing individuals who have a background in the voluntary and community sector, personal experience or knowledge of working with people who’ve been impacted by inequalities in sport and physical activity or those with an understanding of the health system, wellbeing or physical activity in Gloucestershire.
- Utilising the insight and skills of our experienced senior leadership team, empowering them to be creative, take more calculated risks and identify game-changing activities that will maximise our impact.
- Becoming more strategy led – ensuring the board’s work fully aligns with our organisation’s strategic objectives and those of Sport England and other funded partners. We know that across the sector there is a commonality of purpose – a strategic alignment between key national and local organisations which centres on tackling the inequalities that prevent people from moving more.

As a board, we want to harness this synergy so that we can continue to have meaningful impact as an organisation and transform the lives of people in Gloucestershire through movement and physical activity.

Introduction from Tom Beasley

Chief Executive Officer, Active Gloucestershire



The last year has been both challenging and exciting as we better understand the impact of our work and how, by working with multiple stakeholders and partners, we can address the deep inequalities in sport and physical activity in our county.

In the last year, in partnership with Sport England, we've been able to bring greater investment into our communities and focus some of our work in areas most impacted by inequalities such as Gloucester and the Forest of Dean.

We've also received investment from Sport England to appoint a sport welfare officer, who will form part of a national network of officers, supporting clubs and national governing bodies and ensuring that sport in our county is welcoming, accessible and safe.

The review and renewal of our Diversity and Inclusion Action Plan has provided us with the opportunity to re-evaluate and restate our commitment to diversity and we've set ourselves ambitious and challenging targets for the year ahead.

As we look forward to the coming year, we're excited about the opportunities to deepen our work in several focus areas across the county and to be able to review our progress towards the aims set out in the 2030 we can move strategy.

Structure, governance and management

Company information

Our organisation is a company limited by guarantee, incorporated on 12th August 2010. It was registered as a charity on 25th October 2010 and its objects and powers are set out in its Articles of Association.

Our charity objects

Our charity objects as stated in our Articles of Association are:

- a) the promotion of community participation in healthy recreation, by providing and assisting in the provision of facilities for and opportunities to participate in sport and other physical activities for the benefit of, in particular, but not exclusively, the inhabitants of Gloucestershire.
- b) to advance the education of the public in sport and physical activity.

Governance

It is the responsibility of the board and chief executive officer (CEO) to ensure that Active Gloucestershire has effective governance arrangements, including a sound system of internal control, as well as continuously striving to improve its governance and meeting changing legal and other requirements.

Compliance with the Code for Sports Governance remains a priority for Active Gloucestershire and we are committed to continuously developing our practice and approach with the aim of being our county's role model for sport and physical activity. In March 2024, we received confirmation from Sport England that we remain compliant with the Code for Sports Governance.



Management

Working under the direction of the board, Active Gloucestershire is led by its CEO and a staff team of 20 (as of 31/03/2024) who provide day-to-day management and delivery functions. The staff team and overall management of the charity is overseen by the board of trustees (who are also the directors of the charity).

Appointment of our chair and senior trustee

The appointment of our chair and senior trustee is usually made from amongst existing trustees. If current trustees are unwilling to stand for appointment, or if there are no suitable candidates, the position will be advertised and an appointment committee will be established. Upon appointment, our chair and senior trustee sign role descriptions specific to their roles.

Recruiting and appointing new trustees

Active Gloucestershire has an active and effective board of six trustees, comprising a chair, and five others, all of whom were recruited transparently on a skills-led basis. All trustees are appointed for an initial term of three years. No trustee may serve more than nine years, unless in exceptional circumstances and with prior agreement from the board.

A trustee who retires from the board after a period of nine years is ineligible for re-appointment for a period of four years, after this time, should they successfully be re-appointed as a trustee, their years of service will commence again at zero.

There were no new appointments and five retirements for the year April 2023 to March 2024.

Organisational structure and decision-making

Trustees meet six times a year (or more where required) to discuss our strategic direction, ensure our core aims and objectives are being met in the most efficient way, take account of any risks facing our organisation and ensure that all legal obligations are satisfied.



Our board includes a finance and resources committee (FRC) and a nominations and people committee (NPC). The FRC works with senior management to review all aspects of our organisation's finance, human resources and information and communications technology regularly and rigorously. The NPC works with the chief executive officer (CEO) to ensure that the composition and performance of our board, chief executive officer and senior management team are optimal and support the needs of our organisation.

Our organisation's day-to-day business is delegated to the CEO and through them, to other staff. Our policies manual and financial procedures handbook identify matters that are reserved for consideration by our board and sets out the process for urgent action to be taken by our chair.

Our scheme of delegation outlines where decision-making authority lies within the organisation. This year, the board identified that the scheme of delegation hadn't increased in line with inflation, growth or the change in approach to risk, for many years. It therefore increased the levels of financial delegation for the CEO to enable quicker and more efficient decision-making.

Board effectiveness review

In February 2024, our board also underwent an independent effectiveness review, which identified strengths and opportunities for the board to develop. The recommendations are being considered by the trustees and an action plan will be drawn up.

Pay and remuneration

Provision for salary increases is included in the budget-setting cycle. The chief executive has authority to award performance-related salary increases in one-off, non-recurring instances, consistent with and not exceeding the overall provision included in the approved budget.

Any increase over and above the approved provision requires trustee approval. The NPC is responsible for making recommendations to our board, regarding the chief executive's and senior management team's remuneration.



Related parties

There are no subsidiaries or charities controlled by the same trustees.

Risk statement

Responsibility for considering and alleviating the risks facing our organisation lies with the trustees. They maintain and review a risk register that details the risks we face, along with their probability, impact and the controls we have in place to mitigate against them. This register is comprehensive covering governance, operational, financial, external, safeguarding and compliance risks and is reviewed six times a year at each board meeting.



Our work

Why we're here

Despite the firmly established benefits of leading an active lifestyle including improved mental wellbeing, better physical health and increased social connectedness, 115,700 adults (21.5%) across Gloucestershire, don't move enough to benefit their health. An ageing population, the increasing prevalence of mental health problems and rising incidence of youth obesity continue to sustain these inactivity levels, with participation amongst certain groups in Gloucestershire remaining particularly low.

34.3% of people living with disabilities and long-term health conditions are inactive

27.3% of children and young people are inactive

33.0% of people aged 65 years and over are inactive

We know that in order to tackle these deep-seated inequalities and ensure that everyone in Gloucestershire has access to the benefits that physical activity can offer, we need to bring individuals and organisations together and work across the system to build physical activity into our daily lives and create an environment in which being physically active is the norm.



What we want to achieve

Our ambition:

We want to get more people moving and halve inactivity rates in Gloucestershire by 2030.

Our vision:

Everyone in Gloucestershire living healthy and happy lives.

Our mission:

We're part of an inclusive community that connects and inspires people in Gloucestershire to improve their lives through physical activity.

Our objectives

- 1. Grow we can move** so we can support more people and recognise the strength we have by working together.
- 2. Share and learn** so that everyone is able to enjoy the benefits of a more active life.
- 3. Connect** to make sport and physical activity available to everyone regardless of age, disability, race, gender, religious beliefs or background.
- 4. Support** diversity, especially underrepresented groups, whilst working with people and projects that share our values.
- 5. Celebrate** people and organisations that help people to be active. Together we will celebrate our successes and failures and encourage each other to do more
- 6. Stay flexible** so we can adapt to changes and opportunities.

How we'll achieve this

Our role

As the supporting body for **we can move**, we see ourselves in a facilitative role – inspiring, connecting and enabling individuals and organisations to drive positive change across our county.



Inspire

- Unite behind a common vision, mission values and behaviours.
- Guide a collective strategy
- Run and promote campaigns that inspire people to be active.
- Facilitate collective advocacy for county policies that promote physical activity



Connect

- Work together to bring about change
- Bring people together to support each other, collaborate and share good practice
- Encourage alignment of activities and measures that help us see the difference we are making.



Enable

- Provide data, stats and facts, identify need and share good practice
- Increasing investment in our sector by supporting others to secure funding/income.
- Provide training, workshops and consultancy

Our approach

We work in a complex environment so we need to work at an individual, community and system level and also to learn from what we do, to create the conditions for more people to be active. This is our Theory of Change:

1. SYSTEM WORKING



'all parts make a difference'

Driving change through:

- Understanding how the organisations and people work at a local and national levels
- Building relationships based on trust to support positive decision making
- Leadership and advocacy across organisations and sectors to develop shared goals

2. COLLECTIVE ACTION



'all people make a difference'

Strengths, people and place based approach through the **we can move** movement based on:

- Inspiring community activism to make positive changes
- Discovering and collaborating around shared values

3. BEHAVIOUR CHANGE



'everything we do makes a difference'

Supporting people to make changes to benefit from a more active life through:

- Using theories of behaviour change like the COM-B model
- Focusing on the individual whilst recognising wider system inequalities that impact their behaviour
- Working with people's strengths - 'focusing on what is strong, not what is wrong'

4. LEARNING AND ADAPTING



'everything we discover makes a difference'

We embed learning throughout the work that we do by:

- Building evaluation in from the beginning
- Adapting to extraordinary circumstances
- Being prepared to get it wrong and understand why

Our values

Our values guide our work – they shape our actions, decisions and interactions with others and are a key part of our identity.

Be brave

The best way to see if something works is to give it a go.

Be curious and listen hard

Gather learning, insight and data and look to understand the experiences of those with perspectives furthest from your own.

Stand shoulder to shoulder

Everyone owns the movement. Ask for help when you need it, offer it when it will be useful and be prepared to grow ideas together.

Go where the energy is

Focus on strengths, emphasise the positive and gently challenge the negative.

Build relationships of trust

Invest in others as much as in getting things done.

Key achievements

Health

Our work in the health space has gone from strength to strength with two areas in particular demonstrating the value of partnership working and collaborative approaches. The first involved the recruitment, deployment and testing of 'Physical Activity Navigators' in Cheltenham, Tewkesbury and the Forest of Dean. The roles were co-designed with host organisations to bridge the gap between the health system (in this case social prescribing) and local physical activity providers. Connecting social prescribers with local community partners, but most importantly enabling confident and capable conversations around people living with long-term conditions to build activity into their lives, was key. The project focused on building knowledge around approaching physical activity conversation, increasing the confidence of the physical activity sector to provide safe and inclusive offers and building trusted local relationships with both traditional and non-traditional activity providers.

The second highlight was a project that involved working with a peer support group known as the 'pain warriors' in Matson, Gloucester. Using the we can move approach, we wanted to influence a shift in mindset in the health system around testing community led approaches whilst enabling community action through understanding the behaviours and story of local people in their place. We spent a number of weeks focusing on building trust and empathy with a group who prior to this work, had been entirely distrusting of any health or community organisations. The group then self-identified what might be possible in terms of them moving more together, before we gently tested this by introducing inclusive physical activity in their space.



Active ageing

System approaches have been key to our older adults work this year, not only because it's a strategic priority but because of the complexity around the rate of ageing in our county and the factors that influence health and activity. In 2023-24, we tested the use of systems dynamics and a process known as Group Model Building to understand the issue at hand more deeply and then develop a collective community response. We recognise that we have a much greater chance to respond to wicked issues (issues with multiple interdependent factors, that appear impossible to solve), by doing things together.

We brought together community leaders (anyone passionate about active ageing) to map and understand the factors that influence the health and activity of older adults in our county and then identify opportunities to build on local action that is already taking place or develop new action where there may be gaps. The key influencer here is that the action is not owned by us (Active Gloucestershire) but by a collective of self-identified local community leaders who work together to prioritise and implement action locally. 52 community leaders joined us, developing 142 action ideas. 26 of those leaders then volunteered to join action groups around 8 themes including: investment, commissioning, developing services and physical activity.

The action groups have been ongoing and despite some learning around the challenges of coordinating local action around such a big theme, we have demonstrated the power of bringing passionate people together to ideate around solving local issues and the actions that can emerge as a result.



Disability

Over the past year we have expanded our young leadership work and continued to work with YuGo as our delivery partner. Although there was no option to re-deliver See My Voice (as delivered in 2022-23), YuGo worked with Gloucestershire College to deliver to another cohort of students. The sessions covered very similar topics but were delivered in a more flexible way. This year's cohort of 12 attendees were provided with tools to deliver inclusive activities, which they were able to adapt to ensure all could join in. To allow more disabled young people to access this opportunity, we also held workshops which were open to anyone and delivered during the school holidays. We had 7 people attendees at this session, which was delivered as a whole day workshop, rather than as blocks of workshops. This proved to be successful and is something we are looking to develop and offer again next year.

In addition to our project work, the Gloucestershire Active Inclusion Network has had another successful year. The network brings together a range of individuals and organisations who are committed to improving disability inclusion across the county's sport and physical activity sector. It provides those attending with an invaluable opportunity to network and establish exciting new working relationships, that could increase opportunities for disabled people to access and enjoy sport and physical activity. This year, partners from around the county have directed and co-owned the network's priority focus. By facilitating sessions in such a way that the content is driven by its members, we have worked together as a network around specific gaps that have been identified such as inclusive communication and volunteering. The most recent outputs have led to a plan being developed for 2024-25 involving the co-production of bespoke inclusive communication training with support from the Activity Alliance.



Place and communities

Over the past year, we have continued to build on our place-based learning by applying different approaches, widening our relationships and partnerships and embedding this way of working across other internal departments. We have continued to work closely with Gloucester Community Building Collective to enable communities to initiate activity themselves, building capacity across Gloucester-based communities and applying strengths-based approaches. We also took a more data driven approach to securing ongoing investment from Sport England, into areas of our county that face more acute physical activity, health and social inequalities.

Our place team has expanded to three members of staff - one full time strategic lead and two part-time project officers. With this added capacity, we were able to embed the two part-time team members in the rural town of Cinderford, where they were tasked with building relationships across the local area and system, uncovering some of the barriers and enablers to movement there, as well as spotting real systemic problems and opportunities, which if explored further, could lead to long-term and sustainable positive outcomes.

Alongside our core place work, we also supported the distribution of the Together Fund via a place lens. We worked with partner organisations in communities that had been disproportionately affected by the pandemic and then the cost of living crisis and had found themselves struggling to continue operating. Through this work we not only ensured investment was directed to the groups that needed it the most, but that they were also supported with wider governance, safeguarding and fundraising support.



Active environments

Over the 2023/24 period there were several high-profile opportunities to promote our active environments agenda, thereby ensuring that the long-term planning for sport and physical activity is being properly considered. Cheltenham Borough Council, Gloucester City Council and Tewkesbury Borough Council joined forces to deliver a Strategic and Local Plan (SLP), which will provide a blueprint for the physical development of the combined area up to 2041. Similar strategic planning is being undertaken by Cotswold District Council, who are also producing a new Local Plan, and in the Tewkesbury Borough Council area plans are emerging for the development of a Garden Town featuring up to 4,000 new homes. We engaged in the consultation process for each of these projects, ensuring that full consideration was given to the provision of facilities and infrastructure to support high quality provision for physical activity, sport and active travel long into the future.

Additionally, we have continued to increase our involvement in active travel initiatives within the county. Our support for Gloucestershire County Council's development of a county-wide active travel strategy continues and we engaged with the consultation around the emerging Forest of Dean active travel strategy. Alongside this, we formed a strategic link with Active Travel England's regional development manager and we assisted the county council with the development and delivery of a £150k e-bike hire scheme, which will provide active travel opportunities for residents in targeted communities to access education and employment opportunities.

In late 2023, we concluded our work to produce Gloucester City Council's 'Sport and Physical Activity Strategy 2023-2028'. Based on detailed research and consultation, the new strategy provides a clear direction for the council to work in partnership to support healthy lifestyles in the community by reducing levels of inactivity amongst residents, while at the same time helping local people who already participate in physical activity and sport be the best they can be. The strategy is currently being used as the basis for the procurement of a new leisure operator for the city's major leisure centres.



Our long-term support for one of the county's most high-profile sports facility developments was rewarded with the beginning of the construction of Blackbridge Community and Sports Hub in Gloucester. Part funded by Sport England, the hub will feature a full-sized, floodlit artificial grass pitch and natural grass pitches for football, rugby and cricket, as well as a pavilion building which will feature changing rooms, a dance/exercise studio, health and fitness gym and social and meeting spaces. The development of the project has for a long time been led by people drawn from local sports clubs and community development charities. In 2021, the group decided to form the Blackbridge Charitable Community Benefit Society (BCCBS), which was established for the benefit of the community rather than solely its members. Active Gloucestershire has played a central role in enabling the development of the project by providing ongoing consultancy support to BCCBS. This work has seen us apply our skills and experience to assist with fundraising, business planning, community consultation, land negotiations, facility design and future management and operation.



Children and young people

In schools

This year, our work within schools has focused on creating an active environment. We have worked with teachers and teaching assistants to build their confidence and knowledge around movement, enabling them to incorporate this into the classroom and use activity to connect, enable and inspire children to learn. We have followed a number of initiatives during the year, but the most successful one, which provided us with an evidence base for our programme development, was the Shift Wellbeing Ambassador Training.

The course supports teachers to deliver simple movement along with breath and mindful moments in class and online, with their students. Over the last 3 years, Shift have delivered 6 training programmes to 120 educators in 80 schools across Gloucestershire and the impact has now been shared with the wider community. The impact on the teachers has been incredible, giving them a better sense of personal well-being and allowing them the time to create and develop ideas to better engage students. For the young people themselves, teachers have seen an improvement in self-regulation and concentration, when these tools are used in class or in one-to-one conversations.

This collaboration between the Integrated Care Board (ICB), Gloucestershire Healthy Living and Learning (GHLL) and schools has enabled the benefits of this work to ripple further, as it has created opportunities for young people to be involved in the design of the programme and following the training, to become in-school wellbeing ambassadors themselves. We will be following up this youth element in 2024/25, as we run the first co-designed and co-led Yoga Celebration project alongside the Gloucestershire School Games.

In the community

Working in collaboration with Gloucestershire ICB and partners across education, health and the Voluntary and Community Sector (VCS), our Activity on Referral programme has continued to expand and diversify throughout 2023-24. Now supporting young people in all six Gloucestershire districts we have further expanded our network of trusted activity providers and developed new referral pathways into the programme, including forging a link with the children and young people's Multi-Agency Navigation Hub.

Activity on Referral is a supportive programme that links young people with mild to moderate mental health needs to local, community-based activities that we know will support their wellbeing. During 2023-24, we received 220 referrals into the programme, of which 117 were for bespoke programmes delivered in schools by local activity providers. Over 100 referrals were for young people to join clubs and activities running within their local communities, where we were able to signpost them to an appropriate activity delivered by one of our trusted providers. Due to the higher number of bespoke programmes delivered in the Forest of Dean and Gloucester, most of our referrals came from there - 128 from the Forest of Dean district and 70 from Gloucester. We found that we engaged with a higher number of secondary school-aged children than primary school-aged children during this period, with 147 referrals coming in for young people in year 7 and above.

Outcomes for the young people participating in the programme have included young people feeling able to return to school after a sustained period of absence, participants building friendships and social connections, increased self-confidence and sporting successes within their chosen clubs. One example of this is a young man who joined his local martial arts club following a referral to the programme and has now been chosen to represent the club at an upcoming European championship.

Other highlights of the programme in this period have been the providers roundtable event hosted at The Pavilion in March 2024, where we brought together a team of 12 trusted providers - enabling them to connect and network with like-minded coaches from across the county, introduced them to the principles of child-first coaching and encouraged them to take some time to focus on their own wellbeing. The invite was extended to all of the clubs we work with including the five clubs we had newly contracted this year.

We will be looking to develop this area of work further in 2024-25, focusing on encouraging more activity providers to join us as one of our trusted providers. We'll also be developing our training offer for clubs and activity providers, particularly focusing on inclusion, mental health awareness and child-first coaching principles.



People, partnerships and workforce

Our people, partnerships and workforce area has continued to gain momentum over the past year. The networks that we can move convene have continued to grow. We have built wider partnerships on shared workforce and capacity building areas such as equality, diversity and inclusion. We have also brought in experts to support our county in areas such as crowdfunding, fundraising and income strategies. Additionally, our work with national disability organisation Activity Alliance has grown and this year has focused on workforce support including organisational improvement plans.

Strategically, our explanation of the role both Active Gloucestershire and we can move plays in addressing Gloucestershire's physical activity inequalities, has evolved this year. The principles, 'inspire, connect and enable' have helped to bring clarity to our role and better explain what we do and our theory of change based on the four pillars of systems change, behaviour change, collective action and learning and adapting and have helped to explain how we work across all levels of the system. This has led to an increase in partnerships across the we can move movement, at all levels of the system.



Equality, diversity and inclusion

This year, we're proud of the significant advancements we've made in our commitment to embed diversity and inclusion as a core organisational priority - the co-creation of our Diversity and Inclusion Action Plan (DIAP) being our stand-out achievement.

Developed in partnership with AKD Solutions and our dedicated staff team and board, our ambitious and insight-driven plan has been designed to align with our long-term strategic objectives and to evolve continuously to the shifting needs and priorities of our organisation. We also intend for it to be fully embedded across our organisation. Additionally, with its focus on reducing inequalities, we've ensured the integration of the DIAP's objectives into our broader people strategy, thereby aligning our internal practices with our community impact.

In July 2023, equality, diversity and inclusion (EDI) became a strategic business priority and an integral part of our core operations, with the allocation of dedicated staff resources and oversight by the director of physical activity. And, with the renewal of the terms of reference for both our EDI steering group and our EDI champions group, we further strengthened our commitment to ensuring that diversity and inclusion remain central to our decision-making and planning processes.



Our commitment to EDI learning and development has been noticeable this year, with colleagues engaging in multiple continual professional development opportunities including, training in safeguarding and health and safety, lunch-and-learn sessions, talks from individuals with lived experience, participation in local networks and volunteering in the community. Our participation in events such as Gloucestershire Pride, The Include Summit, and the Muslim Sports Foundation Conference has also helped to further our insight into EDI and foster a culture of learning and understanding across our staff team. In addition, our EDI champions group has played a lead role in celebrating awareness months, such as Black History Month and LGBT History Month and South Asian Heritage Month by organising internal watch parties, reading clubs and lunch and learns. These have been hugely impactful in raising our awareness of the rich diversity that exists within our organisation and the wider community.

Finally, this year, in our mission to promote safe and inclusive environments across the local sport and physical activity system, we took the significant step of appointing a sport welfare officer. This role has been crucial in supporting local clubs and groups to maintain and enhance standards of safety, welfare and inclusion across the county.

Our achievements during 2023/24 reflect Active Gloucestershire's increasing passion for and commitment towards EDI and our unwavering dedication to making sport and physical activity accessible, inclusive and equitable for all individuals.



Communications and marketing

During 2023/24, we celebrated many exciting milestones in communications and marketing, all of which helped us to connect more meaningfully with our communities and partners.

We took considerable steps towards enhancing our brand, with the development of clearer and more engaging messaging for both Active Gloucestershire and we can move (WCM) and received a wonderful boost in recognition and visibility following our sponsorship of the SoGlos Charity of the Year Awards.

It was equally rewarding to see our social media community flourish, growing by 10%, with even more people engaging with our stories, updates and campaigns and to see an increase in the number of people signing up to our Changemaker newsletter. Through targeted paid campaigns, we also made sure to reach individuals and communities who are often less connected to traditional outreach efforts. Our new video content was also a resounding success, placing the spotlight deservedly on the incredible individuals involved in the movement and bringing their work to life in a refreshing and dynamic way.

On the digital side, we focused on making our website a more accessible and welcoming space. We introduced the Recite Me tool for better accessibility and revamped sections like training and events to ensure content was easy to find and use. While there was a small decline in overall traffic, these improvements have made the site much more user-friendly, with fresh video content and tidier layouts that enhance the experience.



Building strong relationships continued to sit at the heart of our approach, and this year, we deepened our collaborations with key partners, including the NHS, local authorities and media. We were also proud to host 34 events, including partnerships and collaborations with Gloucestershire Pride and International Women's Day, bringing people together in celebration and solidarity.

Our media presence also blossomed, with six organic press releases and six paid advertorials shining a spotlight on important initiatives such as the Knife Angel – an incredible monument aiming to inspire social change and Activity on Referral – which links young people to community-based activities with the aim of improving their mental health and wellbeing.

We're proud of our successes in communications and marketing this year and believe they have laid the foundation for even bigger things in 2024/25.



Operations

This year marked several key operational achievements for Active Gloucestershire. One of our major transitions involved adopting Peninsula as our new HR provider. Their services have streamlined our HR processes by offering comprehensive, 24/7 expert HR advice, paperless management systems, and compliance support across employment law and health and safety. This partnership has allowed us to focus on our core work with less administrative burden and greater confidence in handling complex HR issues.

We are also proud to have achieved Cyber Essential Plus certification for the second consecutive year. This demonstrates our ongoing commitment to robust cybersecurity, ensuring that our data and systems remain secure and resilient against emerging threats.

Staff wellbeing has remained a central focus, and we've been proactive in establishing a dedicated staff wellbeing group. This group, made up of team members from across the organisation, plan to co-design a wellbeing strategy for the coming year. There is a strong overlap between this work and our equality, diversity, and inclusion efforts, practically brought to life through the design and delivery of our monthly collaboration days and training and development plans, further strengthening both areas.

In addition, we have implemented significant improvements to our recruitment processes, making them more inclusive and accessible. By refining how we advertise roles, receive applications and conduct interviews, we've seen a positive impact in attracting and recruiting a more diverse range of talent. These efforts are essential to building a workforce that reflects the communities we serve and upholds our commitment to inclusivity.



Environmental , social and governance

Environmental

Active Gloucestershire remains committed to reducing our environmental impact, as demonstrated by our annual carbon audits. Each year, we assess the environmental footprint of our office, IT systems and travel, ensuring that we are conscious of our carbon emissions across all areas of operation. This helps us to identify areas for improvement and take steps towards more sustainable practices.

In our procurement process, we evaluate potential suppliers, prioritising those that actively work to mitigate their environmental impact. By aligning with suppliers who share our commitment to sustainability, we aim to contribute to broader environmental goals within the industry.

We are also dedicated to meeting the environmental standards set out in Sport England's "Every Move" strategy, a framework designed to foster sustainable operations in the sport and physical activity sector. Our goal is to meet these requirements ahead of the 2027 deadline, ensuring that environmental sustainability remains central to our long-term strategy and organisational values.

Social

Our Diversity and Inclusion Action Plan (DIAP)

Our DIAP is an internally focused document that outlines our long-term equality, diversity and inclusion (EDI) ambitions and the steps we will take to achieve them over a 12 month period. Although the plan is mandated by Sport England, we recognise that tackling inequality lies at the heart of our work and is fundamental to delivering our strategy and that in order to do this, we must first embed sound EDI practices within our own organisation.

Building on the first iteration of our DIAP, this year has seen us come together as a team to reflect on our progress and identify the EDI ambitions and priorities that really matter to us. Following a series of collaborative discussions and workshops with our board, wider staff team and external stakeholders and with support and guidance from AKD consultants, we have co-produced a bespoke and ambitious plan – one that is data driven, builds on our strengths, recognises our gaps and areas for improvement and prioritises monitoring, evaluation and learning. To read our current DIAP please go to www.activegloucestershire.org.

As we start to roll out delivery of our DIAP in 2024/25, we'll focus on gathering data and insight to help us understand our current position and establish our baseline across our three ambitions. We'll move on to analyse this data, identify any areas for improvement and use our learning to set new targets and drive further action. Implementation of our DIAP will be underpinned by a clear communications strategy, regular stakeholder engagement and robust monitoring, evaluation and learning.

In order to bring our DIAP to life and share our progress we'll be starting a blog series, that will shine a spotlight on some of the key priorities and areas of action that we're working on and highlight any wins or challenges that we may have experienced along the way. We hope that this blog series will start meaningful conversations about EDI and encourage our partners and stakeholders to share their learning around EDI too.

Staff diversity

A core part of our new DIAP involves understanding the composition and identity of our existing workforce. Whilst there is enormous value in capturing the demographic makeup of our staff and board, we want our diversity survey to extend beyond the collection of age, ethnicity, gender, disability and sexual orientation statistics.

We know that by capturing our staff's wider lived experiences and understanding what else has helped to shape their identity such as their education, family background and socioeconomic status, we can gain a more holistic understanding of our workforce. This will help us to build better awareness of each other's strengths and abilities, increase the diversity of our decision-making and forge stronger ties with our colleagues.

Therefore, towards the end of July 2024, we will be holding an identity workshop which will enable staff to explore their identity and become clearer on the factors that have helped to shape them and others. Following this workshop, we will conduct a staff and board diversity survey with the aim of capturing key demographic indicators as well as data and insight into other aspects of our identity. We aim to publish our findings in October 2024.

Governance

In February 2024, our Board underwent a robust external effectiveness review. Conducted by Shipway Consulting Ltd, the review explored the Board's compliance with the Code for Sports Governance with the aim of identifying its strengths along with any areas for improvement. Following this review, the Board met to discuss the findings and draw up an action plan.



2024/25 plans

Health

- Deepen our influence
- Build capacity
- Increase advocacy

Active environments

- Support development of facilities
- Raise profile of active environments
- Help schools open facilities

Older adults

- Convene partners for collective action
- Influence ageing well priorities
- Launch Live longer Better Gloucestershire

Disability

- Enable organisations to be inclusive
- Deliver short breaks
- Deepen strategic influence

Place

- Continue to grow learning in place-based working
- Test new elements
- Capacity building

People

- Develop programme of support
- Advocate for strategic prioritisation
- Build confidence of AG team to build relationships

Children and young people

- Create active schools
- Advocate for youth voice
- Weave physical activity into mental health support

Operations

- Develop employee journey
- Develop our culture and environment
- Ensure new finance system succeeds

Communications and marketing

- Develop and improve our channels
- Increase membership of we can move
- Promote benefit of PA

Equality, Diversity and Inclusion

- Deliver the DIAP
- Raise awareness and build confidence
- Role model and champion

Measuring, evaluation and learning

- Review what we have learnt so far
- Develop reporting
- Provide ongoing support

[Read the full business plan here.](#)



Operations



Children & Young People



Priority Places



Disabled People with Health conditions



MEL



Health



Equality Diversity & Inclusion



Older Adults



People



Active Environments

Finance review

Active Gloucestershire is coming towards the end point of some of our core funding agreements with Sport England and Gloucestershire Integrated Care Board (ICB). We have been planning for the impact of the reduced income expected from 2025/26 and have continued positive conversations with our funders on their plans and expectations.

The financial year of 2023/24 saw a minimal increase in income compared to 2022/23.

i) Increases (+) / decreases (-) in Sport England funding

- Increase in Welfare Officer - (Safeguarding role) £27,500,
- Increase in Place-based funding - (two-year funded programme) £113,791

ii) other income streams

- One off award from the Integrated Care Board of +£40k for Coney Hill ILP (payment in advance for 2024/25)
- +£234k including VAT received from ICB in (payment in advance for 2024/25)
- Expenditure levels can be analysed as follows: -
- Salary costs increased due to growing the organisation to a greater staff head count and salary uplifts
- Following a high level of delivery spend in 2021/22, delivery costs have followed this trend from 2022/23 and decreased by £64k

Funding Sources

The board has been successful in working towards reducing the organisation's reliance on Sport England as the principal funder, with a continued strong long-term funding relationship with Gloucestershire Integrated Care Board.

Cost of Fundraising

The organisation is not a fundraising charity when compared to other parts of the charitable sector, where donations and appeals fund most of their expenditure. Our funding principally comes from Sport England grants and third-party contracts. Limited funds are sourced from other grant giving organisations via direct applications. Accordingly, the cost of fundraising is modest. Previously we carried out a robust estimate of the costs of fundraising and deduced that a figure of 2% of costs was appropriate.

Going forward we will continue to monitor the costs of the fundraising activity, but it is unlikely that the fundraising function will show any signs of increased activity, particularly as Sport England and the Gloucestershire Integrated Care Board funding has already been agreed going forward.

Treasury Management

The organisation has significant amounts of cash available. Trustees are mindful that cash surpluses should be earning a rate of return as investments. Notwithstanding that, with the current rates of returns available and the cash requirements of the organisation, our Trustees' main priority is to protect those funds. Accordingly, Active Gloucestershire has deposits with seven separate financial institutions utilising the financial guarantee scheme of £85,000. Deposits of more than the £85,000 limit are at risk should a bank fail and Trustees regularly review deposits and cash flow.

Loss due to fraud

No losses due to any fraudulent activity were encountered.

Outlook for 2024/25 and beyond

Active Gloucestershire is in a better position than most with firm commitments to funding from both Sport England and the Integrated Care Board which should allow us to plan with more certainty than most.

The board at its 2022/23 budget setting cycle was very aware of the level of restricted funds being carried forward and set an ambitious plan to run down the level of these restricted funds over the following 3 years consistent with its business plan. The second year of this plan was successful.

Reserves policy

The Trustees have considered the key risks facing the charity. Active Gloucestershire is dependent on certain significant funding sources for its current level of operations. To deliver the organisational strategy, the charity would need to find alternative funding sources in the event of a significant reduction in income.

The Trustees estimate that this may take 3–6 months. Over that time, the charity would need to pay salaries and overheads from reserves. On this basis, 3 to 6 months of the planned expenditure on salaries and overheads is £278,860 to £557,721.

Unrestricted designated funds have no requirement from the grantor to be spent on a particular purpose, but are allocated by the Trustees for use on a specific project/activity. Accordingly, it is considered that the value of these funds is excluded from the reserve policy calculations. Only general unrestricted funds are considered when measuring against the reserves policy calculations above. On 31 March 2024, the actual level of unrestricted general reserves was £276,788 (31 March 2023 - £296,772) and therefore within the policy.

Unrestricted designated funds on 31 March 2024 totalling £501,095 (2022/23 £485,561) relate to planned future expenditure and are explained in note 15 to the financial statements. In addition, Active Gloucestershire held unspent restricted funds on 31 March 2024 of £302,236 (2022/23 £300,811). Reduced in line with the planned approach agreed in 2022/23. These are carried forward to 2024/25 and will be spent in accordance with the stated purpose of the funds.

Statement on Going Concern

The Trustees have reviewed Active Gloucestershire's financial forecasts, projections, and reserves and are confident the charity has sufficient resources to continue operating for the foreseeable future. As such, the going concern basis has been adopted in preparing the financial statements.

The key risk is the potential loss of significant funding. To address this, the charity focuses on sustainable funding from existing funders and expanding collaboration with diverse sector partners. Regular financial monitoring ensures the organisation adapts to maintain stability.

The Trustees are confident Active Gloucestershire can continue delivering its mission in Gloucestershire.

Statement of responsibilities of the Trustees

The Trustees (who are also 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, including Financial Reporting Standard 102. The Financial Reporting Standard, applicable in the United Kingdom and Republic of Ireland (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 income and expenditure of the charity for that period.

In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards and statements of recommended practice 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 proper accounting records which disclose with reasonable accuracy at any time, the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware:

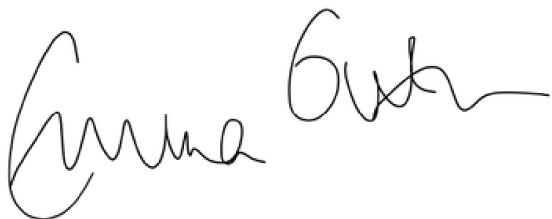
- There is no relevant audit information of which the charitable company's auditors are unaware and
- The Trustees have taken all steps that they ought to have taken, to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.
- The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom, governing the preparation and dissemination of financial statements, may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Hazlewoods LLP Chartered Accountants and Statutory Auditors continue to act as auditors to Active Gloucestershire.

Approved by the Trustees on 18 July 2024 and signed on their behalf by:



Emma Owen
Chair, Active Gloucestershire

Report and Audited Financial Statements

31 March 2024



Report and Audited Financial Statements

Company no. 07344552

Charity no. 1138546

Registered office and operational address:

City Works Alfred Street Gloucester GL1 4DF

Trustees:

Emma Owen (appointed as Chair 5 October 2023)

Jan Bowen-Nielsen (Chair resigned 5 October 2023)

Alice Cline

Daniel Constable

Caitlin Dalton (resigned 5 October 2023)

Tania Hamilton

Jon McGinty

David Newton (retired 16 July 2023)

Terrance Smith (retired 16 July 2023)

Lela Smith (resigned 14 March 2024)

Sian Trew

Principal staff:

Tom Beasley Chief Executive Officer ("CEO")

Bankers:

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Auditors:

Hazlewoods LLP
Chartered Accountants and Statutory
Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Independent Auditors Report

To the Members and Trustees of Active Gloucestershire

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Independent Auditors Report

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Independent Auditors Report

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.
- Matters on which we are required to report by exception
- In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors Report included in the Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
 - adequate accounting records have not been kept or returns adequate for our audit have not been
 - received from branches not visited by us;
 - the financial statements are not in agreement with the accounting records and returns;
 - certain disclosures of trustees' remuneration specified by law are not made; or
 - we have not received all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement set out in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent Auditors Report

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures.

Independent Auditors Report

- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
- identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
- understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- challenging assumptions and judgements made by management in its significant accounting estimates; and
- identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Independent Auditors Report

Use of our report

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



Scott Lawrence FCA

(Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP

Chartered Accountants and Statutory Auditors

Staverton Court

Staverton

Cheltenham

GL51 0UX

Date: 22/10/2024

Active Gloucestershire

Statement of Financial Activities (incorporating an Income and Expenditure Account)

For the Year Ended 31 March 2024

	Note	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
Income from:					
Charitable activities	3	1,054,996	260,938	1,315,934	1,279,222
Investments		-	22,384	22,384	3,770
Other		-	-	-	4,292
Total Income		<u>1,054,996</u>	<u>283,322</u>	<u>1,338,318</u>	<u>1,287,284</u>
Expenditure on:					
Raising funds		-	18,814	18,814	16,646
Charitable activities		<u>1,079,019</u>	<u>243,510</u>	<u>1,322,529</u>	<u>1,286,510</u>
Total expenditure	5	<u>1,079,019</u>	<u>262,324</u>	<u>1,341,343</u>	<u>1,303,156</u>
Net (expenditure) / income		<u>(24,023)</u>	<u>20,998</u>	<u>(3,025)</u>	<u>(15,872)</u>
Total funds brought forward					
		<u>300,811</u>	<u>782,333</u>	<u>1,083,144</u>	<u>1,099,016</u>
Total funds <u>carried forward</u>					
		<u>276,788</u>	<u>803,331</u>	<u>1,080,119</u>	<u>1,083,144</u>

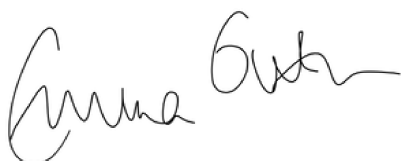
All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.

Balance sheet

For the Year Ended 31 March 2024

		2024	2023
	Notes	£	£
Fixed assets			
Tangible assets	10	<u>12,575</u>	<u>3,448</u>
Current assets			
Debtors	11	88,299	231,010
Cash at bank and in hand		<u>1,198,798</u>	<u>1,007,182</u>
Total current assets		1,287,097	1,238,192
Liabilities			
Creditors: amounts due within one year	12	<u>(219,553)</u>	<u>(158,496)</u>
Net current assets		<u>1,067,544</u>	<u>1,079,696</u>
Net assets	13	<u><u>1,080,119</u></u>	<u><u>1,083,144</u></u>
Funds			
Restricted income funds		276,788	300,811
Unrestricted funds:			
Designated funds		501,095	485,561
General funds		<u>302,236</u>	<u>296,772</u>
Total charity funds	14	<u><u>1,080,119</u></u>	<u><u>1,083,144</u></u>

Approved by the trustees on 14/10/2024 and signed on their behalf by



Emma Owen
Chair, Active Gloucestershire

Statement of cash flows

For the Year Ended 31 March 2024

	2024 £	2023 £
Cash used in operating activities:		
Net movement in funds	(3,025)	(25,738)
Adjustments for:		
Dividends, interest and rents from investments	(22,384)	(3,770)
Depreciation	3,065	1,161
Decrease / (increase) in debtors	142,710	(62,446)
(Decrease) / Increase in creditors	61,058	(62,595)
	<hr/>	<hr/>
Net cash provided by operating activities	181,423	(153,388)
Cash flows from investing activities:		
Interest received	22,384	3,770
Purchase of tangible fixed assets	(12,192)	(3,748)
	<hr/>	<hr/>
Net cash provided by / (used in) investing activities	10,193	22
Increase in cash and cash equivalents in the year	191,616	(153,366)
Cash and cash equivalents at the beginning of the year	<hr/> 1,007,182	<hr/> 1,160,548
Cash and cash equivalents at the end of the year	<hr/> 1,198,798	<hr/> 1,007,182

Notes to the financial statements

For the Year Ended 31 March 2024

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Active Gloucestershire 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 notes.

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

b) Going concern basis of accounting

The financial statements have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

Notes to the financial statements

For the Year Ended 31 March 2024

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Core grants, donations and gifts are included in full in the statement of financial activities when receivable;
- Revenue grants are credited to the statement of financial activities when received or receivable, whichever is earlier;
- Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred;
- Income from charitable activities includes income from fees received under contract and commissioning income for services provided to sporting organisations in the local area. Grant income included in this category provides funding to support activities and is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability; and
- Investment income is included when receivable.

Amounts received during the year relating to specific periods are spread over the periods to which they relate. Capital grants are treated as restricted funds against which the assets purchased are depreciated over their useful life.

Notes to the financial statements

For the Year Ended 31 March 2024

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Notes to the financial statements

For the Year Ended 31 March 2024

g) Expenditure and irrecoverable VAT

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of directly attributable staff costs. There are minimal costs of raising funds, actual costs of fundraising are in relation to grant applications. Cost of managing and governance of grants previously awarded are included in charitable activities. In the current and preceding years, the percentage of costs allocated to fundraising is 2%.

Notes to the financial statements

For the Year Ended 31 March 2024

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

IT / office equipment 3 - 4 years

Items of equipment are capitalised where the purchase price exceeds £1,000 (excluding VAT).

Notes to the financial statements

For the Year Ended 31 March 2024

j) Debtors

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

k) Cash at bank and in hand

Cash at bank and cash 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.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at amortised cost using the effective interest method.

Notes to the financial statements

For the Year Ended 31 March 2024

n) Pension costs

The company operates a defined contribution pension scheme for its employees, in accordance with the government's auto-enrolment regulations. There are no further liabilities other than that already recognised in the statement of financial activities. The total employer pension contributions payable in the year were £29,253 (2021: £31,094). Pension costs are allocated to projects on the same basis as staff costs.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are the allocation of costs to fundraising and charitable activities (see note 1(h)) and depreciation (see note 1(i)).

Notes to the financial statements

For the Year Ended 31 March 2024

2. Prior year comparative: statement of financial activities

	Restricted Funds £	Unrestricted Funds £	Total 2023 £
Income from:			
Charitable activities	930,637	348,585	1,279,222
Investments	-	3,770	3,770
Other	-	4,292	4,292
Total income	<u>930,367</u>	<u>356,647</u>	<u>1,287,284</u>
Expenditure on:			
Raising funds	-	16,646	16,646
Charitable activities	978,923	307,587	1,286,510
Total expenditure	<u>978,923</u>	<u>324,233</u>	<u>1,303,156</u>
Net (expenditure) / income	<u>(48,286)</u>	<u>32,414</u>	<u>(15,872)</u>
Transfers between funds	<u>(306,573)</u>	<u>306,573</u>	<u>-</u>
Net movement in funds	<u>(354,859)</u>	<u>338,987</u>	<u>(15,872)</u>
Reconciliation of funds			
Total funds brought forward	<u>655,670</u>	<u>443,346</u>	<u>1,099,016</u>
Total funds carried forward	<u>300,811</u>	<u>782,333</u>	<u>1,083,144</u>

Notes to the financial statements

For the Year Ended 31 March 2024

3. Income from charitable activities

	Restricted Funds £	Unrestricted Funds £	Total 2024 £
Grants and service level agreements			
Sport England	803,290	-	803,290
Gloucestershire Clinical Commissioning Group (GCCG)	133,005	151,995	285,000
Gloucestershire County Council	40,000	61,800	101,800
Local councils	60,000	-	60,000
GOGA	18,701	-	18,701
	<hr/>	<hr/>	<hr/>
Total grants and service level agreements	1,054,996	213,795	1,268,791
Course contributions	-	5,375	5,375
Consultancy income	-	41,768	41,768
	<hr/>	<hr/>	<hr/>
Total income from charitable activities	<u>1,054,996</u>	<u>260,938</u>	<u>1,315,934</u>

	Restricted Funds £	Unrestricted Funds £	Total 2023 £
Prior year comparative			
Grants and service level agreements			
Sport England	737,414	-	737,414
Gloucestershire Clinical Commissioning Group (GCCG)	100,000	238,875	338,875
Gloucestershire County Council	3,200	60,000	63,200
Local councils	60,000	-	60,000
GOGA	30,023	-	30,023
	<hr/>	<hr/>	<hr/>
Total grants and service level agreements	930,637	298,875	1,229,512
Course contributions	-	18,125	18,125
Consultancy Income	-	31,585	31,585
	<hr/>	<hr/>	<hr/>
Total income from charitable activities	<u>930,637</u>	<u>348,585</u>	<u>1,279,222</u>

Notes to the financial statements

For the Year Ended 31 March 2024

4. Government grants and contracts

The charity receives government grants and contracts, deemed to be funding from Sport England, Gloucestershire Clinical Commissioning Group and local authorities, to fund core services and charitable activities. The total value of such grants and contracts in the period ending 31 March 2024 was £1,178,791 (2023: £1,229,512). There are no unfulfilled conditions or contingencies attaching to these grants in 2023/24. During the year, the charitable company was required to repay unspent funds amounting to £5,517 (2023: £Nil) from Sport England as a condition of the grant.

5. Total expenditure

	Raising Funds £	Charitable Activities £	Total 2024 £
Project expenditure	-	390,228	390,228
Staff costs (note 9)	15,513	760,126	775,639
Travel and subsistence	-	10,408	10,408
Support and governance costs:			
Information and communications			
Technology	843	41,340	42,183
Premises costs	528	25,879	26,407
Depreciation	61	3,004	3,065
Stationery	52	2,534	2,586
Printing	6	277	283
Telephone and postage	39	1,922	1,961
Subscriptions	99	4,838	4,937
Website and marketing campaigns	593	29,066	29,659
Board and meeting expenses	139	6,809	6,948
Audit fees	197	9,659	9,856
Legal, professional and consultancy fees	744	36,439	37,183
	<u>18,814</u>	<u>1,322,529</u>	<u>1,341,343</u>

Notes to the financial statements

For the Year Ended 31 March 2024

5. Total expenditure (continued) Prior year comparative

	Raising Funds £	Charitable Activities £	Total 2023 £
Project expenditure	-	460,680	460,680
Staff costs (note 9)	13,628	667,690	681,318
Travel and subsistence	-	10,192	10,192
Support and governance costs:			
Information and communications technology	665	32,607	33,272
Premises costs	511	25,058	25,569
Depreciation	23	1,138	1,161
Stationery	37	1,836	1,873
Telephone and postage	127	6,241	6,368
Subscriptions	64	3,127	3,191
Website and marketing campaigns	605	29,661	30,266
Board and meeting expenses	75	3,665	3,740
Audit fees	154	7,522	7,676
Legal, professional and consultancy fees	757	37,093	37,850
	<u>16,646</u>	<u>1,286,510</u>	<u>1,303,156</u>

Total governance costs were £26,785 (2023: £9,994).

6. Expenditure by activity

	Direct expenditure £	Staff costs £	Other costs £	Total 2024 £
Local priority places	40,510	39,546	9,472	89,528
GCC social prescribing	30,169	34,809	7,752	72,730
GCC Inclusion contract	6,707	19,788	6,085	32,580
Business Services	8,944	36,985	10,302	56,231
GOGA	35,104	9,886	2,052	47,042
SE welfare officer	38	10,523	2,171	12,732
SE delivery role	39,231	102,292	21,962	163,485
SE together fund	37,142	-	75	37,217
WCM CCG	121,283	43,213	9,017	173,513
WCM districts	36,166	47,968	10,489	94,623
SE strategic & governance	34,934	430,629	96,099	561,662
	<u>390,228</u>	<u>775,639</u>	<u>175,476</u>	<u>1,341,343</u>

Notes to the financial statements

For the Year Ended 31 March 2024

As part of an internal reorganisation and simplification of services and funds during the year, funds brought forward were reclassified and grouped into smaller headings as disclosed in note 15. As a consequence, the expenditure by activity note above is not directly comparable to the prior year below.

Prior year comparative

	Direct expenditure £	Staff costs £	Other costs £	Total 2023 £
Local priority places	39,394	-	-	39,394
GCC social prescribing	19,476	43,761	10,890	74,127
GCC Inclusion contract	16,023	57,390	15,299	88,712
Business Services	2,963	27,028	7,012	37,003
GOGA	14,078	6,289	1,563	21,930
We Can Move	40,491	387,990	97,213	525,694
SE delivery role	31,697	85,924	21,847	139,468
SE together fund	131,544	8,612	2,384	142,540
WCM CCG	80,062	64,324	18,426	162,812
WCM districts	28,369	-	-	28,369
SE CYP	4,200	-	-	4,200
WCM initiative	28,399	-	-	28,399
Marketing	-	-	1,080	1,080
Social Prescribing	19,991	-	-	19,991
Other overheads	3,993	-	(14,556)	(10,563)
	<hr/>	<hr/>	<hr/>	<hr/>
	460,680	681,318	161,158	1,303,156

Notes to the financial statements

For the Year Ended 31 March 2024

7. Net movement in funds

This is stated after charging:

	2024 £	2023 £
Depreciation of fixed assets	3,065	1,161
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	-
Auditor's remuneration:		
• Statutory audit (including VAT)	10,320	9,210
• Other services (including VAT)	13,300	15,183
	<hr/>	<hr/>

Notes to the financial statements

For the Year Ended 31 March 2024

8. Staff costs and numbers

The aggregate payroll costs were as follows:

	2024 £	2023 £
Salaries and wages	655,928	580,938
Social security costs	64,387	48,493
Pension contributions	39,980	36,264
Staff development and recruitment	15,344	15,623
	<hr/> <u>775,639</u>	<hr/> <u>681,318</u>

One employee (2023: one) received total remuneration of more than £60,000.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer ("CEO"). The total remuneration of the key management personnel of the charity was £71,299 (2023: £69,362).

	2024 No.	2023 No.
Average staff head count	20	20
Full time equivalent as <u>at</u> 31 March	16.57	16.50
	<hr/>	<hr/>

9. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the Year Ended 31 March 2024

10. Tangible fixed assets

	Bicycle equipment £	IT / office equipment £	Total £
Cost:			
At 1 April 2023	-	13,152	13,152
Additions	8,177	4,015	12,192
At 31 March 2024	<u>8,177</u>	<u>17,167</u>	<u>25,344</u>
Depreciation:			
At 1 April 2023	-	9,704	9,704
Charge for year	2,044	1,021	3,065
At 31 March 2024	<u>2,044</u>	<u>10,725</u>	<u>12,769</u>
Net Book Value:			
At 31 March 2024	<u>6,133</u>	<u>6,442</u>	<u>12,575</u>
At 31 March 2023	<u>-</u>	<u>3,448</u>	<u>3,448</u>

11. Debtors

	2024 £	2023 £
Trade debtors	66,420	227,612
Prepayments	21,879	3,398
	<u>88,299</u>	<u>231,010</u>

12. Creditors: amounts due within 1 year

	2024 £	2023 £
Trade creditors	69,588	54,293
Other creditors	58	61
Accruals	78,839	44,252
PAYE and social security	17,887	14,232
Pension control account	6,449	5,922
VAT control account	46,732	37,939
Deferred income	-	1,797
	<u>219,553</u>	<u>158,496</u>

Notes to the financial statements

For the Year Ended 31 March 2024

13. Analysis of net assets between funds

	Restricted Funds	Designated Funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	-	12,575	12,575
Current assets	356,866	609,824	320,407	1,287,097
Current liabilities	<u>(80,078)</u>	<u>(108,729)</u>	<u>(30,746)</u>	<u>(219,553)</u>
Net assets at 31 March 2024	<u>276,788</u>	<u>501,095</u>	<u>302,236</u>	<u>1,080,119</u>

Prior year comparative

	Restricted Funds	Designated Funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	-	3,448	3,448
Current assets	409,500	489,337	339,355	1,238,192
Current liabilities	<u>(108,689)</u>	<u>(3,776)</u>	<u>(46,031)</u>	<u>(158,496)</u>
Net assets at 31 March 2023	<u>300,811</u>	<u>485,561</u>	<u>296,772</u>	<u>1,083,144</u>

Notes to the financial statements

For the Year Ended 31 March 2024

14. Movements in funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Education					
School Games	22,184	-	-	(22,184)	-
Other					
Work for Disabled	-	-	-	-	-
Opening School Facilities	5,517	(5,517)	-	-	-
GOGA	31,747	18,701	(47,042)	-	3,406
Local delivery pilots	51,587	-	(36,577)	-	15,010
Insight	-	-	-	-	-
Covid Health Inequalities	-	-	-	-	-
CCG Pain Management	-	-	-	-	-
WCM District Councils	91,631	60,000	(94,623)	-	57,008
SE Strategic and Governance Role	24,397	498,393	(561,662)	22,184	(16,687)
SE Delivery Role	57,652	120,418	(163,485)	-	14,585
SE Together Fund	(9,778)	48,905	(37,217)	-	1,910
WCM Social Prescribing	25,873	133,005	(72,730)	-	57,008
Local Priority Places	-	113,791	(52,951)	-	60,840
SE Welfare Officer	-	27,300	(12,732)	-	14,568
GCC Coney Hill ILP	-	40,000	-	-	40,000
Total restricted funds	300,811	1,054,996	(1,079,019)	-	276,788
Unrestricted funds:					
<i>Designated funds:</i>					
Redundancy	64,222	-	-	12,052	76,274
Staff holiday	7,076	-	-	-	7,076
Maternity/Paternity pay	-	-	-	10,000	10,000
We Can Move					
Social prescribing	3,233	-	-	-	3,233
WCM CCG	411,030	151,995	(173,513)	-	392,745
GGC Short Breaks	-	-	-	15,000	15,000
Total designated funds	485,561	151,995	(173,513)	37,052	501,095

Notes to the financial statements

For the Year Ended 31 March 2024

14. Movements in funds (continued)	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted funds	300,811	1,054,996	(1,079,019)	-	276,788
Designated funds	485,561	151,995	(173,513)	37,052	501,095
General funds	296,772	131,327	(88,811)	(37,052)	302,236
Total unrestricted funds	782,333	283,322	(262,324)	-	803,331
Total funds	1,083,144	1,338,318	(1,341,343)	-	1,080,119

Purposes of restricted funds

Workforce / Coaching Projects

Sport England funding to support the physical activity workforce in Gloucestershire. This is achieved through the we can move Changemaker programme through a range of training, network and event opportunities designed to support professionals and volunteers in the community and across various professions and sectors.

Satellite clubs

Sport England funding to facilitate the creation of satellite clubs for schools and younger people

Social Prescribing

Funding provided by the CCG to support tackling health inequalities in Gloucestershire.

Active Workplaces

Active Workplaces is a sponsorship property in partnership with Creed Foodservice, using the wheel of behaviour change to create a bespoke action plan of interventions aimed at increasing staff activity

Notes to the financial statements

For the Year Ended 31 March 2024

Active for life (small grants)

A targeted programme engaging 6,000 older people in regular physical activity.

Extended workforce

A pilot scheme launched by sport England ,designed to redefine the way in which Active Partnerships work with Sport England, with the aim of ensuring close strategic alignment between AP's and SE sharing goals and a more collaborative approach to working together.

Tackling inequalities

Tackling inequalities -Sport England funded as a grant programme aimed at supporting organisations that have supported those most affected by the pandemic

Notes to the financial statements

For the Year Ended 31 March 2024

Commonwealth Games Legacy

The commonwealth legacy funding will help create a legacy of 'connection' with young people across the country / Gloucestershire. We aim to build connection with new and different young people by focusing on the ways in which we engage and design with them to reflect their motivation, competence and confidence.

One of the ways different young people will be engaged is through the CWG Ambassador programme which will feature in parts of the county, contributing to building confidence and inspiring young people to deliver, promote and connect young people to the CWG back in their schools.

Moving Communities

£100 million has been allocated to 266 local authorities to support the recovery of publicly-owned leisure centres and gyms. Moving Communities is a system design to drive the capture and use of leisure centre users.

Active Partnerships are being invited to have access to this data to help understand the role of leisure centres and the impact they generate on wider outcomes and support relationships with LAs and operators to use the data and insight.

This project is to gain access to Moving Communities until 31st October 2022 (renewal date, which is expected to be continued for a further year). Using the WCM programme group to raise the profile and have districts encourage the use of the system with their leisure centres.

Notes to the financial statements

For the Year Ended 31 March 2024

School games

Sport England funding to deliver a county-wide programme of level 3 School Games.

Primary school support

Sport England funding to support schools in utilising their PE, sport and physical activity funding.

Children and Young People

Funding has been used to co-design with young people opportunities to be active in the places and ways that work for them.

WCM Cotswold walking project

This project has now been closed and funds have been reallocated into other CYP programmes.

DFE volunteers

Sport England funding to promote volunteering in sport, physical activity and targeted communities to young people.

Primary School Daily Mile

Various funding sources to fund an increase in the daily physical activity for primary school pupils.

Special Olympics

Funding from a number of partners to contribute to improving the physical activity levels of people with a learning disability and their families.

Notes to the financial statements

For the Year Ended 31 March 2024

Work for the Disabled

This area of work, also now known as Involve is a project looking at how and who can influence disabled peoples behaviours, in relation to physical activity. Involve has progressed to become a communication-based intervention to support health and social care professionals to have conversations with disabled people about physical activity, and with this is the development of a suite of resources to support these conversations to take place across the health and social care system in Gloucestershire. The initial background and scoping part of this project was funded by Sport England, but this work is now funded by the CCG as part of the covid inequalities agreed funding and unrestricted reserves.

Short Breaks Capital Fund

Gloucestershire County Council provided funding to acquire various items of equipment and provide adaptations to support disabled children and young people under 25, to take part in a range of arts, sports, and leisure activities

Opening school facilities

Sport England funding to encourage and support targeted Gloucestershire schools to allow residents in their local area to hire the school's facilities so they can play sport and be more active.

Connect Barrow community fund

The Connect fund is provided to support us to continue to test how social investment might can be used to increase impact for sports clubs and organisations. At the same time the funding will allow us to further explore if this work can provide us with a sustainable earned income source. We will share our results with the wider sector and Active Partnership network.

Notes to the financial statements

For the Year Ended 31 March 2024

Get Out Get Active (GOGA)

Get out Get Active is a national initiative, where we hold the contract to project manage the local delivery of a branch of delivery in the Forest of Dean locality. The programme enables those with disabilities or long term health conditions to be active, by creating new opportunities, upskilling deliverers across the workforce and providing high quality marketing. The Forest of Dean GOGA programme focusses on older people with a long term condition, and has a particular focus on dementia. The project is a collaboration between Active Gloucestershire, Forest of Dean District Council and Freedom Leisure.

The project is managed nationally by Activity Alliance, who hold, manage and distribute locality funds from the overarching funders of Sport England, London Marathon Charitable Trust and Spirit of 2012.

Wheel of behaviour (renamed Place based work in 20/21)

Place based physical activity interventions means the focus of work is in a specific geographic area or 'place'. This could be a street, neighbourhood, town or district. It targets the entire community; working with residents, groups, organisations and businesses that live or work in the area to better understand what the place is like, what the challenges or issues are and how we can work together to overcome them.

Covid Health Inequalities

This is a funded programme to support people who have been unable to be, or have become less active due to the pandemic. The funding is primarily focussed on Gloucester City. Funded by NHS Gloucestershire.

Notes to the financial statements

For the Year Ended 31 March 2024

CCG Pain Management

This is a pilot project to assess the impact of physical activity in support of people who require ongoing support to manage pain.

Active Design

This is a fund working with partner organisations to improve facilities and provide better active transport options.

Purpose of designated funds

Redundancy

To provide for contracted staff redundancy payments. This will only be expended if redundancies are made under the charity's redundancy policy.

Staff holiday

To provide for untaken holiday at the end of the financial period.

We Can Move

'We can move' is the county's whole system and social movement approach to increasing physical activity levels and tackling health inequalities. The long term goal of the programme is to halve physical inactivity rates in Gloucestershire by 2030.

Notes to the financial statements

For the Year Ended 31 March 2024

WCM older adults

People are less active as they get older, with 6 out of 10 people not doing regular physical activity. Our we can move older adults work aims to increase physical activity levels of older people through: the delivery of a county wide falls prevention campaign (Fall-Proof); the co-design of a physical activity programme across the Forest of Dean; supporting a network of volunteers who support older adults to continue to be active; and supporting the delivery of local community and physical activity opportunities embedded across Gloucestershire.

Transfers between funds

Transfers between funds are to redistribute designated funding.

Notes to the financial statements

For the Year Ended 31 March 2024

14. Movements in funds (continued)

Prior year comparative

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
Restricted funds					
Sport					
Coaching Projects	23,352	-	-	(23,352)	-
Satellite Clubs	36,514	-	-	(36,514)	-
Community					
Extended Workforce	34,793	-	-	(34,793)	-
Tackling Inequalities Fund	498	-	-	(498)	-
Tackling Inequalities Fund Phase 3	4,764	-	-	(4,764)	-
Education					
School Games	22,184	-	-	-	22,184
Primary School Support	21,763	-	-	(21,763)	-
Children & Young People	287,404	-	(4,200)	(283,204)	-
Primary School Daily Mile	14,434	-	-	(14,434)	-
Other					
Work for Disabled	14,558	-	-	(14,558)	-
Opening School Facilities	5,517	-	-	-	5,517
GOGA	23,655	30,023	(21,931)	-	31,747
Local delivery pilots	25,008	-	(39,394)	65,973	51,587
Insight	7,661	-	-	(7,661)	-
Covid Health Inequalities	65,973	-	-	(65,973)	-
CCG Pain Management	7,591	-	-	(7,591)	-
WCM District Councils	60,000	60,000	(28,369)	-	91,631
SE Strategic and <u>Governance</u> Role	-	498,535	(525,694)	51,557	24,397
SE Delivery Role	-	111,379	(139,468)	85,741	57,652
SE Together Fund	-	127,500	(142,540)	5,262	(9,778)
WCM Social Prescribing	-	100,000	(74,127)	-	25,873
British Blind Sport (GCC inclusion)	-	3,200	(3,200)	-	-
Total restricted funds	655,670	930,637	(978,923)	(306,573)	300,811

Notes to the financial statements

For the Year Ended 31 March 2024

14. Movements in funds (continued)

Prior year comparative (continued)

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds	At 31 March 2023 £
Unrestricted funds:					
<i>Designated funds:</i>					
Redundancy	54,222	-	-	10,000	64,222
Staff holiday	9,866	-	-	(2,790)	7,076
Work for disabled	10,000	-	-	(10,000)	-
We Can Move					
Project Management	10,682	-	-	(10,682)	-
Older Adults	21,237	-	-	(21,237)	-
Marketing	9,068	-	(1,080)	(7,988)	-
Monitoring and Evaluation	6,886	-	-	(6,886)	-
Social prescribing	23,224	-	(19,991)	-	3,233
WCM CCG	-	238,875	(191,211)	363,366	411,030
Total designated funds	145,185	238,875	(212,282)	313,783	485,561
Restricted funds	655,670	930,637	(978,923)	(306,573)	300,811
Designated funds	145,185	238,875	(212,282)	313,783	485,561
General funds	298,161	117,772	(111,951)	(7,210)	296,772
Total unrestricted funds	443,346	356,647	(324,233)	306,573	782,333
Total funds	1,099,016	1,287,284	(1,303,156)	-	1,083,144

Notes to the financial statements

For the Year Ended 31 March 2024

15. Income from investors

	Local Authority	Sport England	Other *	Total
	£	£	£	£
Grants and service level agreements	-	803,290	-	803,290
Other income	161,800	-	373,228	535,028
Total income	<u>161,800</u>	<u>803,290</u>	<u>373,228</u>	<u>1,338,318</u>
Direct delivery	42,692	149,652	197,038	407,382
Staff costs	67,755	567,781	98,255	733,791
Travel costs	16,565	145,695	55,909	218,169
Total expenditure	<u>127,012</u>	<u>863,129</u>	<u>351,202</u>	<u>1,341,343</u>
Net income / (expenditure)	<u>34,788</u>	<u>(59,839)</u>	<u>22,026</u>	<u>(3,025)</u>

*Other includes all income in the accounts, not just public investors.

The above table only takes into account those movements within the financial year; no account is taken of the value of unspent funds brought forward from 2022/23.

16. Financial instruments

	2024 £	2023 £
Financial assets measured at amortised cost	1,265,218	1,234,794
Financial liabilities measured at amortised cost	<u>148,485</u>	<u>126,893</u>

Financial assets measured at amortised cost comprise cash and cash equivalents, trade debtors, accrued income and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and other creditors.

Notes to the financial statements

For the Year Ended 31 March 2024

17. Operating leases

The charity had operating leases for land and buildings at the year end with total future minimum lease payments as follows:

	2024 £	2023 £
Amounts falling due: Within 1 year	<u>4,770</u>	<u>4,500</u>

18. Related party transactions

Transactions with trustees

Jon McGinty, a trustee, is the Managing Director of Gloucester City Council. During the year ended 31 March 2024, Active Gloucestershire received £40,000 (2023: £8,000) of income from, and paid £nil (2023: £nil) to, Gloucester City Council.

ACTIVE GLOUCESTERSHIRE

England & Wales - Charity number 1138546

Accounts

A photograph of two women riding a red tandem bicycle on a green artificial turf sports field. The woman on the left is wearing a black polo shirt with 'Jamara's' written on it, black shorts, a yellow helmet, and sunglasses. The woman on the right is wearing a white t-shirt with a graphic, black trousers, an orange helmet, and glasses. They are both smiling. In the background, there is a green chain-link fence and trees.

**we
can
move**

**Active
Gloucestershire**

**Annual report and accounts Year
ending 31 March 2023**

**we
can
move**

Active Gloucestershire

Active Gloucestershire is part of a network of active partnerships operating across England to establish the conditions for an active nation

Our Vision

Everyone in Gloucestershire living healthy and happy lives.

Our Mission

We're part of an inclusive community that connects and inspires people in Gloucestershire to improve their lives through physical activity.

We believe that physical activity can have a transformative impact on the lives of people and their communities. It is the single biggest thing that can be done to improve a person's health.

We are part of a national network of Active Partnerships operating across England. At our essence we are about driving positive change.

As a trusted organisation, Active Gloucestershire coordinates we can move. Inspiring people to unite behind a common vision to increase physical activity. Connecting individuals and organisations to build strong collaborative partnerships. Enabling the growth and impact of we can move, through providing a range of resources, training and support.



Introduction from our Chair and Chief Executive Officer

Jan Bowen-Nielsen, Chair



As my time as chair of Active Gloucestershire draws to a close, I can reflect back on the organisation's challenges, triumphs and changes and feel proud of how far we have come.

Over the past five years, we have seen the birth of we can move - a movement created to inspire, connect and enable individuals, communities and organisations across Gloucestershire to help the least active, move more.

I have witnessed Active Gloucestershire's role transform from a delivery organisation into we can move's coordinating body, which required an enormous shift in the mindset and focus of both the staff and board.

I have seen the organisation move onto a much surer financial footing, with significant funding secured for several years to come - something that offers the charity a different level of stability.

We've also created and launched a long-term strategy aimed at getting more people moving and living healthier and happier lives - a strategy now two years into implementation.

And as the pandemic hit, we gained a much clearer understanding of the stark inequalities that continue to exist within our county and of the people who continue to miss out on opportunities to improve their lives through physical activity. This realisation had an enormous impact on our team and our partners and proved to be a moment of genuine introspection. It prompted us to review our internal governing structures and evaluate what we were doing to promote and embed sound equality and diversity practices within our own organisation. And it compelled us to review how we engage and support under-represented groups across the county and better understand how we can help them to move more. As a result, equality, diversity and inclusion has become and I am sure will remain one of the cornerstones of our work.

I'm proud of how much we have learnt in recent years. We now better understand our strengths and areas for improvement, we've developed and trialled a test and learn culture that lies at the heart of our work and we've learnt that change comes, not as a result of each of us acting individually but by us coming together as a community, to share and learn from one another - openly, bravely and honestly.

Over the years, I have watched our team expand and strengthen, adapting to change and rising to new challenges. In 2020, we appointed a new CEO who helped to steer the organisation through the challenges of the pandemic and we now have in place both a strong, supportive leadership team and a diverse board whose focus is on supporting the strategic development of the organisation and ensuring good governance. And so, as I step down from Active Gloucestershire I do so knowing the organisation is in safe hands and has a bright and exciting future ahead of it.



Tom Beasley, Chief Executive Officer

Over the last year we've focussed on developing our understanding of the inequalities in our county, and learning how we can work with communities to build on their strengths and facilitate long term and lasting change.

During the last twelve months, and since the end of pandemic restrictions, we've seen many people return to living an active life. Sadly however, physical activity pathways and opportunities are not shared equally across our communities. Those people most impacted by inequalities are the ones increasingly unable to enjoy the benefits of physical activity.

As we endeavour to manage the consequences of a post pandemic world including rising inflation and the increased cost of living, it is my belief that our strategic priorities not only remain relevant but increasingly important.

We can look back over the last year and be proud of several areas of success and the significant learning opportunities we explored, such as the county's Joint Health and Wellbeing Strategy. As a result of the continued prioritisation of physical activity, we're starting to see significant indicators of change and better understand how we can move is mobilising professionals, volunteers and communities to develop the skills, approaches and opportunities for everyone in our county to live a happier and healthier life.

The standout moment for me over the last twelve months was our we can move event, which brought together people from across the movement for the first time. It was exciting to feel the energy in the room, to hear the shared commitment to our mission, and witness like-minded people connect with and inspire one another.

As we go into the new financial year, we're aware of some of the challenges that we face in achieving our strategic aims, and whilst we can't be sure of what the future holds, we are determined to build on the resilience, commitment and motivation that characterised the delivery of the first two years of our strategy. As we continue to implement our strategy, we remain bolstered by the support of our funding partners, who alongside who, alongside other participants in the sport and physical activity system, share our commitment to collective action.





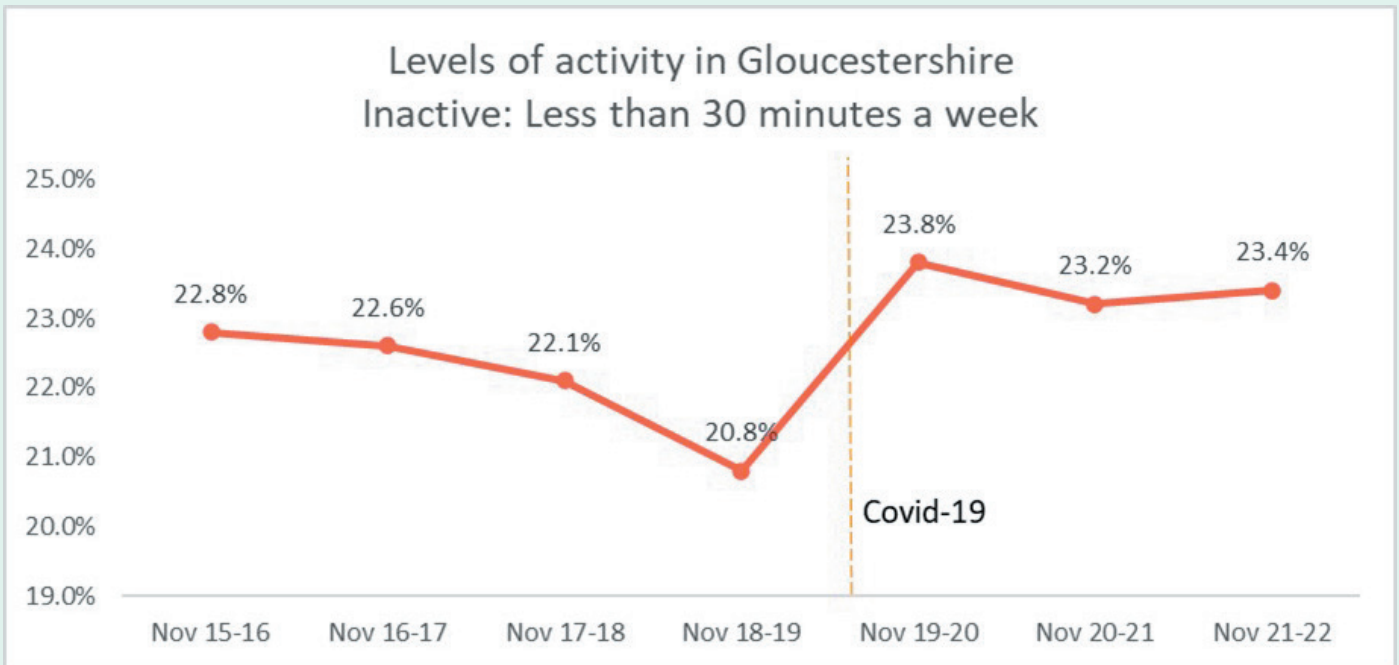
Contents

Introduction from our Chair and Chief Executive Officer	3
Jan Bowen-Nielsen, Chair	3
Tom Beasley, Chief Executive Officer	4
1.1 Our challenge	6
1.2 Who we are	7
1.3 Our approach to the movement	8
1.4 Our values and strategy	9
1.5 Inspire	11
1.6 Connect	13
1.7 Enable	14
1.8 Environmental, Social and Governance (ESG)	15
1.8a Environmental	15
1.8b Social - Our approach to our people	16
1.8c Governance - Code for Sports Governance	18
1.9 Future Plans	19
1.10 Covid-19	22
1.11 Reference and administrative details	23
1.12 Financial Review	26
1.13 Statement of responsibility of the Trustees	28
2.0 Finance / Governance section	30



Our Challenge

Before Covid-19, around one in five people in Gloucestershire were not moving enough to benefit their health, a result of gradual improvements year on year. But the pandemic affected everyone in different ways and more people became less active. This especially affected groups we'd already identified as having the greatest health inequalities.



Nationally, physical activity levels are starting to return to what they were pre-pandemic. Locally the picture is better than the national average, but the gap is starting to close. Whilst this is disappointing, we know that long term behaviour change takes time and is why our current strategy goes to 2030.



1.2

Who we are

WE CAN MOVE JOURNEY

We can move is a social movement that inspires, connects and enables individuals, communities and organisations across Gloucestershire to help the least active, move more. The movement has changed a lot over recent years - here's our journey to explain what the movement does and what it has achieved so far.



BEFORE
PRE-2017

we can move

Active Gloucestershire

FOCUS
Help the already active, get more active.

Primarily children, young people, schools and sports clubs.

FUNCTION
Programme delivery.

THE BEGINNING
FROM 2017
GLOUCESTERSHIRE MOVES

gm
gloucestershire moves

FOCUS
Shift to helping the least active, move more.

Received Social Impact Bond to research the best approach to do this. To get people moving more, we needed to:

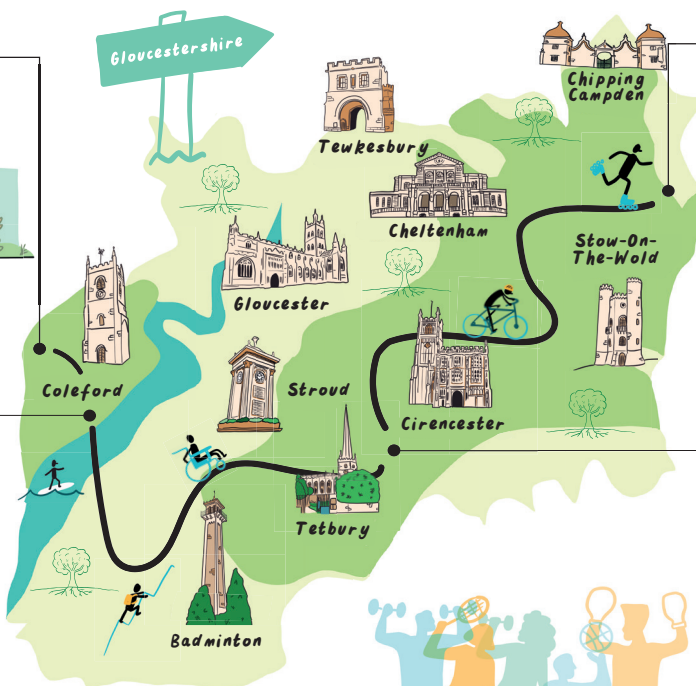
- use a systems approach
- focus on behaviour change
- create a social movement.

FUNCTION
Gloucestershire Moves started to question whether only programme delivery was the right thing.

Instead, it focused on:

- how to support others to get people moving more and change behaviours
- wider advocacy and partnerships
- building a place based and community approach.

We tested what we learned from our research, developed a theory of change, and despite losing out on funding for a Local Delivery Pilot from Sport England, we continued our work due to the resilience and commitment from the community.



THE FUTURE
2022 & BEYOND
WE CAN MOVE EVEN MORE!

we can move

FOCUS
Ensuring the movement is self sustaining and learning is shared.

Better targeting of interventions, and building equality, diversity and inclusion into the governance of we can move to reduce inequalities.

Shift towards a more holistic approach to movement, to help create a happier and healthier Gloucestershire.

FUNCTION
Build infrastructure and develop mutually beneficial partnerships to support people to be more active, act as a catalyst for connections in the community to make this happen and build capacity to prioritise physical activity.

Build capacity across communities to build their confidence to inspire more people to get active, feel a part of **we can move**, and build an active future together, reducing the barriers to least active.

THE MOVEMENT
NOV '17 to NOW
WE CAN MOVE

we can move

FOCUS
We can move became the movement to inspire, connect and enable individuals, communities and organisations across Gloucestershire to help the least active, move more.

FUNCTION
ARC West (University of Bristol) undertook rigorous evaluation to demonstrate the value and impact of the movement. 120 organisations and champions were involved in the evaluation.

Led the way in ripple effects mapping to show movement, growth and the wider impact.

EXAMPLES

- FALL PROOF
- THE DAILY MILE
- BARTON & TREDWORTH
- IT'S YOUR MOVE

OUTCOMES

- INSIGHT DRIVEN PROGRAMMES EMBEDDED ACROSS THE SYSTEM
- NEW PARTNERSHIPS, CO-PRODUCING SUSTAINABLE ACTIVITY OPPORTUNITIES
- LINKED TO 22 AGENDAS ACROSS THE COUNTY
- PHYSICAL ACTIVITY INTEGRATED INTO 6 NEW STRATEGIES



1.3

Our approach to the movement

Our approach to we can move has changed and evolved over time. This year we updated our Theory of Change to reflect this, taking on board our learning about the language we use and how to make it relatable to everyone in our movement. Our new approach, with its four pillars is below.

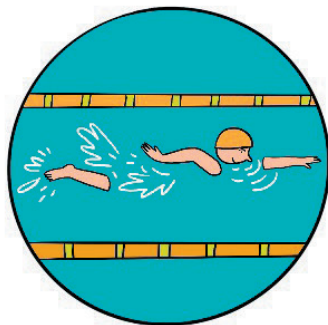
Supported by Active Gloucestershire, we can move is a whole systems approach to increasing physical activity. We work in a complex environment so we'll need to work at an individual, community and system level - and also to learn from what we do - to create the conditions for more people to be active. **To do this we've developed our theory of change.**

1. SYSTEM WORKING

'all parts make a difference'

Driving change through:

- Understanding how the organisations and people work at local and national levels
- Building relationships based on trust to support positive decision making
- Leadership and advocacy across organisations and sectors to develop shared goals



2. COLLECTIVE ACTION

'all people make a difference'

Strengths, people and place based approach through the we can move movement based on:

- Inspiring community activism to make positive changes
- Taking collective action
- Discovering and collaborating around shared values

3. BEHAVIOUR CHANGE

'everything we do makes a difference'

Supporting people to make changes to benefit from a more active life through:

- Using theories of behaviour change like the COM-B model
- Focusing on the individual whilst recognising wider system inequalities that impact their behaviour
- Working with people's strengths - 'focusing on what is strong, not what is wrong'



4. LEARNING & ADAPTING

'everything we discover makes a difference'

We embed learning throughout the work that we do by:

- Building evaluation in from the beginning
- Adapting to extraordinary circumstances
- Being prepared to get it wrong and understand why

WHAT YOU CAN DO NOW: **Inspire** Take time to read & understand this document, use in your own work & share with others | **Connect** Hear how others have used this approach go to www.wecanmove.net or contact one of our staff team at www.activegloucestershire.org | **Enable** Visit the we can move website to join one of our networks, access training and get funding for your project.

Watch one of our Physical Activity Specialists, Chris Davis introduce this new approach in this video <https://www.loom.com/share/ca826bce4af547cfb5ef0c697141804b>



1.4

Our values and strategy

Our Values

Be brave

The best way to see if something works is to give it a go.

Be curious

Gather learning, insight and data and look to understand the experiences of those with perspectives furthest from your own.

Stand shoulder to shoulder

Everyone owns the movement. Ask for help when you need it, offer it when it will be useful and be prepared to grow ideas together.

Find the energy

Focus on strengths, emphasise the positive and gently challenge the negative.

Build relationships of trust

Invest in others as much as in getting things done.

Our Objectives

Grow we can move

so we can support more people and recognise the strength we have by working together.

Share and learn

so that everyone is able to enjoy the benefits of a more active life.

Connect

to make sport and physical activity available to everyone regardless of age, disability, race, gender, religious beliefs or background.

Support

diversity, especially under-represented groups, whilst working with people and projects that share our values.

Celebrate

people and organisations that help people to be active. Together we will celebrate our successes and failures and encourage each other to do more.

Stay flexible

so we can adapt to changes and opportunities.

Active Gloucestershire has become a support organisation for we can move. Our role is to Inspire, Connect and Enable other so that we can support we can move to grow and have impact.



1.4

Active Gloucestershire has become a support organisation for we can move. Our role is to Inspire, Connect and Enable other so that we can support we can move to grow and have impact.



Inspire



Connect



Enable

- United behind a common vision, mission values and behaviours.
- Guide a collective strategy.
- Run and promote campaigns that inspire people to be active.
- Facilitate collective advocacy for county policies that promote physical activity.

- Help organisations and people to understand the system they are operating in and how we all need to work together to bring about change.
- Facilitate networks and opportunities to bring people together to support each other, collaborate and share good practice.
- Encourage alignment of activities and shared measures that help us all see the difference we are collectively making.

- Provide key data, statistics and facts, identify need and share good practice.
- Turn ideas into reality by increasing investment in our sector and county and providing guidance and resources to secure funding/income.
- Provide training, workshops and consultancy which stimulate debate and provide skills/ideas in how to get people active.



1.5

Inspire

Our impact report this year focused on Active Environments. This is now one of Sport England's five big issues in their 10-year strategy 'Uniting the Movement'.



The current big issues we're working on within Active Environments are Net Zero, Active Travel and Active Design. These cover areas such as sustainability, climate change, developing an Active Travel Strategy for the county, launching Active Travel England, launching updated Active Design guidance from Sport England, changes to the planning system and local and neighbourhood plans.

The report showcased the diversity of our active environments work and provided us with the chance to help shape policy and strategy at a district and county level. It also fed into a county scrutiny committee report on adults and communities, commissioned by the Department of Public Health.

Blackbridge Sports & Community Hub is a project to build a new community-owned and community-driven sport and physical activity facility in Podsmead, Gloucester. Led by the Blackbridge Charitable Community Benefit Society (BCCBS) and supported by Active Gloucestershire The Hub will offer a range of sport and physical activity opportunities for the local community and specifically for young people. The development received planning consent in June 2023, and is hoping to open in summer 2025.

[link: <https://tinyurl.com/2sfb9xf9>]



Active Gloucestershire have played a vital role in helping us in our work to make the much needed Blackbridge Sports & Community Hub a reality. Over a number of years they have provided advice and guidance with all aspects of the project's development, as well as helping us to connect with user groups and funding partners. Together we're really looking forward to celebrating the opening of the Hub and getting on with the job of delivering sport, physical activity and wellbeing opportunities for the whole community.

Sue Cunningham

Chair of Blackbridge Community Benefit Society



Part of the success of our work in supporting 'we can move' and promoting the benefits of physical activity has been to enable project ideas from across the network to become a reality.

The Advice Clinics are a valuable resource for groups and individuals with project ideas. They provide free, bespoke advice and guidance from experienced professionals. The clinics have been a great way to:

- Help develop new projects
- Provide support to existing projects
- Build relationships
- Increase awareness of physical activity

NEED ADVICE?

JOIN US FOR OUR FREE CLINIC



Active
Gloucestershire

1.6

Connect

We held our first **we can move** event on 9th March 2023. Over 120 people from across the county came together with one purpose to help people in Gloucestershire get active.

Our event aimed to:

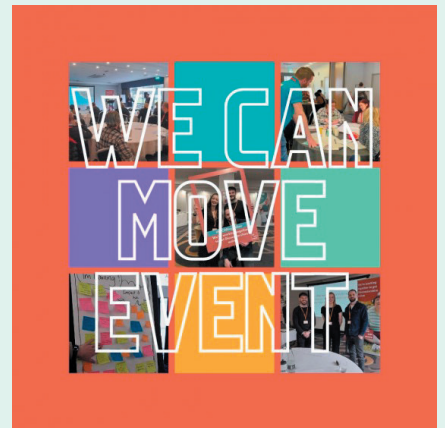
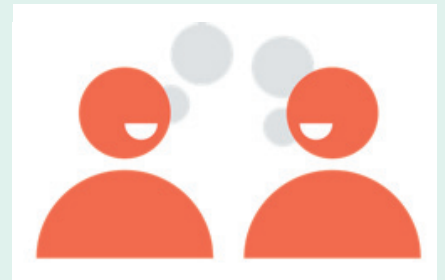
- Promote the movement’s shared vision and identity
- Progress the movement
- Build relationships
- Be a catalyst for action - to connect people
- Highlight the benefits of a whole system approach
- Share stories of change and impact

The main call to action on the day was for attendees to make at least one new connection. We’re delighted that at least 60 connections were made over the course of the day and we will be exploring the impact of these connections throughout 2023.

What’s next.

You can find the presentations, session summaries and resources from the event here:

<https://tinyurl.com/4btpdjw5> We’re evaluating the success of the event and mapping the wider impacts that have resulted from bringing people together, in order to decide on what our next event will look like. Sign up to the we can move newsletter to be the first to know what’s coming up. <https://tinyurl.com/ypnv3vvd>



“Great opportunity to network with so many different organisations at once.”



“Great to see so many influential change makers in one place.”



“I learnt that there is a huge amount of passion and energy in Gloucestershire to drive change and that we are still faced with the same challenges.”

1.7

Enable

Through strong partnership working with local councils, we have been integral to the development of Gloucester City Council's sport and leisure strategy and Cheltenham Borough Council's physical activity and sports strategy.



Gloucester City Council: Active Gloucestershire were commissioned by Gloucester City Council to develop their new five-year sport and leisure strategy.

To develop the strategy, we required input from a variety of organisations and individuals, and we carried out one-to-one conversations with senior stakeholders from the City Council, healthcare, education, and community development sectors, before widening the consultation to the city's sports clubs, schools, and community groups.

We considered the demographic characteristics of the city, the wider context of sport and physical activity in relation to the Council's other leading strategic plans and priorities, and finally the City Council's role in helping to develop and deliver opportunities to get people active.

Developing Gloucester City Council's sport and leisure strategy offered us a unique opportunity to not only support and strengthen the broader community wellbeing objectives of a key we can move stakeholder, but also enabled us to 'join the dots' between the Council and the wider activity system.

This joined up approach helped the Council recognise that a whole-systems approach to wellbeing will more naturally lead to residents feeling comfortable and confident in making physical activity a daily part of their lives.

Cheltenham: Active Gloucestershire were asked to support the development of Cheltenham's physical activity and sports strategy. We recommended engaging with The Leadership Centre to facilitate bringing organisations together to co-develop the strategy now being submitted to the council's cabinet for approval.



As a council, we've made a corporate commitment to work with partner organisations to develop a strategy that will help Cheltenham be a place where everyone has the opportunity to enjoy and benefit from physical activity. We've been really fortunate to work with the Active Gloucestershire team who have supported us in the development of the strategy providing us with robust data, evidence of what works and access to consultancy support via the Leadership Centre. Their support has enabled us to make significant progress with our work to develop the strategy and we look forward to continuing to work with the team.

**Richard Gibson, Head of communities, wellbeing and partnerships,
Cheltenham Borough Council**





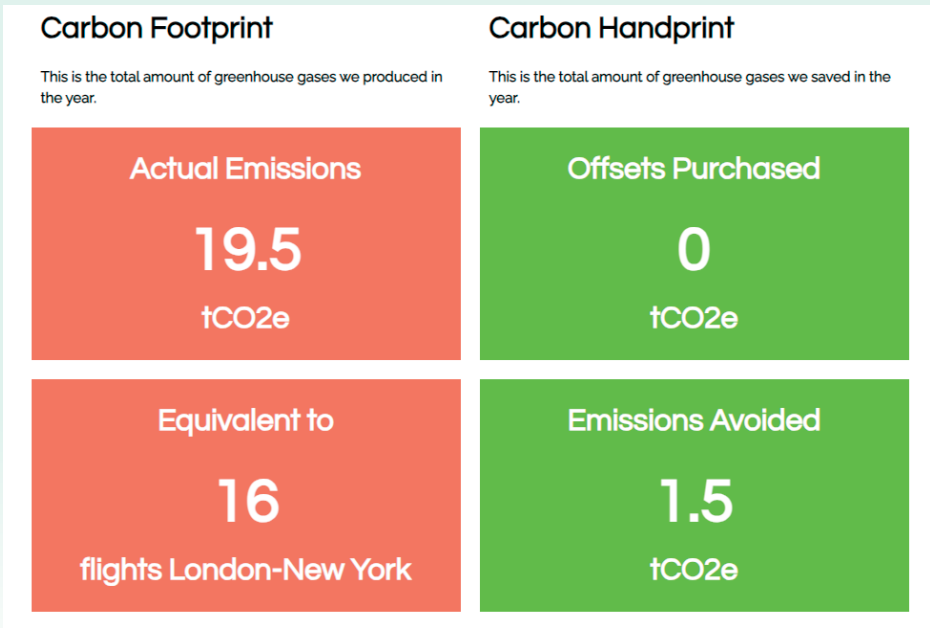
1.8a

Environmental, Social and Governance (ESG)

1.8a Environmental

We are passionate about reducing the negative environmental impact our organisation's work has on our planet. We are committed to a 63% reduction in emissions by 2036. By reviewing our policies, encouraging flexible working and starting to ask questions of our suppliers' environmental stance, we have already started reducing our emissions. We are pleased to report that our net carbon emissions have reduced from 26 to 19.5 tCO₂e.

[Link to report <https://go-positive.co.uk/active-glos>]





1.8b

Social - our approach to our people

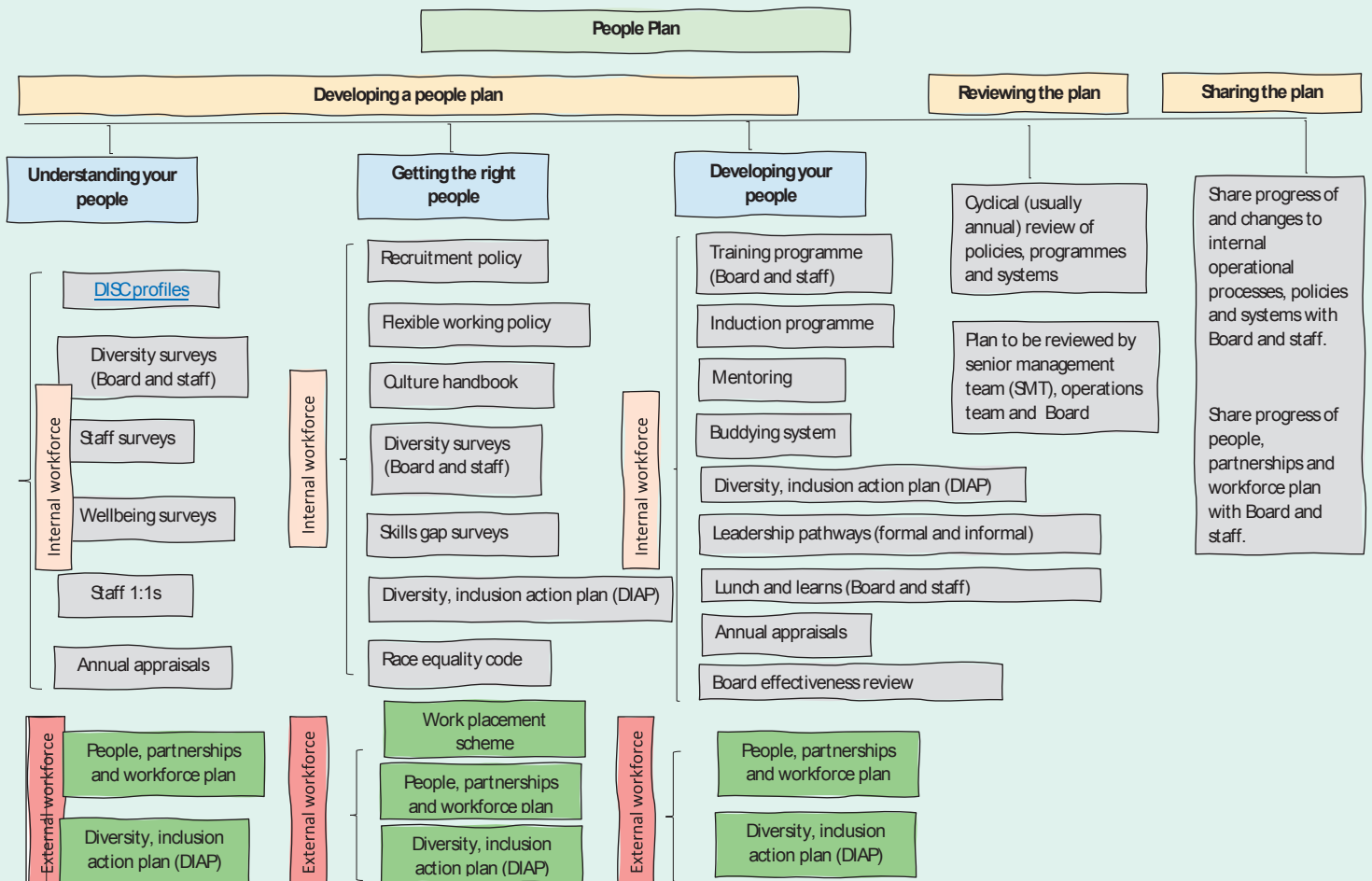
At Active Gloucestershire, our team is our greatest resource and our biggest asset. Creating an inclusive environment in which we can develop a highly diverse team has been our key focus over the last couple of years.

We recognise that in order to deliver our strategy we need to have in place a people plan, a plan that:

- Attracts and recruits a diverse workforce that represents the communities we serve
- Takes time to understand their needs and support
- Equips them to meet the demands of their role and the needs of those they work with.

Our people plan embodies several documents, programmes and processes which together set out our approach to managing and supporting both our internal workforce (staff team) and our external workforce (partners and stakeholders)

Below is our approach to people planning and the documents, processes, and programmes we have in place to deliver this.



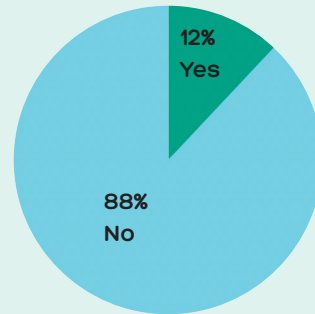


Read our blog by our Senior Support Officer, Geetha Dean talking about our learnings from becoming a more inclusive employer through the development of our recruitment process: <https://tinyurl.com/a37acw4j>

We are proud of our efforts to increase the diversity of our workforce and want to share our diversity figures to hold ourselves accountable, build trust amongst those we work with, and foster greater transparency.

See our staff diversity data opposite:

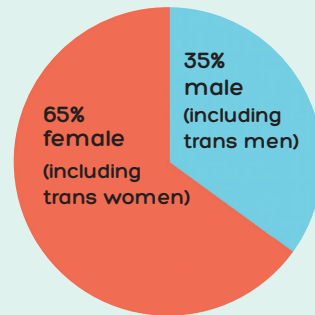
Do you consider yourself to have a disability?



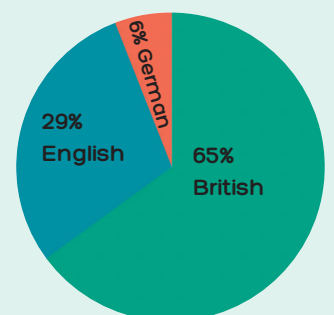
Sexual Orientation



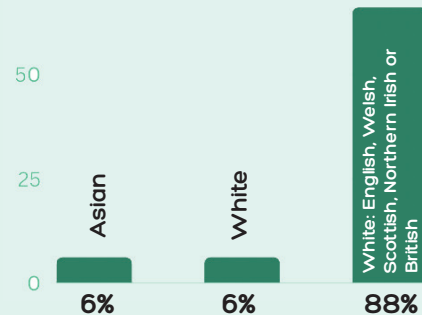
Gender



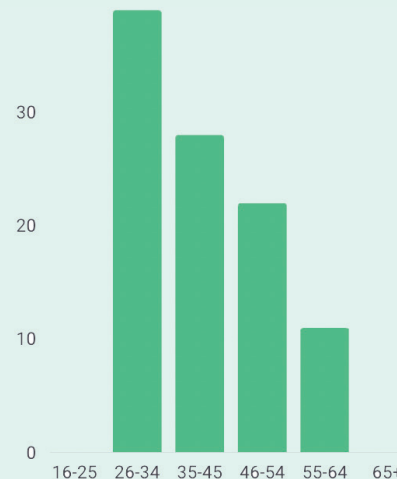
Nationality



Ethnicity



Age Bracket



1.8c

Governance

Code for Sports Governance

Compliance with the Code for Sports Governance, noting the recent developments and additions remains a priority for Active Gloucestershire. In the last year we've submitted evidence of compliance to Sport England against the new areas of the code and we've developed our practice and approach with the aim of being our county's role model for sport and physical activity.

We're in the process of reviewing and updating our Diversity and Inclusion Action Plan with the support of colleagues from Sport England and are keen to create an even more ambitious set of priorities and actions, to help ensure that sport and physical activity becomes inclusive and accessible to everyone.

Investment costs

We have kept fundraising costs low at 2% due to continued close relationships with our two main funders.





Future Plans

Our business plan for 2023-24 highlights our key priorities for the coming year:

People

1. Ensuring physical activity delivery, provision, planning and investment is prioritised by a range of partners across the Gloucestershire system.
2. Refining the leadership of we can move, with an evolving plan of support in place to equip leaders and Changemakers with knowledge of the benefits of physical activity and their role in reducing inequalities.
3. Developing the Changemaker support programme, ensuring that it continues to meet the needs of both the movement and the network.

Communications

1. Improving communications channels such as the website and social media channels to ensure they are more easily accessible and relevant to all our audiences.
2. Working with colleagues to plan communications for projects and campaigns and promoting inspiring stories to our key audiences.
3. Increasing the scale of the we can move movement by improving relationships with stakeholders, changemakers and funders through communications.

Children and young people

1. Ensuring children and young people are at the heart of our thinking, conversations and action around increasing physical activity by convening the knowledge from our system partners about youth voices.
2. Working with partners and community specialists to observe, understand and develop ideas to support the workforce to deliver more varied and inclusive activities for young people.
3. To be in the room when key / strategic decisions are being made about young people and their physical and mental wellbeing.

Places and Communities

1. Sharing learning and approaches from our work and that of our partners with commissioners and community leaders.
2. Utilising the secured Sport England investment to expand, deepen and test approaches across the county.
3. Supporting clubs and community organisations, targeting those impacted by the pandemic and increased inflation and costs.

Disability

1. Ensuring inclusive physical activity is on the agenda with all system partners across the county by influencing, systems leadership and wider advocacy work.
2. Ensuring we can move funded programmes in the disability inclusion landscape continue to be delivered effectively, changing physical activity behaviours and contributing towards our collective strategic objectives of an inclusive county.
3. Supporting traditional and non-traditional partners across the county to provide safe, accessible and inclusive physical activity.



Active Ageing

1. Developing understanding of ageing well priorities across the county and the importance of physical activity for older people.
2. Establishing Live Longer Better Gloucestershire, a network of partners supporting increased health and wellbeing of older people using physical activity, contributing to the county's ageing well board and various health priorities.
3. Continue to deliver Active Ageing we can move funded programmes effectively.

Health

1. Building and strengthening relationships between physical activity and health system leaders across the Integrated Care System, whilst identifying a broader and more diverse range of actors who advocate for we can move across the health care and public health landscapes.
2. Further defining and developing the we can move approach for adult social prescribing and connecting this to physical activity pathways for health.
3. Embedding physical activity and applying the we can move approach across clinical programme areas in health, aligning to local authority priorities and locality partnership agendas.

Active Environments

1. Supporting people and organisations to develop their facilities so that they're accessible to more people.
2. Securing investment for facilities, including social investment and community ownership.
3. Supporting a targeted range of schools to open their facilities for community use.





Equality, Diversity & Inclusion

1. Prioritising diversity & inclusion across all our areas of work.
2. Ensuring all our work promotes safe and inclusive spaces within sport and physical activity.
3. Reducing inequalities faced by people with protected characteristics through the delivery of projects and programmes.

Governance

1. Delivering the organisations delegated responsibilities and objectives.
2. Promoting Active Gloucestershire as good employer and acting as a role model for good governance.

Operations

1. Developing a sustainable organisation by ensuring policies and procedures are up to date, communicated to staff and available in an accessible format so everyone knows what needs to be done and when. Ensuring we have a full employee journey which is fair and supports our staff to reach their full potential. This includes continuously reviewing and improving our recruitment, induction, exit, annual review, staff wellbeing, training and development processes.
2. Continuing to develop our organisational culture and create an environment where staff feel valued, have the opportunity to contribute and feel aligned to our values. Further developing our learning culture, listening to staff, and adapting our ways of working to ensure all staff enjoy a fair and consistent experience.
3. Exploring more innovative approaches to our IT and finance systems. Including utilising new technology and methodologies to create a great user experience - where staff can thrive and be confident with our systems and processes.

Funding

1. Securing appropriate funding to be able to deliver an effective safeguarding / welfare service that supports clubs in our county.
2. Securing further consultancy income as detailed in the 2023/24 budget.

Measurement, Evaluation and Learning

1. Developing the space and opportunity to build on our great culture of learning throughout the organisation. Utilising the wide range of data, local and national insight to guide decision making and ensure through project office that evaluation is a key priority when developing projects.
2. Understanding the physical activity levels, behaviours and beliefs across Gloucestershire. Building a method of measuring the impact of we can move and developing an insight hub that can store and share relevant literature and research.
3. Following on from our Evaluation Framework, we would like to develop a workflow to support colleagues to evaluate projects and build up a library of evaluation methods and partners we can work with to deliver this learning. We will also engage Trustees at various stages of the process, for strategic guidance.

1.10

Covid-19

The latest Sport England Active Lives Survey report highlighted a return to pre-pandemic levels of physical activity. Although it's important to note that inequalities still exist and there are groups of people who continue to be affected by Covid-19 and the cost-of-living crisis.

Despite the improvements in physical activity levels, mental wellbeing remains a concern, with disabled people in particular experiencing heightened levels of anxiety.

Research by Activity Alliance [<https://www.activityalliance.org.uk/how-we-help/research/7589-inclusive-recovery-report-include-me-as-we-return-to-activity>] highlights that whilst disabled people still have a desire to be active following the pandemic, they remain concerned about the lack of opportunities to access physical activity.

We can move can play an instrumental role in addressing and reducing these inequalities.

From an operational perspective Covid-19 no longer impacts the day to day running of Active Gloucestershire.





1.11

Reference and administrative details

For the year ended 31 March 2023

Company no. 07344552

Charity no. 1138546

Registered office and operational address

City Works
Alfred Street
Gloucester
GL1 4DF

Trustees

Jan Bowen-Nielsen (Chair)
Lauren Cairns (resigned 24 November 2022)
Alice Cline Daniel Constable (appointed 6 October 2022)
Caitlin Dalton
Tania Hamilton
Jon McGinty
David Newton (retired 16 July 2023)
Emma Owen Terrance Smith (retired 16 July 2023)
Lela Smith (appointed 6 October 2022)
Sian Trew (appointed 6 October 2022)

Principal staff

Tom Beasley Chief Executive Officer ("CEO")

Bankers

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Auditors

Hazlewoods LLP
Chartered Accountants and Statutory Auditors Staverton Court
Staverton
Cheltenham
GL51 0UX



Structure, Governance and management

i. Legal status, date of incorporation and date of charity registration

Our organisation is a company limited by guarantee, incorporated on 12th August 2010. It was registered as a charity on 25th October 2010 and its objects and powers are set out in its Articles of Association.

ii. Our charity objects

- a) The promotion of community participation in healthy recreation, by providing and assisting in the provision of facilities for and opportunities to participate in sport and other physical activities for the benefit of, in particular, but not exclusively, the inhabitants of Gloucestershire.
- b) To advance the education of the public in sport and physical activity.

iii. Governance

It is the responsibility of the Board and Chief Executive to ensure that Active Gloucestershire has effective governance arrangements, including a sound system of internal control, as well as continuously striving to improve its governance and meeting changing legal and other requirements.

iv. Recruiting and appointing new trustees

Active Gloucestershire has an active and effective Board of nine Trustees, comprising a Chair, and eight others, all of whom were recruited transparently on a skills-led basis. All Trustees are appointed for an initial term of three years. No Trustee may serve more than nine years, unless in exceptional circumstances and with prior agreement from the Board.

A Trustee who retires from the Board after a period of nine years is ineligible for re-appointment for a period of four years, after this time, should they successfully be re-appointed as a Trustee, their years of service will commence again at zero.

There were three new appointments and one retirement for the year April 2022 to March 2023.

v. Appointment of our chair and senior trustee

The appointment of our Chair and Senior Trustee is usually made from amongst existing trustees. If current trustees are unwilling to stand for appointment, or if there are no suitable candidates, the position will be advertised and an appointment committee will be established. Upon appointment, our Chair and Senior Trustee sign role descriptions specific to their roles.

vi. Organisational structure and decision-making

Trustees meet six times a year (or more where required) to discuss our strategic direction, ensure our core aims and objectives are being met in the most efficient way, take account of any risks facing our organisation and ensure that all legal obligations are satisfied.



Our Board includes a Finance and Resources Committee (FRC) and a Nominations and People Committee (NPC). The FRC works with senior management to review all aspects of our organisation's finance, human resources and information and communications technology regularly and rigorously. The NPC works with the Chief Executive to ensure that the composition and performance of our Board, Chief Executive and senior management team are optimal and support the needs of our organisation.

Our organisation's day-to-day business is delegated to the Chief Executive and through them, to other staff. Our policies manual and financial procedures handbook identify matters that are reserved for consideration by our Board and sets out the process for urgent action to be taken by our chair.

vii. Pay and remuneration

Provision for salary increases is included in the budget-setting cycle. The Chief Executive has authority to award performance-related salary increases in one-off, non-recurring instances, consistent with and not exceeding the overall provision included in the approved budget.

Any increase over and above the approved provision requires trustee approval. The Nominations and Remunerations Committee is responsible for making recommendations to our Board, regarding the Chief Executive's and senior management team's remuneration.

viii. Related parties

There are no subsidiaries or charities controlled by the same trustees.

ix. Risk statement

Our trustees consider the major risks facing our organisation and have established systems and controls to mitigate them, which are regularly reviewed.



Financial Review

Active Gloucestershire is coming towards the half-way point of our core funding agreements with Sport England and Gloucestershire Integrated Care Board (ICB). We are now starting to plan for the impact of the reduced income expected from 2025/26 and have conversations with our funders on their plans and expectations.

The financial year of 2022/23 saw a slight decrease in income compared to 2021/22. This is primarily due to the investment of £255k from the ICB in 2021/22 covered the expenditure over a two-year period.

i) Increases (+) / decreases (-) in Sport England funding

- Increase in Together Fund - (Covid response) £127,500

ii) other income streams

- One off award from the Integrated Care Board of £100k for social prescribing
- £255k received from ICB in prior year covered expenditure over a two-year period.

Expenditure levels can be analysed as follows: -

- Salary costs increased due to a growing the organisation to a greater staff head count
- Following a high level of delivery spend in 2021/22, delivery costs in 2022/23 decreased by £78k

Funding Sources

The Board has been successful in working towards reducing the reliance Sport England as the principle funder, with a continued strong long term funding relationship with Gloucestershire Integrated Care Board.

Cost of Fundraising

The organisation is not a fundraising charity when compared to other parts of the charitable sector, where donations and appeals fund most of their expenditure. Our funding principally comes from Sport England grants and third-party contracts. Limited funds are sourced from other grant giving organisations via direct applications. Accordingly, the cost of fundraising is modest. Previously we carried out a robust estimate of the costs of fundraising and deduced that a figure of 5% of costs was appropriate.

Going forward we will continue to monitor the costs of the fundraising activity, but it is unlikely that the fundraising function will show any signs of increased activity, particularly as Sport England and the Gloucestershire Integrated Care Board funding has already been agreed going forward.

Treasury Management

The organisation has significant amounts of cash available. Trustees are mindful that cash surpluses should be earning a rate of return as investments. Notwithstanding that, with the current rates of returns available and the cash requirements of the organisation, our Trustees' main priority is to protect those funds.



Accordingly, Active Gloucestershire has deposits with seven separate financial institutions utilising the financial guarantee scheme of £85,000. Deposits of more than the £85,000 limit are at risk should a bank fail and Trustees regularly review deposits and cash flow.

Loss due to fraud

No losses due to any fraudulent activity were encountered.

Outlook for 2022/23 and beyond

Active Gloucestershire is in a better position than most with firm commitments to funding from both Sport England and the Integrated Care Board which should allow us to plan with more certainty than most.

The Board at its 2022/23 budget setting cycle was very aware of the level of restricted funds being carried forward and set an ambitious plan to run down the level of these restricted funds over the following 3 years consistent with its business plan. The first year of this plan was successful.

Reserves policy

The Trustees have considered the key risks facing the charity. Active Gloucestershire is dependent on certain significant funding sources for its current level of operations. To deliver the organisational strategy, the charity would need to find alternative funding sources in the event of a significant reduction in income.

The Trustees estimate that this may take 3-6 months. Over that time, the charity would need to pay salaries and overheads from reserves. On this basis, 3 to 6 months of the planned expenditure on salaries and overheads is £241,517 to £483,033.

Unrestricted designated funds include a requirement from the grantor to spend on a particular purpose. Accordingly, it is considered that the value of these funds is excluded from the reserve policy calculations. Only general unrestricted funds are considered when measuring against the reserves policy calculations above. On 31 March 2023, the actual level of unrestricted general reserves was £296,772 (31 March 2022 - £298,161) and therefore within the policy.

Unrestricted designated funds on 31 March 2023 totalling £485,561 (2021/22 £145,185) related to planned future expenditure and are explained in note 15 to the financial statements. In addition, Active Gloucestershire held unspent restricted funds on 31 March 2023 of £300,811 (2021/22 £655,670). These are carried forward to 2023/24 and will be spent in accordance with the stated purpose of the funds.

Statement of responsibility of the Trustees

The Trustees (who are also 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, including Financial Reporting Standard 102. The Financial Reporting Standard, applicable in the United Kingdom and Republic of Ireland (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 income and expenditure of the charity for that period.

In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards and statements of recommended practice 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 proper accounting records which disclose with reasonable accuracy at any time, the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware and
- The Trustees have taken all steps that they ought to have taken, to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.
- The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom, governing the preparation and dissemination of financial statements, may differ from legislation in other jurisdictions.



Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Hazlewoods LLP Chartered Accountants and Statutory Auditors continue to act as auditors to Active Gloucestershire.

Approved by the Trustees on 20 July 2023 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Jan Bowen-Nielsen', is written over a light blue background.

Jan Bowen-Nielsen



Active
Gloucestershire

2.0

Report and Audited Financial Statements



2.0

Report and Audited Financial Statements

Company number	07344552
Charity number	1138546
Registered office and operational address	City Works Alfred Street Gloucester GL1 4DF
Trustees	Jan Bowen-Nielsen (Chair) Lauren Cairns (resigned 24 November 2022) Alice Cline Daniel Constable (appointed 6 October 2022) Caitlin Dalton Tania Hamilton Jon McGinty David Newton (retired 16 July 2023) Emma Owen Terrance Smith (retired 16 July 2023) Lela Smith (appointed 6 October 2022) Sian Trew (appointed 6 October 2022)
Principal staff	Tom Beasley
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Auditors	Hazlewoods LLP Chartered Accountants and Statutory Auditors Staverton Court Staverton Cheltenham GL51 0UX



Opinion

We have audited the financial statements of Active Gloucestershire (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.



In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors Report included in the Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement set out in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.



Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures.
- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
 1. identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 2. understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 3. challenging assumptions and judgements made by management in its significant accounting estimates; and
 4. identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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



Use of our report

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

Scott Lawrence FCA
(Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP
Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Date: 10th July 2023



For the Year Ended 31 March 2023

	Note	Restricted Funds £	Unrestricted funds £	Total 2023 £	Total 2022 £
Income from:					
Donations	3	-	-	-	192,340
Charitable activities	4	930,637	294,585	1,279,22	1,229,294
Investments		-	3,770	3,770	2,444
Other			4,292	4,292	-
Total Income		930,637	302,647	1,287,284	1,424,078
Expenditure on:					
Raising funds		-	16,646	16,646	14,736
Charitable activities		978,923	307,587	1,286,510	1,264,302
Total Expenditure	6	978,923	324,233	1,303,156	1,279,038
Net Income/(expenditure)		(48,286)	32,414	(15,872)	145,040
Transfers between funds	15	(306,573)	306,573	-	-
Net movement in funds		(354,859)	338,987	(15,872)	145,040
Reconciliation of funds					
Total funds brought forward		655,670	443,346	1,099,016	953,976
Total fund carried forward		300,811	782,333	1,083,144	1,099,016

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.



Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	11	3,448	861
Current assets			
Debtors	12	231,010	168,564
Cash at bank and in hand		1,007,182	1,160,548
Total current assets		1,238,192	1,329,112
Liabilities			
Creditors amounts due within one year	13	(158,496)	(230,957)
Net current assets		1,079,696	1,098,155
Net assets	14	1,083,144	1,099,016
Funds			
Restricted income funds		300,811	655,670
Unrestricted funds			
Designated funds		485,561	145,185
General funds		296,772	298,161
Total charity funds	15	1,083,144	1,099,016



Statement of Cash Flows

	2023	2022
	£	£
Cash used in operating activities		
Net movements in funds	(25,738)	145,040
Adjustments for		
Dividends, interest and rents from investments	(3,770)	(2,444)
Depreciation	1,161	2,351
Decrease/ (increase) in debtors	(62,446)	(112,719)
(Decrease)/ increase in creditors	(62,595)	111,161
	<hr/>	<hr/>
Net cash provided by operating activities	(153,388)	143,389
	<hr/>	<hr/>
Cash flows from investing activities:		
Interest received	3,770	2,444
Purchase of tangible fixed assets	(3,748)	-
	<hr/>	<hr/>
Net cash provided by / (used in) investing activities	22	2,444
	<hr/>	<hr/>
Increase in cash and cash equivalents in the year	(153,366)	145,833
	<hr/>	<hr/>
Cash and cash equivalents at the beginning of the year	1,160,548	1,014,715
	<hr/>	<hr/>
Cash and cash equivalents and the end of the year	1,007,182	1,160,548
	<hr/>	<hr/>



1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Active Gloucestershire 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 notes.

b) Going concern basis of accounting

The financial statements have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Core grants, donations and gifts are included in full in the statement of financial activities when receivable;
- Revenue grants are credited to the statement of financial activities when received or receivable, whichever is earlier;
- Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred;
- Income from charitable activities includes income from fees received under contract and commissioning income for services provided to sporting organisations in the local area. Grant income included in this category provides funding to support activities and is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability; and
- Investment income is included when receivable.

Amounts received during the year relating to specific periods are spread over the periods to which they relate. Capital grants are treated as restricted funds against which the assets purchased are depreciated over their useful life.



1. Accounting policies (continued)

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of directly attributable staff costs. There are minimal costs of raising funds, actual costs of fundraising are in relation to grant applications. Cost of managing and governance of grants previously awarded are included in charitable activities. In the current and preceding years, the percentage of costs allocated to fundraising is 2%.

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

IT / office equipment

3 - 4 years

Items of equipment are capitalised where the purchase price exceeds £1,000 (excluding VAT).



1. Accounting policies (continued)

j) Debtors

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

k) Cash at bank and in hand

Cash at bank and cash 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.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at amortised cost using the effective interest method.

n) Pension costs

The company operates a defined contribution pension scheme for its employees, in accordance with the government's auto-enrolment regulations. There are no further liabilities other than that already recognised in the statement of financial activities. The total employer pension contributions payable in the year were £29,253 (2021: £31,094). Pension costs are allocated to projects on the same basis as staff costs.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are the allocation of costs to fundraising and charitable activities (see note 1(h)) and depreciation (see note 1(i)).



2. Prior year comparative statement of financial activities

	Restricted funds £	Unrestricted funds £	Total 2022 £
Income from:			
Donations	-	192,340	192,340
Charitable activities	1,066,102	163,192	1,229,294
Investments	-	2,444	2,444
Total Income	1,066,102	357,976	1,424,078
Expenditure on:			
Raising funds	-	14,736	14,736
Charitable activities	889,774	374,528	1,264,302
Total expenditure	889,774	389,264	1,279,038
Net income	176,328	(31,288)	145,040
Transfers between funds	16,914	(16,914)	-
Net movements in funds	193,242	(48,202)	145,040
Reconciliation of funds	462,428	491,548	953,976
Total funds brought forward			
Total funds carried forward	655,670	443,346	1,099,016

3. Donations

Prior year comparative

	Restricted funds £	Unrestricted funds £	Total 2022 £
Grants	-	192,340	192,340
Sport England - core funding			
Total income from donations	-	192,340	192,340



4. Income from charitable activities

	Restricted Funds £	Unrestricted Funds £	Total 2023 £
Grants and service level agreements			
Sport England	737,414	-	737,414
Gloucestershire Clinical Commissioning Group (GCCG)	100,000	238,875	338,875
Gloucestershire County Council	3,200	60,000	63,200
Local Councils	60,000	-	60,000
GOGA	30,023	-	30,023
Grants < £5,000	-	-	-
Total grants and service level agreements	930,637	298,875	1,229,512
Course contributions	-	18,125	18,125
Consultancy income	-	31,585	31,585
Total income from charitable activities	930,637	348,585	1,279,222

Prior year comparative	Restricted funds £	Unrestricted funds £	Total 2022 £
Grants and service level agreements			
Sports England	668,607	-	668,607
Gloucestershire Clinical Commissioning Group (GCCG)	267,500	77,500	345,000
Gloucestershire County Council	-	60,000	60,000
Local Councils	60,000	-	-
Activity Alliance	41,640	-	41,640
Barrow Cadbury	500	-	500
Grants < £5,000	17,855	2,172	20,027
Total grants and service level agreements	1,056,102	139,672	1,195,774
Course contributions	-	1,237	1,237
Commissioning income	10,000	-	10,000
Consultancy income	-	22,283	22,283
Total income from charitable activities	1,066,102	163,192	1,229,294



5. Government grants and contracts

The charity receives government grants and contracts, deemed to be funding from Sport England, Gloucestershire Clinical Commissioning Group and local authorities, to fund core services and charitable activities. The total value of such grants and contracts in the period ending 31 March 2023 was £1,229,512 (2022: £1,133,607). There are no unfulfilled conditions or contingencies attaching to these grants in 2022/23. During the year, the charitable company was required to repay unspent funds amounting to £Nil (2022: £5,554) from Sport England as a condition of the grant.

6. Total expenditure

	Raising Funds £	Charitable Activities £	Total 2023 £
Project expenditure	-	460,680	460,680
Staff costs (note 9)	13,628	667,690	681,318
Travel and subsistence	-	10,192	10,192
Support and governance costs:			
Information and communications technology	665	32,607	33,272
Premises costs	511	25,058	25,569
Depreciation	23	1,138	1,161
Stationery	37	1,836	1,873
Telephone and postage	127	6,241	6,368
Subscriptions	64	3,127	3,191
Website and marketing campaigns	605	29,661	30,266
Board and meeting expenses	75	1,665	3,740
Audit fees	154	7,522	7,676
Legal, professional and consultancy fees	757	37,093	37,850
	16,646	1,286,510	1,303,156



6. Total expenditure (continued) Prior year comparative

	Raising Funds £	Charitable Activities £	Total 2023 £
Project expenditure	-	538,578	538,578
Staff costs (note 9)	11,461	561,564	573,025
Travel and subsistence	-	3,659	3,659
Support and governance costs:			
Information and communications technology	833	40,795	41,628
Premises costs	402	19,713	20,115
Depreciation	47	2,304	2,351
Stationery	14	710	724
Telephone and postage	100	4,923	5,023
Subscriptions	62	3,058	3,120
Website and marketing campaigns	1,158	56,725	57,883
Board and meeting expenses	79	3,885	3,964
Audit fees	166	8,114	8,280
Legal, professional and consultancy fees	414	20,274	20,688
	14,736	1,264,302	1,279,038

7. Expenditure by activity

	Direct expenditure £	Staff costs £	Other costs £	Total 2023 £
Local priority places	39,394	-	-	39,394
GCC social prescribing	19,476	43,761	10,890	74,127
GCC Inclusion contract	16,023	57,390	15,299	88,712
Business Services	2,963	27,028	7,012	37,003
GOGA	14,078	6,289	1,563	21,930
We Can Move	40,491	387,990	97,213	525,694
SE delivery role	31,697	85,924	21,847	139,468
SE together fund	131,544	8,612	2,384	142,540
WCM CCG	80,062	64,324	18,426	162,812
WCM districts	28,369	-	-	28,369
SE CYP	4,200	-	-	4,200
WCM initiative	28,399	-	-	28,399
Marketing	-	-	1,080	1,080
Social Prescribing	19,991	-	-	19,991
Other overheads	3,993	-	(14,556)	(10,563)
	460,680	681,318	161,158	1,303,156



7. Expenditure by activity (continued)

As part of an internal reorganisation and simplification of services and funds during the year, funds brought forward were reclassified and grouped into smaller headings as disclosed in note 15. As a consequence, the expenditure by activity note above is not directly comparable to the prior year below.

Prior year comparative	Direct expenditure £	Staff costs £	Other costs £	Total 2023 £
Coaching project	35,832	17,022	4,461	57,315
Satellite clubs	23,611	-	76	23,687
Extended workforce	425	58,124	17,078	75,627
Tackling inequalities	46,886	-	3	46,889
Commonwealth Games Legacy	26,500	-	-	26,500
Moving Communities	8,108	-	-	8,108
Active 4 Life	392	-	-	392
Primary School Support	22,188	-	-	22,188
WCM formerly Cotswold Walking pilot	1,665	-	-	1,665
Primary School Daily Mile	3,778	18,315	5,719	27,812
DfE Volunteers	5,542	-	-	5,542
CYP	36,101	110,193	28,595	174,889
Special Olympics	1,900	-	-	1,900
Work for the Disabled	71	19,501	2,861	22,433
Opening school facilities	138,793	14,948	4,060	157,801
GOGA	23,013	4,904	1,494	29,411
Local Delivery Pilots	86,206	30,518	8,831	125,555
Covid Health Inequalities	7,251	-	10	7,261
Connect Cadbury Burrow	6,397	-	-	6,397
Active Design	11	972	448	1,431
CCG Pain Project	4,862	6,730	1,817	13,409
Social Prescribing	15,269	28,724	7,783	51,776
Older Adults	6,748	18,744	5,308	30,800
Marketing	11,420	2,506	658	14,584
Monitoring & Evaluation	11,444	-	-	11,444
Insight	3,719	38,589	11,254	53,562
GM Project management	-	-	12	12
Primary role	3,241	139,553	42,583	185,377
Training and education	60	1,157	334	1,551
Business Services	225	28,888	8,403	37,516
Other overheads	(9)	(24)	34	1



Prior year comparative	Direct expenditure £	Staff costs £	Other costs £	Total 2023 £
GCC Inclusion overheads	6,811	36,715	10,912	54,438
Disability & Inclusion officer	118	(3,054)	4,701	1,765
	538,578	573,025	167,435	1,279,038

8. Net movement in funds

This is stated after charging:

	2023 £	2022 £
Depreciation of fixed assets	1,161	2,351
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	-
Auditor's remuneration:		
• Statutory audit (including VAT)	9,210	8,100
• Other services (including VAT)	15,183	1,570

9. Staff costs and numbers

The aggregate payroll costs were as follows:

	2023 £	2022 £
Salaries and wages	580,938	491,089
Social security costs	48,493	42,089
Pension contributions	36,264	29,253
Staff development and recruitment	15,623	10,594
	681,318	573,025

One employee (2022: one) received total remuneration of more than £60,000.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer ("CEO"). The total remuneration of the key management personnel of the charity was £69,362 (2022: £63,680).



	2023	2022
	No.	No.
Average staff head count	20	16
Full time equivalent as at 31 March	16.50	15.99

10. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes

11. Tangible fixed assets

	IT / office equipment
	£
Cost:	
At 1 April 2022	9,404
Additions	3,748
At 31 March 2023	13,152
Depreciation:	
At 1 April 2022	8,543
Charge for year	1,161
At 31 March 2023	9,704
Net Book Value:	
At 31 March 2023	3,448
At 31 March 2023	861

12. Debtors

	2023	2022
	£	£
Trade debtors	227,612	153,543
Prepayments	3,398	6,700
Accrued income	-	8,321
	<hr/>	<hr/>
	231,010	168,564

13. Creditors: amounts due within 1 year

	£	£
Trade creditors	54,293	31,611
Other creditors	61	-
Accruals	44,252	26,828
PAYE and social security	14,232	12,992
Pension control account	5,922	5,879
VAT control account	37,939	53,647
Deferred income	1,797	-
	<hr/>	<hr/>
	158,496	230,957



14. Analysis of net assets between funds

	Restricted Funds £	Designated Funds £	General Funds £	Total Funds £
Tangible fixed assets	-	-	3,448	3,448
Current assets	409,500	489,337	339,355	1,238,192
Current liabilities	(108,689)	(3,776)	(46,031)	(158,496)
Net assets at 31 March 2023	300,811	485,561	296,772	1,083,144
Prior year comparative				
Tangible fixed assets	-	-	861	861
Current assets	850,697	147,840	330,575	1,329,112
Current liabilities	(195,027)	(2,655)	(33,275)	(230,957)
Net assets at 31 March 2022	655,670	145,185	298,161	1,099,016



15. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
Restricted funds Sport					
Coaching Projects	23,352	-	-	(23,352)	-
Satellite Clubs	36,514	-	-	(36,514)	-
Community Extended Workforce	34,793	-	-	(34,793)	-
Tackling Inequalities Fund	498	-	-	(498)	-
Tackling Inequalities Fund Phase 3	4,764	-	-	(4,764)	-
Education					
School Games	22,184	-	-	-	22,184
Primary School Support	21,763	-	-	(21,763)	-
Children & Young People	287,404	-	(4,200)	(283,204)	-
Primary School Daily Mile	14,434	-	-	(14,434)	-
Other					
Work for Disabled	14,558	-	-	(14,434)	-
Opening School Facilities	5,517	-	-	-	5,517
GOGA	23,655	30,023	(21,931)	-	31,747
Local delivery pilots	25,008	-	(39,394)	65,973	51,587
Insight	7,661	-	-	(7,661)	-
Covid Health Inequalities	65,973	-	-	(65,973)	-
CCG Pain Management	7,591	-	-	(7,591)	-
WCM District Councils	60,000	60,000	(28,369)	-	91,631
SE Strategic and Governance Role	-	498,535	(525,694)	51,557	24,397
SE Delivery Role	-	111,379	(139,468)	85,741	57,652
SE Together Fund	-	127,500	(142,540)	5,262	(9,778)
WCM Social Prescribing	-	100,000	(74,127)	-	25,873
British Blind Sport (GCC inclusion)	-	3,200	(3,200)	-	-
Total restricted funds	655,670	930,637	(978,923)	(306,573)	300,811



15. Movements in funds (continue)

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
Unrestricted funds:					
Designated funds:					
Redundancy	54,222	-	-	10,000	64,222
Staff holiday	9,866	-	-	(2,790)	7,076
Work for disabled	10,000	-	-	(10,000)	-
We Can Move					
Project Management	10,682	-	-	(10,682)	-
Older Adults	21,237	-	-	(21,237)	-
Marketing	9,068	-	(1,080)	(7,988)	-
Monitoring and Evaluation	6,886	-	-	(6,886)	-
Social prescribing	23,224	-	(19,991)	100,000	103,233
WCM ICB	-	238,875	(191,211)	263,366	311,030
Total designated funds	145,185	238,875	(212,282)	313,783	485,561
Restricted funds	655,670	930,637	(978,923)	(306,573)	300,811
Designated funds	145,185	238,875	(212,282)	313,783	485,561
General funds	298,161	117,772	(111,951)	(7,210)	296,772
Total unrestricted funds	443,346	356,647	(324,233)	306,573	782,333
Total funds	1,099,016	1,287,284	(1,303,156)	-	1,083,144



Purposes of restricted funds

Workforce / Coaching Projects - Sport England funding to support the physical activity workforce in Gloucestershire. This is achieved through the **we can move** Changemaker programme through a range of training, network and event opportunities designed to support professionals and volunteers in the community and across various professions and sectors.

Satellite clubs - Sport England funding to facilitate the creation of satellite clubs for schools and younger people

Active Workplaces - Active Workplaces is a sponsorship property in partnership with Creed Foodservice, using the wheel of behaviour change to create a bespoke action plan of interventions aimed at increasing staff activity

Active for life (small grants) - A targeted programme engaging 6,000 older people in regular physical activity.

Extended workforce - A pilot scheme launched by sport England, designed to redefine the way in which Active Partnerships work with Sport England, with the aim of ensuring close strategic alignment between AP's and SE sharing goals and a more collaborative approach to working together.

Commonwealth Games Legacy - The commonwealth legacy funding will help create a legacy of 'connection' with young people across the country / Gloucestershire. We aim to build connection with new and different young people by focusing on the ways in which we engage and design with them to reflect their motivation, competence and confidence.

One of the ways different young people will be engaged is through the CWG Ambassador programme which will feature in parts of the county, contributing to building confidence and inspiring young people to deliver, promote and connect young people to the CWG back in their schools.

Moving Communities - £100 million has been allocated to 266 local authorities to support the recovery of publicly-owned leisure centres and gyms. Moving Communities is a system design to drive the capture and use of leisure centre users.

Active Partnerships are being invited to have access to this data to help understand the role of leisure centres and the impact they generate on wider outcomes and support relationships with LAs and operators to use the data and insight.

This project is to gain access to Moving Communities until 31st October 2022 (renewal date, which is expected to be continued for a further year). Using the WCM programme group to raise the profile and have districts encourage the use of the system with their leisure centres.

School games - Sport England funding to deliver a county-wide programme of level 3 School Games.

Primary school support - Sport England funding to support schools in utilising their PE, sport and physical activity funding.

Children and Young People - Funding has been used to co-design with young people opportunities to be active in the places and ways that work for them.

WCM Cotswold walking project - This project has now been closed and funds have been reallocated into other CYP programmes.



DFE volunteers - Sport England funding to promote volunteering in sport, physical activity and targeted communities to young people.

Primary School Daily Mile - Various funding sources to fund an increase in the daily physical activity for primary school pupils.

Special Olympics - Funding from a number of partners to contribute to improving the physical activity levels of people with a learning disability and their families.

Work for the Disabled - This area of work, also now known as Involve is a project looking at how and who can influence disabled peoples behaviours, in relation to physical activity. Involve has progressed to become a communication-based intervention to support health and social care professionals to have conversations with disabled people about physical activity, and with this is the development of a suite of resources to support these conversations to take place across the health and social care system in Gloucestershire. The initial background and scoping part of this project was funded by Sport England, but this work is now funded by the CCG as part of the covid inequalities agreed funding and unrestricted reserves.

Opening school facilities - Sport England funding to encourage and support targeted Gloucestershire schools to allow residents in their local area to hire the school's facilities so they can play sport and be more active.

Connect Barrow community fund - The Connect fund is provided to support us to continue to test how social investment might can be used to increase impact for sports clubs and organisations. At the same time the funding will allow us to further explore if this work can provide us with a sustainable earned income source. We will share our results with the wider sector and Active Partnership network.

Get Out Get Active (GOGA) - Get out Get Active is a national initiative, where we hold the contract to project manage the local delivery of a branch of delivery in the Forest of Dean locality. The programme enables those with disabilities or long term health conditions to be active, by creating new opportunities, upskilling deliverers across the workforce and providing high quality marketing. The Forest of Dean GOGA programme focusses on older people with a long term condition, and has a particular focus on dementia. The project is a collaboration between Active Gloucestershire, Forest of Dean District

Council and Freedom Leisure. The project is managed nationally by Activity Alliance, who hold, manage and distribute locality funds from the overarching funders of Sport England, London Marathon Charitable Trust and Spirit of 2012.

Wheel of behaviour (renamed Place based work in 20/21) - Place based physical activity interventions means the focus of work is in a specific geographic area or 'place'. This could be a street, neighbourhood, town or district. It targets the entire community; working with residents, groups, organisations and businesses that live or work in the area to better understand what the place is like, what the challenges or issues are and how we can work together to overcome them.

Covid Health Inequalities - This is a funded programme to support people who have been unable to be, or have become less active due to the pandemic. The funding is primarily focussed on Gloucester City. Funded by NHS Gloucestershire.

CCG Pain Management - This is a pilot project to assess the impact of physical activity in support of people who require ongoing support to manage pain.

Active Design - This is a fund working with partner organisations to improve facilities and provide better active transport options.



Purpose of designated funds

Redundancy

To provide for contracted staff redundancy payments. This will only be expended if redundancies are made under the charity's redundancy policy.

Staff holiday - To provide for untaken holiday at the end of the financial period.

We Can Move - 'We can move' is the county's whole system and social movement approach to increasing physical activity levels and tackling health inequalities. The long term goal of the programme is to halve physical inactivity rates in Gloucestershire by 2030.

WCM older adults - People are less active as they get older, with 6 out of 10 people not doing regular physical activity. Our we can move older adults work aims to increase physical activity levels of older people through: the delivery of a county wide falls prevention campaign (Fall-Proof); the co-design of a physical activity programme across the Forest of Dean; supporting a network of volunteers who support older adults to continue to be active; and supporting the delivery of local community and physical activity opportunities embedded across Gloucestershire.

SE Strategic and Governance Role - Sport England funding to test our approach using the core concepts Inspire, Connect and Enable to work in areas where inequalities are the greatest and where people have the most to gain from living an active life, through a mix of cohort and place based approaches

SE Delivery Role - Sport England funding to deliver high quality projects which will support individuals and organisations whilst providing learning and insight that can be shared across sport and physical activity system.

SE Together Fund (previously known as Tackling inequalities) - Sport England funded as a grant programme aimed at supporting organisations that have supported those most affected by the pandemic.

WCM Social Prescribing - Funding provided by the ICB (previously known as CCG) to support tackling health inequalities in Gloucestershire.

GCC Inclusion contract (previously known as Short Breaks Capital Fund) - Gloucestershire County Council provided funding to acquire various items of equipment and provide adaptations to support disabled children and young people under 25, to take part in a range of arts, sports, and leisure activities

Transfers between funds - Transfers between funds are to redistribute designated funding. Reducing the number of funds to reflect the direction of change from Sport England, to consolidate the various

**15. Movements in funds (continued)**

Prior year comparative	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Restricted funds Sport					
Coaching Projects	20,827	59,840	(57,315)	-	23,352
Satellite Clubs	60,201	-	(23,687)	-	36,514
Community					
Active Workplaces	172	-	-	(172)	-
Active 4 Life	392	-	(392)	-	-
Extended Workforce	35,421	75,000	(75,627)	-	34,793
Tackling Inequalities Fund	2,151	-	(1,653)	-	498
Tackling Inequalities Fund Phase 3	-	50,000	(45,236)	-	4,764
Commonwealth Games	-	26,500	(26,500)	-	-
Moving Communities	-	8,108	(8,108)	-	-
Education					
School Games	25,761	10,000	-	(13,577)	22,184
Primary School Support	56,004	-	(22,188)	(12,053)	21,763
Children & Young People	-	436,663	(174,889)	25,630	287,404
WCM formerly Cotswold	1,028	-	(1,665)	637	-
Walking pilot DfE volunteers	5,542	-	(5,542)	-	-
Primary School Daily Mile	23,882	18,364	(27,812)	-	14,434
Other					
Special Olympics	1,829	-	(1,900)	71	-
Work for Disabled	19,562	17,429	(22,433)	-	14,558
Short Breaks Capital Fund	432	-	-	(432)	-
No Limits	136	-	-	(136)	-
Opening School Facilities	7,912	155,406	(157,801)	-	5,517
Connect Barrow	7,694	500	(6,397)	(1,797)	-
Community					
GOGA	11,426	41,640	(29,411)	-	23,655
Local delivery pilots	68,911	81,652	(125,555)	-	25,008
Insight	18,911	25,000	(53,562)	17,312	7,661
Covid Health Inequalities	73,234	-	(7,264)	-	65,973
CCG Pain Management	21,000	-	(13,409)	-	7,591
Active Design	-	-	(1,431)	1,431	-
WCM District Councils	-	60,000	-	-	60,000
Total restricted funds	462,428	1,066,102	(889,774)	16,914	655,670

**15. Movements in funds (continued)**

Prior year comparative	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Unrestricted funds:					
Designated funds:					
Redundancy	45,752	-	-	8,470	54,222
Staff holiday	8,747	-	-	1,119	9,866
Work for disabled	10,000	-	-	-	10,000
We Can Move					
Project Management	11,331	-	(12)	(637)	10,682
Older Adults	15,837	36,200	(30,800)	-	21,237
Marketing	3,652	20,000	(14,584)	-	9,068
Insight	17,312	-	-	(17,312)	-
Monitoring and Evaluation	18,330	-	(11,444)	-	6,886
Social Prescribing	75,000	-	(51,776)	-	23,224
Total designated funds	205,961	56,200	(108,616)	(8,360)	145,185
Restricted funds	462,428	1,066,102	(889,774)	16,914	655,670
Designated funds	205,961	56,200	(108,616)	(8,360)	145,185
General funds	285,587	301,776	(280,648)	(8,554)	298,161
Total unrestricted funds	491,548	357,976	(389,264)	(16,914)	443,346
Total funds	953,976	1,424,078	(1,279,038)	-	1,099,016

**16. Income from investors**

Prior year comparative	Local Authority £	Sport England £	Other * £	Total £
Grants and service level agreements	-	737,414	-	791,414
Other income	123,200	-	426,670	495,870
Total income	123,200	737,414	426,670	1,287,284
Direct delivery	16,023	207,932	236,725	460,680
Staff costs	57,390	482,526	141,402	681,318
Travel costs	894	6,553	2,744	10,191
Overhead recovery	14,404	114,890	21,673	150,967
Total expenditure	88,712	811,902	402,542	1,303,156
Net income / (expenditure)	34,488	(74,488)	24,128	(15,872)

*Other includes all income in the accounts, not just public investors.

The above table only takes into account those movements within the financial year; no account is taken of the value of unspent funds brought forward from 2021/22.

17. Financial instruments

	2023 £	2022 £
Financial assets measured at amortised cost	1,234,794	1,322,412
Financial liabilities measured at amortised cost	126,893	(64,318)

Financial assets measured at amortised cost comprise cash and cash equivalents, trade debtors, accrued income and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and other creditors.



18. Operating leases

The charity had operating leases for land and buildings at the year end with total future minimum lease payments as follows:

17. Financial instruments	2023	2022
	£	£
Amounts falling due: Within 1 year	4,500	3,703

19. Related party transactions

Transactions with trustees

Jon McGinty, a trustee, is the Managing Director of Gloucester City Council. During the year ended 31 March 2023, Active Gloucestershire received £8,000 (2022: £10,000) of income from, and paid £nil (2022: £627) to, Gloucester City Council.

In the prior year, Jon McGinty was also a Director of Gloucestershire County Council and Active Gloucestershire received £60,000 of income from Gloucestershire County Council in the year ended 31 March 2022.

ACTIVE GLOUCESTERSHIRE

England & Wales - Charity number 1138546

Accounts



Active
Gloucestershire

we
can
move

Annual report and accounts
Year ending 31 March 2022

**we
can
move**

Active Gloucestershire

Active Gloucestershire is part of a network of active partnerships operating across England to establish the conditions for an active nation.

Our vision

Everyone in Gloucestershire living healthy and happy lives.

Our mission

We're part of an inclusive community that connects and inspires people in Gloucestershire to improve their lives through physical activity.

Active Gloucestershire has become a support organisation for we can move.

Our role is to Inspire, Connect and Enable so that we can support we can move to grow and have impact.

Introduction from our Chair and Chief Executive Officer

The last year saw an easing of lockdown restrictions. As a result, we've seen an increase in the opportunities for people to come together and to move more.

The latest results from Sport England's Active Lives Survey indicates the start of a recovery from the impact of Covid-19. With the number of people who are not doing any physical activity coming down from an all-time high over the last year.

However, whilst some people are now moving more, the inequality gap has widened. Active Gloucestershire's key focus is on supporting those who are less likely to be physically active.

I am proud of what Active Gloucestershire have achieved over the last year and this annual report highlights a few of the key successes. Through inspiring, connecting and enabling people and organisations across the movement.

During 2021-2022 Active Gloucestershire were working to the new 2030 strategy; supporting the strength and growth of we can move and Sport England's 'Uniting the Movement'.

We were also successful in securing long term funding from Sport England and are now a key partner working on new initiatives with the Gloucestershire Clinical Commissioning Group. This allows Active Gloucestershire the comfort and confidence to plan further ahead and test new ideas.

The reach of the movement increased considerably and has been showcased in a British Journal of General Practice article on the updated NICE guidelines for chronic pain. Fall Proof research and materials are being used across the country. A peer-reviewed research paper, co-authored by members of the team, on evaluation methodology developed through we can move is now an approach being used across the country including the Sport England National Evaluation Coalition.

Lastly, I was delighted to see the results from our staff survey, with morale at an all-time high. The feedback from the team highlighted a great culture of support and how the we can move values have been embedded across the organisation.



Jan Bowen-Nielsen
Chair

The last year saw an easing of lockdown restrictions. As a result, we've seen an increase in the opportunities for people to come together and to move more.

As we start to recover from the pandemic we're seeing many changes to the way we work and the impact we're having.

The last year has still been heavily impacted by the Covid-19 pandemic, but we're slowly seeing the signs of normality returning and we now need to make sure that all of our county's communities are equally able to return to, or start, and active life.

We've continued to adapt to changing working practices and our staff team have now adopted a mix of office and home working. We're continuing to see the benefits of this hybrid approach balancing collaboration between colleagues whilst providing flexible approaches that support staff to perform efficiently whilst maintaining a good work life balance.

We're a year in to our 2030 strategy and continuing to learn about how we're able to describe our work and support the growth and impact of we can move. We've continued to develop exceptionally strong relationships with our strategic partners including Sport England and Gloucestershire Clinical Commissioning Group.

We're continuing to link our work to wider issues in society especially where sport and physical activity can play an important role. For example, we're in the process of adopting the Race Equality Code and using the learning to develop a robust action plan. We're also taking steps to measure and reduce our carbon emissions and across our supply chain.



Tom Beasley
Chief Executive Officer

Contents

1	Introduction from our Chair and Chief Executive Officer Jan Bowen-Nielsen, Chair	3
	Tom Beasley, Chief Executive Officer	4
1.1	Our challenge	6
1.2	Who we are	7
1.3	Our values and strategy	8
1.4	Inspire	9
1.5	Connect	11
1.6	Enable	14
1.7	Equality, Diversity and Inclusion	18
1.8	Future Plans	20
1.9	Covid-19	21
2	Reference and administrative details	22
2.1	Structure, governance and management	23
2.2	Financial review	25
2.3	Statement of responsibilities of the Trustees	28
	Report and Audited Financial Statements	30



*|| This pandemic has
made our movement
even more important ||*

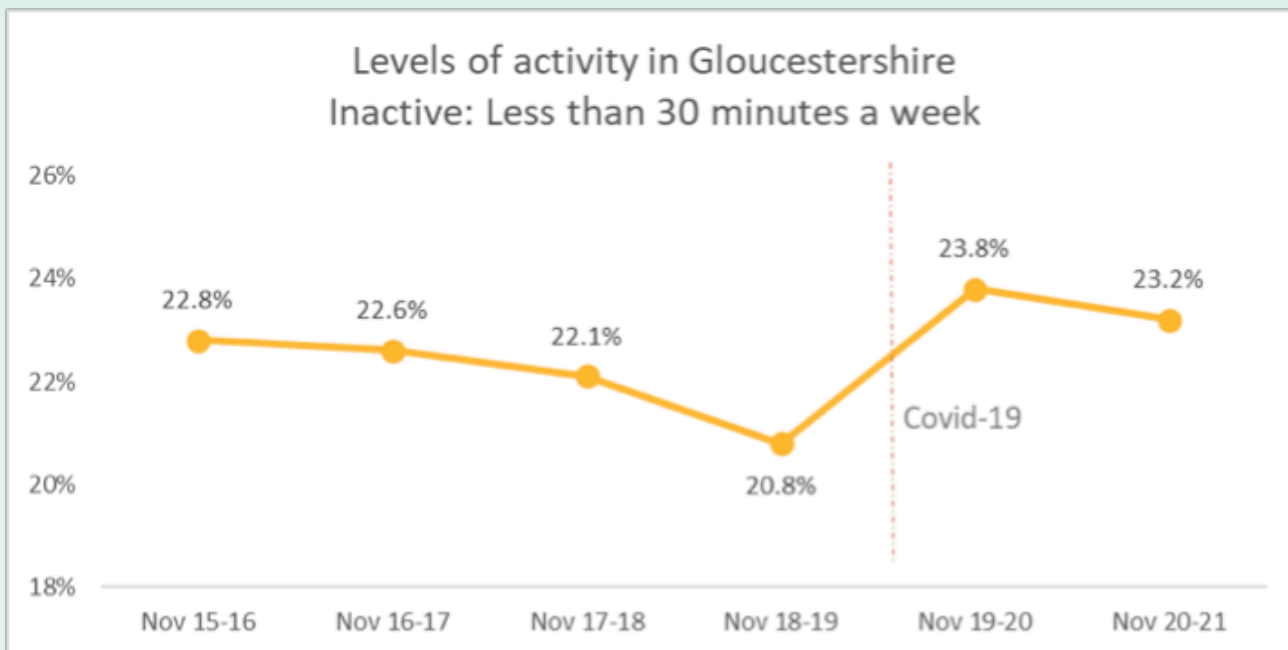
Jon McGinty

Active Gloucestershire
Trustee, November 2021

1.1

Our challenge

Before Covid-19, around one in five people in Gloucestershire were not moving enough to benefit their health, a result of gradual improvements year on year. But the pandemic affected everyone in different ways and more people became less active. This especially affected groups we'd already identified as having the greatest health inequalities.



Nationally, Covid-19 has resulted in further inequalities across the different demographics:

DEMOGRAPHIC	CHANGE IN LEVELS OF INACTIVITY*
Black people	An increase of 2.6 percentage points to 32.3%
Disabled people	An increase of 2.1 percentage points to 42.4%
Older adults (75+)	An increase of 1.9 percentage points to 48.7%
	*change from May 2020 to November 2021

1.2

Who we are

During the last strategy period (2017 to 2021), Active Gloucestershire identified the need for a step change in our approach. In the past, most health campaigns tended to make already active people slightly more active, leaving inactive people further behind. We established we can move as a social movement with a mission to increase activity rates among everyone in Gloucestershire, not only those who were already active.

To do this we've tested some behaviour change approaches and have shared our learning, whilst working with partners to make changes in the physical activity system. In some cases, system change has been accelerated as result of Covid-19.

As a result, we've seen a slow but consistent growth in the we can move movement and are now reaching and supporting more people across the county. We can move is increasingly embedded in the county's policies affecting the way we live our lives as demonstrated in the we can move evaluation.

WE CAN MOVE JOURNEY

We can move is a social movement that inspires, connects and enables individuals, communities and organisations across Gloucestershire to help the least active, move more. The movement has changed a lot over recent years - here's our journey to explain what the movement does and what it has achieved so far.

BEFORE
PRE-2017

FOCUS
Help the already active, get more active.
Primarily children, young people, schools and sports clubs.

FUNCTION
Programme delivery.

THE BEGINNING
FROM 2017
GLOUCESTERSHIRE MOVES

FOCUS
Shift to helping the least active, move more.

Received Social Impact Bond to research the best approach to do this. To get people moving more, we needed to:

- use a systems approach
- focus on behaviour change
- create a social movement.

FUNCTION
Gloucestershire Moves started to question whether only programme delivery was the right thing.

Instead, it focused on:

- how to support others to get people moving more and change behaviours
- wider advocacy and partnerships
- building a place based and community approach.

We tested what we learned from our research, developed a theory of change, and despite losing out on funding for a Local Delivery Pilot from Sport England, we continued our work due to the resilience and commitment from the community.

EXAMPLES

- FALL PROOF
- THE DAILY MILE
- BARTON & TREDWORTH
- IT'S YOUR MOVE

THE FUTURE
2022 & BEYOND
WE CAN MOVE EVEN MORE!

FOCUS
Ensuring the movement is self sustaining and learning is shared.
Better targeting of interventions, and building equality, diversity and inclusion into the governance of we can move to reduce inequalities.
Shift towards a more holistic approach to movement, to help create a happier and healthier Gloucestershire.

FUNCTION
Build infrastructure and develop mutually beneficial partnerships to support people to be more active, act as a catalyst for connections in the community to make this happen and build capacity to prioritise physical activity.
Build capacity across communities to build their confidence to inspire more people to get active, feel a part of we can move, and build an active future together, reducing the barriers to least active.

THE MOVEMENT
NOV 17 to NOW
WE CAN MOVE

FOCUS
We can move became the movement to inspire, connect and enable individuals, communities and organisations across Gloucestershire to help the least active, move more.

FUNCTION
ARC West (University of Bristol) undertook rigorous evaluation to demonstrate the value and impact of the movement. 120 organisations and champions were involved in the evaluation.
Led the way in ripple effects mapping to show movement, growth and the wider impact.

OUTCOMES

- INSIGHT DRIVEN PROGRAMMES EMBEDDED ACROSS THE SYSTEM
- NEW PARTNERSHIPS, CO-PRODUCING SUSTAINABLE ACTIVITY OPPORTUNITIES
- LINKED TO 22 AGENDAS ACROSS THE COUNTY
- PHYSICAL ACTIVITY INTEGRATED INTO 6 NEW STRATEGIES

1.3

Our values and strategy

Our values

Be brave

The best way to see if something works is to give it a go.

Be curious and listen hard

Gather learning, insight and data and look to understand the experiences of those with perspectives furthest from your own.

Stand shoulder to shoulder

everyone owns the movement. Ask for help when you need it. Offer it when it will be useful and be prepared to grow ideas together.

Find the energy

Focus on strengths, emphasise the positive and gently challenge the negative.

Build relationships of trust

Invest in others as much as in getting things done.

Our objectives

Grow we can move

so we can support more people and recognise the strength we have by working together.

Share and learn

so that everyone is able to enjoy the benefits of a more active life.

Connect

to make sport and physical activity available to everyone regardless of age, disability, race, gender, religious beliefs or background.

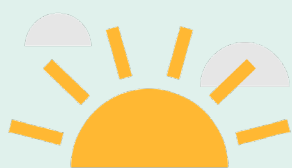
Support

diversity, especially under-represented groups whilst working with people and projects that share our values.

Celebrate

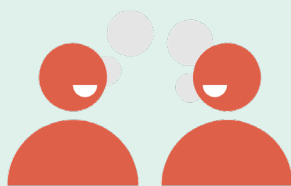
people and organisations that help people to be active. Together we will celebrate our successes and failures and encourage each other to do more.

Active Gloucestershire has become a support organisation for we can move. Our role is to Inspire, Connect and Enable so that we can support we can move to grow and have impact.



Inspire

- United behind a common vision, mission values and behaviours.
- Guide a collective strategy.
- Run and promote campaigns that inspire people to be active.
- Facilitate collective advocacy for county policies that promote physical activity.



Connect

- Provide key data, statistics and facts, identify need and share good practice.
- Turn ideas into reality by increasing investment in our sector and county and providing guidance and resources to secure funding/income.
- Provide training, workshops and consultancy which stimulate debate and provide skills/ideas on how to get people active.



Enable

- Provide key data, statistics and facts, identify need and share good practice.
- Turn ideas into reality by increasing investment in our sector and county and providing guidance and resources to secure funding/income.
- Provide training, workshops and consultancy which stimulate debate and provide skills/ideas on how to get people active.

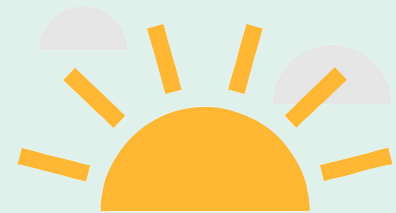
Inspire

In 2021 Active Gloucestershire received the final report from our two-year evaluation of we can move.

At Active Gloucestershire, we recognised the complexity of evaluating we can move. Developing this new approach would require testing different methods and testing our Theory of Change.

It was important to have an evaluation partner on board who understood the wider health benefits of physical activity and the importance of building relationships, as well as having innovative ideas on how to observe and measure a social movement.

In partnership with Gloucestershire Clinical Commissioning Group, Active Gloucestershire commissioned the National Institute for Health Research Applied Research Collaboration West (NIHR ARC West) to carry out a two-year evaluation of we can move. This evaluation concluded in May 2021.



Inspire



Dr James Nobles
Research Fellow,
University of Bristol

The evaluation focused on three key questions:

1. How is the Theory of Change applied in local contexts and what are the associated learnings?
2. What changes have occurred that are associated with implementing we can move?
3. What are the implications of this learning for refining and adapting we can move and its associated Theory of Change?

// Evaluating we can move, and approaches similar to it, is incredibly difficult to do. Evaluation methods that we often use aren't really appropriate in these types of circumstances. Instead, we developed a tailored, flexible evaluation framework that would piece together a picture of how we can move worked, who it worked for and what the impacts were, and how it might need to be modified in the future. //

Wider impacts of we can move



1.5

Connect

Despite some success in getting young people in Gloucestershire more active, we were aware that some stubborn and stark inequalities remain.

Over the last 18 months we have radically changed how we work to support children and young people. This can broadly be split into three areas:

1. Working together

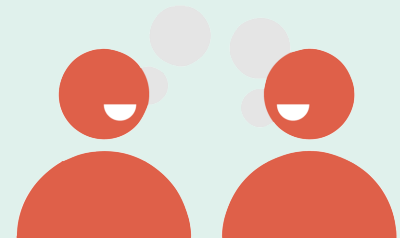
We recognise that to address the complex challenge of shifting activity levels it requires everyone to play their part. We aim to bring together and connect the different layers within a community who have a role. Our primary role is now connecting organisations and individuals, enabling them to increase the amazing work they are doing to support young people and families.

2. People and places

Too often in the past we have looked at physical activity in isolation. We have reviewed our approach and will spend more time listening to communities, drawing out good ideas that can be tested.

3. Test and Learn

We understand that shifting physical activity is difficult and we don't have all the answers. We are prepared to collaborate with others, test new and innovative ideas and share what we learn about what works and what doesn't.



Connect

Working with Active Gloucestershire as part of we can move has provided an important link into the Holiday Activities and Food Programme launched in 2021. By spotting opportunities, consulting with partners and sharing a wider perspective on the programme regionally and nationally they have helped inform our city-wide programme which is built from the grassroots up. This has also increased dialogue between those working at a community level and senior commissioners.

Mark Gale

CEO, Gloucestershire
Gateway Trust



Supporting young people in a new way

Active Gloucestershire's children and young people team spent time building connections which have fostered positive behaviour change across the various areas of our work.

Our Children and Young People Impact report demonstrates the impact resulting from these connections. It showcases some of the organisations we have supported and how these connections have successfully brought about sustainable change.



✔ Our learnings

- We have discovered that "how" the work is done is what is key to our success and progress.
- We have had to adopt a new mindset and be willing to learn from others by asking more questions.
- True partnership work takes considerable time and can be "messy" – but if trust can be built around a shared purpose, the potential for greater impact is considerable.
- We have had to adopt a test and learn approach and be open to honest feedback from a range of partners, stakeholders and others within the movement, which has, at times, felt uncomfortable.
- Change isn't always easy but we are committed to learning about this new approach and sharing our findings with others.
- We have come to understand that complex outcomes require a shift away from traditional measures of success.

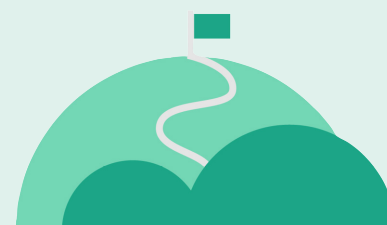
1.6

Enable

Active Gloucestershire distributed £150,000 over two years through the Tackling Inequalities Fund. This funding provided by Sport England, aimed to reduce the impact of the Covid-19 pandemic on the physical activity levels of under-represented groups.

The purpose of Tackling Inequalities Fund was to minimise the impact of the Covid-19 pandemic on the physical activity levels of people from underrepresented groups. This included supporting organisations to stay afloat or develop so they could engage people in physical activity. £150,000 worth of funding was distributed through three rounds. The funding aimed to support four key groups:

- Lower socio-economic groups
- Culturally diverse communities
- People with disabilities
- People with long-term health conditions



Enable



Tackling Inequalities Fund impact on organisations

Active Gloucestershire focused on funding physical activity and movement in its broadest sense. This meant the fund was open to a huge variety of community organisations.

Shephard & Moyes carried out the evaluation on the impact of the fund. They found over half of the organisations involved agreed the funding had helped them survive the pandemic. However, other key impacts for organisations were:

- 67% developed new relationships and partnerships
- 67% increased their confidence to deliver sport and physical activity
- 86% helped to attract new participants
- 85% offered more opportunities for people to be active



Allsorts Delivery

“ It meant that we were able to maintain community links and offer a service (when possible) over the lockdown. Our income was almost zero so we really would have struggled otherwise ”

Funded organisation

“ we have gained a] closer working relationship with Active Gloucestershire and through that with Gloucestershire County Council commissioners and the NHS Clinical Commissioning Group ”

Funded organisation

“ This funding really made a difference which we are so grateful for and has helped breathe new life into the group as well as reaching more members ”

Participants at the Memory Café



Participants at the Memory Café

1.7

Equality, Diversity and Inclusion



A Space 2 Be and the Activity Alliance were invited to carry out an inclusive communication audit for Active Gloucestershire and we can move.

As a result, the Equality and Diversity steering group have organised regular staff training, developed the recruitment processes and ensured an increased consideration of how we engage is embedded across the organisation.



Active Gloucestershire have been awarded the Inclusive Employer Award by Inclusivity Works, and are one of more than twenty organisations in the county to reach the standard.

Active Gloucestershire have adopted and are working with the Race Equality Code to develop an action plan to:

- Further demonstrate our commitment to equality, diversity and inclusion
- Support us to identify practical steps we can take to tackle discrimination
- Strengthen our Diversity Action Plan by identifying areas for improvement
- Strengthen our approach ahead of the new Sport England Governance Code which requires a greater focus on diversity and inclusion
- Act as a role model to other organisations in the sport and physical activity sector
- Enhance our reputation as an employer so that we can continue to attract high calibre staff and trustees



1.8

Future Plans

In March 2021, new strategies for Active Gloucestershire and we can move were launched and are reviewed annually. These long-term plans will take us to 2030 and were co-designed with our partners, funders and networks.

Gloucestershire Health & Wellbeing Board have already committed to fund the work of we can move over the next five years and our strategy closely aligns to that of our other major funder Sport England. Sport England committed to continue funding Active Partnerships throughout the duration of their new ten-year strategy and we have received confirmation of a five-year funding agreement.

Our strategy builds on the learning from the last five years but also recognises the significant impact that Covid-19 has had on our sector and communities and will continue to have for some time.

Our long-term goal remains to grow we can move. Our role is to Inspire, Connect and Enable so that we can support we can move to grow, have impact and encourage people to be physically active.



Covid-19

Although Covid-19 continues to affect the way in which we have undertaken our work, we have not experienced any negative impact on funding in 2021/22. Our future funding from our two major funders, Sport England and Gloucestershire Health and Wellbeing Board, has been confirmed for the next three to five years.

Despite our strong position, we continue to manage our costs carefully to ensure that we mitigate any further risks posed by Covid-19, including any further national lockdowns, which have had some level of impact on how we delivered our programmes as originally planned.

We are in regular discussions with our funders and have been able to agree adaptations or changes to targets associated with funding as a result of the pandemic.

In the unlikely case that we are unable to secure funds to continue our work, we have taken appropriate measures including holding both a separate designated redundancy reserve and up to six months cash, in line with our reserves policy.



Reference and administrative details

For the year ended 31 March 2022

Company no. 07344552

Charity no. 1138546

Registered office and operational address

City Works

Alfred Street

Gloucester

GL1 4DF

Trustees

Jan Bowen-Nielsen (Chair)

Jon McGinty (Senior Independent Director)

Lauren Cairns

Alice Cline

Caitlin Dalton

Tania Hamilton

David Newton

Emma Owen

Terrance Smith

Principal staff

Tom Beasley

Chief Executive Officer ("CEO")

Bankers

CAF Bank Limited

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME19 4JQ

Auditors

Hazlewoods LLP

Chartered Accountants and Statutory Auditors

Staverton Court

Staverton

Cheltenham

GL51 0UX

2.1

Structure, governance and management

i. Legal status, date of incorporation and date of charity registration

Our organisation is a company limited by guarantee, incorporated on 12th August 2010.

It was registered as a charity on 25th October 2010 and its objects and powers are set out in its Articles of Association.

ii. Our charity objects

- a) The promotion of community participation in healthy recreation, by providing and assisting in the provision of facilities for and opportunities to participate in sport and other physical activities for the benefit of, in particular, but not exclusively, the inhabitants of Gloucestershire.
- b) To advance the education of the public in sport and physical activity.

iii. Governance

It is the responsibility of the Board and Chief Executive to ensure that Active Gloucestershire has effective governance arrangements, including a sound system of internal control, as well as continuously striving to improve its governance and meeting changing legal and other requirements.

iv. Recruiting and appointing new trustees

Active Gloucestershire has an active and effective Board of nine Trustees, comprising a Chair, and eight others, all of whom were recruited transparently on a skills-led basis. All Trustees are appointed for an initial term of three years. No Trustee may serve more than nine years, unless in exceptional circumstances and with prior agreement from the Board.

A Trustee who retires from the Board after a period of nine years is ineligible for re-appointment for a period of four years, after this time, should they successfully be re-appointed as a Trustee, their years of service will commence again at zero. There were no membership changes for the year April 2021 to March 2022.

v. Appointment of our chair and senior trustee

The appointment of our Chair and Senior Trustee is usually made from amongst existing trustees. If current trustees are unwilling to stand for appointment, or if there are no suitable candidates, the position will be advertised and an appointment committee will be established. Upon appointment, our Chair and Senior Trustee sign role descriptions specific to their roles.

vi. Organisational structure and decision-making

Trustees meet six times a year (or more where required) to discuss our strategic direction, ensure our core aims and objectives are being met in the most efficient way, take account of any risks facing our organisation and ensure that all legal obligations are satisfied.

Our Board includes a Finance and Resources Committee (FRC) and a Nominations and Remuneration Committee (NRC). The FRC works with senior management to review all aspects of our organisation's finance, human resources and information and communications technology regularly and rigorously. The NRC works with the Chief Executive to ensure that the composition and performance of our Board, Chief Executive and senior management team are optimal and support the needs of our organisation.

Our organisation's day-to-day business is delegated to the Chief Executive and through them, to other staff. Our policies manual and financial procedures handbook identify matters that are reserved for consideration by our Board and sets out the process for urgent action to be taken by our chair.

vii. Pay and remuneration

Provision for salary increases is included in the budget-setting cycle. The Chief Executive has authority to award performance-related salary increases in one-off, non-recurring instances, consistent with and not exceeding the overall provision included in the approved budget.

Any increase over and above the approved provision requires trustee approval. The Nominations and Remunerations Committee is responsible for making recommendations to our Board, regarding the Chief Executive's and senior management team's remuneration.

viii. Related parties

There are no subsidiaries or charities controlled by the same trustees.

ix. Risk statement

Our trustees consider the major risks facing our organisation and have established systems and controls to mitigate them, which are regularly reviewed.

Financial review

The Covid 19 pandemic has influenced all of us, and continues to influence, albeit there is some light at the end of the tunnel, not only individuals but the business sector and more significantly the charitable sector. Those charities reliant on public support and fundraising have been the hardest hit. Active Gloucestershire does not rely on public support by fundraising nor seeking funds from trusts or foundations to run its core operations. Principal sources of funding come from Sport England (SE) grants funded via the National Lottery, a contract with the local NHS Clinical Commissioning Group and the local county council.

It must be said that Active Gloucestershire is in an extremely fortunate position in that our sources of income have been largely unaffected. Indeed, both Sport England and the Clinical Commissioning Group have provided additional resources to help organisations within the community manage the effects of Covid-19.

The financial year 2021/22 saw an increase in income from 2020/21. In general, the one-off support given at the height of the pandemic has reduced. There were, additional one-off funds provided to support our county from both Sport England and the Clinical Commissioning Group. The below summaries those movements.

The increase in income received can be analysed as follows: -

i) Increases (+) / decreases (-) in Sport England funding

- Increase in the grant to support the opening of school facilities + £130k
- Tackling Inequalities Funding – (Covid response) -£50k
- Commonwealth games legacy funding +£26k

ii) other income streams

- Reduced income from the Gloucestershire Clinical Commissioning Group which in 2020/21 supported a number of one-off initiatives in social prescribing and Covid response totalling - £197k
- One off award from the CCG to support CYP activities, actual spend likely to be spread over a couple of years 2022/23 to 2023/24. +£255k

the easing of the Covid-19 restrictions and the Boards drive to ensure funding was used effectively, resulted in an increase in expenditure by some £208k from 2020/21. See below for the headline variances

Expenditure levels can be analysed as follows: -

- Wage costs decreased by £41k due to being unable to recruit to key posts and a positive decision to hold vacancies awaiting Sport England's strategy review being undertaken post-Christmas 2021.

- Delivery costs increased by £220k due to the greater ability to engage with partners as Covid-19 rules relaxed
- In total the overall overhead costs were slightly less than 2020/21 but additional costs were incurred in moving to a new IT provider and taking the opportunity to increase IT security and resilience.

The original plan for 2020/21 was to see a reduction in overall funds of £425k a highly challenging target. As a result of the above factors, we in fact increased our funds by £145k disappointing but quite understandable when one considers how Covid-19 has affected the country. Both Sport England and the Clinical Commissioning Group have indicated that carry forward of those underspent funds will not be the subject of clawback in 2022/23 and beyond. This is good news and shows the close partnership working that exists between Active Gloucestershire, Sport England and the Gloucestershire Clinical Commissioning Group.

The Board has scrutinised plans for direct delivery spend and will regularly review the position, taking advice from the senior management team, although the board are very aware of the effects on our spend resulting from Covid-19.

Business efficiencies

The organisation strives to seek efficiency savings throughout its various work plans. For a few years Sport England had developed an administrative cost Key Performance Indicator. Using this measure, our administration benchmark was 6.71% compared to 6.08% for 2020/21. The increase being the result mainly of additional IT costs needed in rationalising our IT provision. For 2022/23 the figure is estimated to be 4.6%.

Funding sources

The Board has continued to work towards reducing the reliance on Sport England as the principal funder. However, 2021/22 is not a year to be able to accurately benchmark any pattern as one-off grants for Covid-19 health inequalities were received.

Cost of fundraising

The organisation is not a fundraising charity when compared to other parts of the charitable sector, where donations and appeals fund most of their expenditure. Our funding principally comes from Sport England grants and third-party contracts. Limited funds are sourced from other grant giving organisations via direct applications. Accordingly, the cost of fundraising is modest.

Previously we carried out a robust estimate of the costs of fundraising and deduced that a figure of 5% of costs was appropriate. For 2020/21 this equates to circa £37k. This would fund the engagement of a middle management member of staff on a fulltime basis. In 2021/22 the only material "bidding" for funds was the Sport England application in connection with their mid-term plan which we estimated to be 5% each of staff time for three members of the senior management team, this equates to £11k. (equivalent to approx. 2% of total pay costs)

Going forward we will continue to monitor the costs of the fundraising activity, but it is unlikely that the fundraising function will show any signs of increased activity, particularly as Sport England and the Gloucestershire Clinical Commissioning Group funding has already been agreed going forward.

Treasury management

The organisation has significant amounts of cash available. Trustees are mindful that cash surpluses should be earning a rate of return as investments. Notwithstanding that, with the current rates of returns available and the cash requirements of the organisation, our Trustees' main priority is to protect those funds.

Accordingly, Active Gloucestershire has deposits with seven separate financial institutions utilising the financial guarantee scheme of £85,000. Deposits of more than the £85,000 limit are at risk should a bank fail and Trustees regularly review deposits and cash flow.

Loss due to fraud

No losses due to any fraudulent activity were encountered.

Outlook for 2022/23 and beyond

Like many organisations in the country, the Covid-19 pandemic and other outside pressures e.g. the current cost of living the country is dealing with will affect how we as an organisation go forward with our plans.

Active Gloucestershire is in a better position than most with firm commitments to funding from both Sport England and the Clinical Commissioning Group which should allow us to plan with more certainty than most.

The Board at its 2022/23 budget setting cycle was very aware of the level of restricted funds being carried forward and has ambitious plans to run down the level of these restricted funds over the next 3 years consistent with its business plan.

Reserves policy

The Trustees have considered the key risks facing the charity. Active Gloucestershire is dependent on certain significant funding sources for its current level of operations. To deliver the organisational strategy, the charity would need to find alternative funding sources in the event of a significant reduction in income.

The Trustees estimate that this may take 3-6 months. Over that time, the charity would need to pay salaries and overheads from reserves. On this basis, 3 to 6 months of the planned expenditure on salaries and overheads is £222,182 to £444,363.

Unrestricted designated funds include a requirement from the grantor to spend on a particular purpose. Accordingly, it is considered that the value of these funds is excluded from the reserve policy calculations. Only general unrestricted funds are considered when measuring against the reserves policy calculations above. On 31 March 2022, the actual level of unrestricted general reserves was £298,161 (31 March 2021 - £285,587) and therefore within the policy.

Unrestricted designated funds on 31 March 2022 totalling £145,185 (2020/21 £205,961) related to planned future expenditure and are explained in note 15 to the financial statements.

In addition, Active Gloucestershire held unspent restricted funds on 31 March 2022 of £655,670 (2020/21 £462,428). These are carried forward to 2022/23 and will be spent in accordance with the stated purpose of the funds.

2.2

Statement of responsibilities of the Trustees

The Trustees (who are also 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, including Financial Reporting Standard 102. The Financial Reporting Standard, applicable in the United Kingdom and Republic of Ireland (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 income and expenditure of the charity for that period.

In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable UK accounting standards and statements of recommended practice 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 proper accounting records which disclose with reasonable accuracy at any time, the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

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



The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom, governing the preparation and

dissemination of financial statements, may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Hazlewoods LLP Chartered Accountants and Statutory Auditors continue to act as auditors to Active Gloucestershire.

**Approved by the Trustees on 23 July 2022
and signed on their behalf by:**

A handwritten signature in black ink, appearing to read 'Jan Bowen-Nielsen'.

Jan Bowen-Nielsen



Active
Gloucestershire

Report and Audited Financial Statements

31 March 2022

Reference and Administrative Details

For the year ended 31 March 2022

Company number **07344552**

Charity number **1138546**

Registered office and operational address

City Works
Alfred Street
Gloucester
GL1 4DF

Trustees

Jan Bowen-Nielsen (Chair)
Lauren Cairns
Alice Cline
Caitlin Dalton
Tania Hamilton
Jon McGinty
David Newton
Emma Owen
Terrance Smith

Principal staff

Tom Beasley

Bankers

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Auditors

Hazlewoods LLP
Chartered Accountants
and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Independent Auditors' Report To the Members and Trustees of Active Gloucestershire

Opinion

We have audited the financial statements of Active Gloucestershire (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's re-

sponsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement set out in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

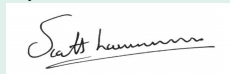
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures.
- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
 - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 - challenging assumptions and judgements made by management in its significant accounting estimates; and
 - identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Use of our report

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



Scott Lawrence FCA
(Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP

Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Date: 04/08/2022

Statement of Financial Activities

(incorporating an Income and Expenditure Account)

For the Year Ended 31 March 2022

	Note	Restricted Funds	Unrestricted Funds	Total 2022	Total 2021
	£	£	£	£	£
Income from:					
Donations	3	-	192,340	192,340	208,923
Charitable activities	4	1,066,102	163,192	1,229,294	1,046,809
Investments		-	2,444	2,444	2,418
Other	5	-	-	-	5,588
Total Income		1,066,102	357,976	1,424,078	1,263,738
Expenditure on:					
Raising funds		-	14,736	14,736	37,584
Charitable activities		889,774	374,528	1,264,302	1,034,101
Total expenditure	6	889,774	389,264	1,279,038	1,071,685
Net income / (expenditure)		176,328	(31,288)	145,040	192,053
Transfers between funds	15	16,914	(16,914)	-	-
Net movement in funds		193,242	(48,202)	145,040	192,053
Reconciliation of funds					
Total funds brought forward		462,428	491,548	953,976	761,923
Total funds carried forward		655,670	443,346	1,099,016	953,976

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.

Balance Sheet

As at 31 March 2022

		2022	2021
	Notes	£	£
Fixed assets			
Tangible assets	11	861	3,212
Current assets			
Debtors	12	168,564	55,845
Cash at bank and in hand		1,160,548	1,014,715
Total current assets		1,329,112	1,070,560
Liabilities			
Creditors: amounts due within one year	13	(230,957)	(119,796)
Net current assets		1,098,155	950,764
Net assets	14	1,099,016	953,976
Funds			
Restricted income funds		655,670	462,428
Unrestricted funds:			
Designated funds		145,185	205,961
General funds		298,161	285,587
Total charity funds	15	1,099,016	953,976

Approved by the trustees on 23rd July 2022 and signed on their behalf by



Jan Bowen-Nielsen - Chair

Statement of Cash Flows

For the year ended 31 March 2022

	2022	2021
Notes	£	£
Cash used in operating activities:		
Net movement in funds	145,040	192,053
Adjustments for:		
Dividends, interest and rents from investments	(2,444)	(2,418)
Depreciation	2,351	2,561
Decrease / (increase) in debtors	(112,719)	2,468
(Decrease) / Increase in creditors	111,161	(51,516)
Net cash provided by operating activities	143,389	143,148
Cash flows from investing activities:		
Interest received	2,444	2,418
Purchase of tangible fixed assets	-	-
Net cash provided by / (used in) investing activities	2,444	2,418
increase in cash and cash equivalents in the year	145,833	145,566
Cash and cash equivalents at the beginning of the year	1,014,715	869,149
Cash and cash equivalents at the end of the year	1,160,548	1,014,715

Approved by the trustees on 23rd July 2022 and signed on their behalf by



Jan Bowen-Nielsen - Chair

Notes to the Financial Statements

For the year ended 31 March 2022

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Active Gloucestershire 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 notes.

b) Going concern basis of accounting

The financial statements have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance

conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Core grants, donations and gifts are included in full in the statement of financial activities when receivable;
- Revenue grants are credited to the statement of financial activities when received or receivable, whichever is earlier;
- Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred;
- Income from charitable activities includes income from fees received under contract and commissioning income for services provided to sporting organisations in the local area. Grant income included in this category provides funding to support activities and is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability; and
- Investment income is included when receivable.

Amounts received during the year relating to specific periods are spread over the periods to which they relate. Capital grants are treated as restricted funds against which the assets purchased are depreciated over their useful life.

Accounting policies (continued)

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of directly attributable staff costs. There are minimal costs of raising funds, actual costs of fundraising are in relation to grant applications. Cost of managing and governance of grants previously awarded are included in charitable activities. In the current and preceding years, the percentage of costs allocated to fundraising is 2% and 5%.

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

IT / OFFICE EQUIPMENT	3 - 4 YEARS
-----------------------	-------------

Accounting policies (continued)

j) Debtors

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

k) Cash at bank and in hand

Cash at bank and cash 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.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at amortised cost using the effective interest method.

h) Pension costs

The company operates a defined contribution pension scheme for its employees, in accordance with the government's auto-enrolment regulations. There are no further liabilities other than that already recognised in the statement of financial activities.

The total employer pension contributions payable in the year were £29,253 (2021: £31,094). Pension costs are allocated to projects on the same basis as staff costs.

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are the allocation of costs to fundraising and charitable activities (see note 1(h)) and depreciation (see note 1(i)).

2. Prior year comparative: statement of financial activities

	Restricted Funds	Unrestricted Funds	Total 2021
	£	£	£
Income from:			
Donations	-	208,923	208,923
Charitable activities	747,094	299,715	1,046,809
Investments	-	2,418	2,418
Other	5,588	-	5,588
Total income	752,682	511,056	1,263,738
Expenditure on:			
Raising funds	-	37,584	37,584
Charitable activities	644,412	389,689	1,034,101
Total expenditure	644,412	427,273	1,071,685
Net income	108,270	83,783	192,053
Transfers between funds	299	(299)	-
Net movement in funds	108,569	83,484	192,053
Reconciliation of funds			
Total funds brought forward	353,859	408,064	761,923
Total funds carried forward	462,428	491,548	953,976

3. Donations

	Restricted Funds	Unrestricted Funds	Total 2022
	£	£	£
Grants			
Sport England – core funding	-	192,340	192,340
Total income from donations	-	192,340	192,340

	Restricted Funds	Unrestricted Funds	Total 2021
	£	£	£
Grants			
Sport England – core funding	-	208,923	208,923
Total income from donations	-	208,923	208,923

4. Income from charitable activities

	Restricted Funds	Unrestricted Funds	Total 2021
	£	£	£
Grants and service level agreements			
Sport England	668,607	-	668,607
Gloucestershire Clinical Commissioning Group (GCCG)	267,500	77,500	345,000
Gloucestershire County Council	-	60,000	60,000
Local councils	60,000		60,000
Activity Alliance	41,640	-	41,640
Barrow Cadbury	500	-	500
Grants < £5,000	17,855	2,172	20,027
Total grants and service level agreements	1,056,102	139,672	1,195,774
Course contributions	-	1,237	1,237
Commissioning income	10,000	-	10,000
Consultancy income	-	22,283	22,283
Total income from charitable activities	1,066,102	163,192	1,229,294

4. Income from charitable activities Prior year comparative

	Restricted Funds	Unrestricted Funds	Total 2021
	£	£	£
Grants and service level agreements			
Sport England	550,458	-	550,458
Gloucestershire Clinical Commissioning Group (GCCG)	146,000	210,786	356,786
Gloucestershire County Council	-	60,000	60,000
Local councils	60,000		60,000
Activity Alliance	49,636	-	49,636
Barrow Cadbury	500	-	500
Grants < £5,000	500	-	500
Total grants and service level agreements	747,094	270,786	1,017,880
Course contributions	-	1,545	1,545
Hosting staff from partner organisations	-	4,234	4,234
Consultancy income	-	23,150	23,150
Total income from charitable activities	747,094	299,715	1,046,809

5. Government grants and contracts

The charity receives government grants and contracts, deemed to be funding from Sport England, Gloucestershire Clinical Commissioning Group and local authorities, to fund core services and charitable activities. The total value of such grants and contracts in the period ending 31 March 2022 was £878,607 (2021: £967,244). There are no unfulfilled conditions or contingencies attaching to these grants in 2021/22. During the year, the charitable company was required to repay unspent funds amounting to £5,554 (2021: £nil) from Sport England as a condition of the grant.

The Charity received £nil (2021: £5,588) during the year in relation to the Government's Coronavirus Job Retention Scheme (CJRS) Grant.

6. Total expenditure

	Restricted Funds	Charitable Activities	Total 2022
	£	£	£
Project expenditure	-	538,578	538,578
Staff costs (note 9)	11,461	561,564	573,025
Travel and subsistence	-	3,659	3,659
Support and governance costs:			
Information and communications technology	833	40,795	41,628
Premises costs	402	19,713	20,115
Depreciation	47	2,304	2,351
Stationery	14	710	724
Telephone and postage	100	4,923	5,023
Subscriptions	62	3,058	3,120
Website and marketing campaigns	1,158	56,725	57,883
Board and meeting expenses	79	3,885	3,964
Audit fees	166	8,114	8,280
Legal, professional and consultancy fees	414	20,274	20,688
	14,736	1,264,302	1,279,038

Prior year comparative

	Restricted Funds	Charitable Activities	Total 2022
	£	£	£
Project expenditure	-	316,347	316,347
Staff costs (note 9)	30,930	587,673	618,603
Travel and subsistence	-	486	486
Support and governance costs:			
Information and communications technology	1,272	24,168	25,440
Premises costs	867	16,474	17,341
Depreciation	128	2,433	2,561
Stationery	18	346	364
Telephone and postage	222	4,222	4,444
Subscriptions	152	2,887	3,039
Website and marketing campaigns	2,142	40,691	42,833
Board and meeting expenses	20	371	391
Audit fees	360	6,840	7,200
Legal, professional and consultancy fees	1,158	22,002	23,160
	37,584	1,034,101	1,071,685

Total governance costs were £10,645 (2021: £8,156).

7. Expenditure by activity

	Direct Expenditure	Staff Costs	Other Costs	Total 2022
	£	£	£	£
Coaching projects	35,832	17,022	4,461	57,315
Satellite clubs	23,611	-	76	23,687
Extended workforce	425	58,124	17,078	75,627
Tackling inequalities	46,886	-	3	46,889
Commonwealth Games Legacy	26,500	-	-	26,500
Moving Communities	8,108	-	-	8,108
Active 4 Life	392	-	-	392
Primary School Support	22,188	-	-	22,188
WCM formerly Cotswold Walking Pilot	1,665	-	-	1,665
Primary School Daily Mile	3,778	18,315	5,719	27,812
DfE Volunteers	5,542	-	-	5,542
CYP	36,101	110,193	28,595	174,889
Special Olympics	1,900	-	-	1,900
Work for the Disabled	71	19,501	2,861	22,433
Opening school facilities	138,793	14,948	4,060	157,801
GOGA	23,013	4,904	1,494	29,411
Local Delivery Pilots	86,206	30,518	8,831	125,555
Covid Health Inequalities	7,251	-	10	7,261
Connect Cadbury Burrow	6,397	-	-	6,397
Active Design	11	972	448	1,431
CCG Pain Project	4,862	6,730	1,817	13,409
Social Prescribing	15,269	28,724	7,783	51,776
Older Adults	6,748	18,744	5,308	30,800

con't

Expenditure by activity (con't)

	Direct Expenditure	Staff Costs	Other Costs	Total 2022
	£	£	£	£
Marketing	11,420	2,506	658	14,584
Monitoring and Evaluation	11,444	-	-	11,444
Insight	3,719	38,589	11,254	53,562
GM Project Management	-	-	12	12
Primary role	3,241	139,553	42,583	185,377
Training and education	60	1,157	334	1,551
Business Services	225	28,888	8,403	37,516
Other overheads	(9)	(24)	34	1
GCC Inclusion contract	6,811	36,715	10,912	54,438
Disability and Inclusion officer	118	(3,054)	4,701	1,765
	538,578	573,025	167,435	1,279,038

7. Expenditure by activity Prior year comparative

	Direct Expenditure	Staff Costs	Other Costs	Total 2022
	£	£	£	£
Coaching projects	11,096	29,494	6,394	46,984
Satellite clubs	19,639	33,049	7,312	60,000
Sportivate	2,583	-	-	2,583
Extended workforce	379	62,718	15,370	78,467
Tackling inequalities	88,115	-	-	88,115
School games	9,413	21,521	4,694	35,628
Primary school support	3,940	24,940	5,440	34,320
WCM formerly Cotswold walking pilot	8,972	-	-	8,972
DfE volunteers	12,581	7,787	1,696	22,064
Primary School Daily Mile	7,764	43,460	9,489	60,713
Special Olympics	327	6,239	1,380	7,946
Work for the Disabled	23	3,826	836	4,685
Opening school facilities	4,198	30,152	5,970	40,320
GOGA	26,751	8,930	2,529	38,210
Local Delivery Pilots	39,704	26,504	4,613	70,821
Insight	865	34,769	7,599	43,233
Covid Health Inequalities	1,350	-	-	1,350
Beat the Street	1,577	-	2,200	3,777
Older Adults	8,973	23,909	5,234	38,116
Marketing	427	18,385	3,994	22,806
Monitoring and Evaluation	50,968	-	-	50,968
Primary role	1,099	169,751	33,682	204,532

con't

Expenditure by activity Prior year comparative (cont'd)

	Direct Expenditure	Staff Costs	Other Costs	Total 2022
	£	£	£	£
Training and education	3	2,039	919	2,961
Cotswold Active youth	6,494	-	-	6,494
Business Services	2,914	32,437	7,089	42,440
Social Investment development grant	3,159	-	-	3,159
GCC Inclusion contract	2,984	38,533	8,334	49,851
Other costs	49	160	1,961	2,170
	316,347	618,603	136,735	1,071,685

8. Net movement in funds

This is stated after charging:

	2022	2021
	£	£
Depreciation of fixed assets	2,351	2,561
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	-
Auditor's remuneration:		
• Statutory audit (including VAT)	7,200	433
• Other services	8,280	1,567

9. Staff costs and numbers

The aggregate payroll costs were as follows:

	2022	2021
	£	£
Salaries and wages	491,089	518,563
Redundancy payment within salaries	-	8,925
Social security costs	42,089	47,917
Pension contributions	29,253	31,094
Staff development and recruitment	10,594	12,104
	573,025	618,603

One employee (2021: one) received total remuneration of more than £60,000.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer ("CEO"). The total remuneration of the key management personnel of the charity was £63,680 (2021: £70,964).

	2022	2021
	No.	No.
Average staff head count	16	16
Full time equivalent as at 31 March	15.99	11.20

10. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11. Tangible fixed assets

	IT / office equipment
	£
Cost:	
At 1 April 2021 and 31 March 2022	9,404
Depreciation:	
At 1 April 2021	6,192
Charge for year	2,351
At 31 March 2022	8,543
Net Book Value:	
At 31 March 2022	861
At 31 March 2021	3,212

12. Debtors

	2022	2021
	£	£
Trade debtors (see note 13)	153,543	48,357
Prepayments	6,700	7,422
Accrued income	8,321	66
	168,564	55,845

13. Creditors: amounts due within 1 year

	2022	2021
	£	£
Trade creditors	31,611	24,776
Accruals	26,828	41,187
PAYE and social security	12,992	12,602
Pension control account	5,879	6,326
VAT control account	53,647	30,065
Deferred income *	100,000	4,840
	230,957	119,796

* The deferred income from the prior year has been included in income for the social prescribing fund in the current year. Deferred income for the current year includes money that the charity was entitled to at year end for delivery of services post year end, the amount is included in trade debtors and was received post year end.

14. Analysis of net assets between funds

	Restricted Funds	Restricted Funds	General Funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	861	861
Current assets	850,697	147,840	330,575	1,329,112
Current liabilities	(195,027)	(2,655)	(33,275)	(230,957)
Net assets at 31 March 2022	655,670	145,185	298,161	1,099,016

Prior year comparative

	Restricted Funds	Restricted Funds	General Funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	3,212	3,212
Current assets	548,249	208,005	314,306	1,070,560
Current liabilities	(85,821)	(2,044)	(31,931)	(119,796)
Net assets at 31 March 2022	462,428	205,961	285,587	953,976

15. Movements in funds

	At 1 April 2021	Income	Expenditure	Transfers between funds	At 31 March 2022
	£	£	£	£	£
Restricted funds Sport					
Coaching Projects	20,827	59,840	(57,315)	-	23,352
Satellite Clubs	60,201	-	(23,687)	-	36,514
Community					
Active Workplaces	172	-	-	(172)	-
Active 4 Life	392	-	(392)	-	-
Extended Workforce	35,421	75,000	(75,627)	-	34,793
Tackling Inequalities Fund	2,151	-	(1,653)	-	498
Tackling Inequalities Fund Phase 3	-	50,000	(45,236)	-	4,764
Commonwealth Games	-	26,500	(26,500)	-	-
Moving Communities	-	8,108	(8,108)	-	-
Education					
School Games	25,761	10,000	-	(13,577)	22,184
Primary School Support	56,004	-	(22,188)	(12,053)	21,763
Children & Young People	-	436,663	(174,889)	25,630	287,404
WCM formerly Cotswold Walking pilot	1,028	-	(1,665)	637	-
DfE volunteers	5,542	-	(5,542)	-	-

Movements in funds (con't)

	At 1 April 2021	Income	Expenditure	Transfers between funds	At 31 March 2022
	£	£	£	£	£
Primary School Daily Mile	23,882	18,364	(27,812)	-	14,434
Other					
Special Olympics	1,829	-	(1,900)	71	-
Work for Disabled	19,562	17,429	(22,433)	-	14,558
Short Breaks Capital Fund	432	-	-	(432)	-
No Limits	136	-	-	(136)	-
Opening School Facilities	7,912	155,406	(157,801)	-	5,517
Connect Barrow Community	7,694	500	(6,397)	(1,797)	-
GOGA	11,426	41,640	(29,411)	-	23,655
Local delivery pilots	68,911	81,652	(125,555)	-	25,008
Insight	18,911	25,000	(53,562)	17,312	7,661
Covid Health Inequalities	73,234	-	(7,261)	-	65,973
CCG Pain Management	21,000	-	(13,409)	-	7,591
Active Design	-	-	(1,431)	1,431	-
WCM District Councils	-	60,000	-	-	60,000
Total restricted funds	462,428	1,066,102	(889,774)	16,914	655,670

Movements in funds (con't)

	At 1 April 2021	Income	Expenditure	Transfers between funds	At 31 March 2022
	£	£	£	£	£
Unrestricted funds:					
Designated funds:					
Redundancy	45,752	-	-	8,470	54,222
Staff holiday	8,747	-	-	1,119	9,866
Work for disabled	10,000	-	-	-	10,000
We Can Move					
Project Management	11,331	-	(12)	(637)	10,682
Older Adults	15,837	36,200	(30,800)	-	21,237
Marketing	3,652	20,000	(14,584)	-	9,068
Insight	17,312	-	-	(17,312)	-
Monitoring and Evaluation	18,330	-	(11,444)	-	6,886
Social prescribing	75,000	-	(51,776)	-	23,224
Total designated funds	205,961	56,200	(108,616)	(8,360)	145,185
Restricted funds	462,428	1,066,102	(889,774)	16,914	655,670
Designated funds	205,961	56,200	(108,616)	(8,360)	145,185
General funds	285,587	301,776	(280,648)	(8,554)	298,161
Total unrestricted funds	491,548	357,976	(389,264)	(16,914)	443,346
Total funds	953,976	1,424,078	(1,279,038)	-	1,099,016

Purposes of restricted funds

Workforce / Coaching Projects

Sport England funding to support the physical activity workforce in Gloucestershire. This is achieved through the we can move Changemaker programme through a range of training, network and event opportunities designed to support professionals and volunteers in the community and across various professions and sectors.

Satellite clubs

Sport England funding to facilitate the creation of satellite clubs for schools and younger people

Social Prescribing

Funding provided by the CCG to support tackling health inequalities in Gloucestershire.

Active Workplaces

Active Workplaces is a sponsorship property in partnership with Creed Foodservice, using the wheel of behaviour change to create a bespoke action plan of interventions aimed at increasing staff activity

Active for life (small grants)

A targeted programme engaging 6,000 older people in regular physical activity.

Extended workforce

A pilot scheme launched by sport England, designed to redefine the way in which Active Partnerships work with Sport England, with the aim of ensuring close strategic alignment between AP's and SE sharing goals and a more collaborative approach to working together.

Tackling inequalities

Tackling inequalities – Sport England funded as a grant programme aimed at supporting organisations that have supported those most affected by the pandemic.

Commonwealth Games Legacy

The commonwealth legacy funding will help create a legacy of 'connection' with young people across the country / Gloucestershire. We aim to build connection with new and different young people by focusing on the ways in which we engage and design with them to reflect their motivation, competence and confidence.

One of the ways different young people will be engaged is through the CWG Ambassador programme which will feature in parts of the county, contributing to building confidence and inspiring young people to deliver, promote and connect young people to the CWG back in their schools.

Moving Communities

£100 million has been allocated to 266 local authorities to support the recovery of publicly-owned leisure centres and gyms. Moving Communities is a system design to drive the capture and use of leisure centre users.

Active Partnerships are being invited to have access to this data to help understand the role of leisure centres and the impact they generate on wider outcomes and support relationships with LAs and operators to use the data and insight.

This project is to gain access to Moving Communities until 31st October 2022 (renewal date, which is expected to be continued for a further year). Using the WCM programme group to raise the profile and have districts encourage the use of the system with their leisure centres

School games

Sport England funding to deliver a county-wide programme of level 3 School Games

Primary school support

Sport England funding to support schools in utilising their PE, sport and physical activity funding.

Children and Young People

Funding has been used to co-design with young people opportunities to be active in the places and ways that work for them.

WCM Cotswold walking project

This project has now been closed and funds have been reallocated into other CYP programmes

DFE volunteers

Sport England funding to promote volunteering in sport, physical activity and targeted communities to young people.

Primary School Daily Mile

Various funding sources to fund an increase in the daily physical activity for primary school pupils.

Special Olympics

Funding from a number of partners to contribute to improving the physical activity levels of people with a learning disability and their families.

Work for the Disabled

This area of work, also now known as Involve is a project looking at how and who can influence disabled peoples behaviours, in relation to physical activity. Involve has progressed to become a communication-based intervention to support health and social care professionals to have conversations with disabled people about physical activity, and with this is the development of a suite of resources to support these conversations to take place across the health and social care system in Gloucestershire. The initial background and scoping part of this project was funded by Sport England, but this work is now funded by the CCG as part of the covid inequalities agreed funding and unrestricted reserves.

Short Breaks Capital Fund

Gloucestershire County Council provided funding to acquire various items of equipment and provide adaptations to support disabled children and young people under 25, to take part in a range of arts, sports, and leisure activities

Opening school facilities

Sport England funding to encourage and support targeted Gloucestershire schools to allow residents in their local area to hire the school's facilities so they can play sport and be more active.

Connect Barrow community fund

The Connect fund is provided to support us to continue to test how social investment might can be used to increase impact for sports clubs and organisations. At the same time the funding will allow us to further explore if this work can provide us with a sustainable earned income source. We will share our results with the wider sector and Active Partnership network.

Get Out Get Active (GOGA)

Get out Get Active is a national initiative, where we hold the contract to project manage the local delivery of a branch of delivery in the Forest of Dean locality. The programme enables those with disabilities or long term health conditions to be active, by creating new opportunities, upskilling deliverers across the workforce and providing high quality marketing. The Forest of Dean GOGA programme focusses on older people with a long term condition, and has a particular focus on dementia. The project is a collaboration between Active Gloucestershire, Forest of Dean District Council and Freedom Leisure. The project is managed nationally by Activity Alliance, who hold, manage and distribute locality funds from the overarching funders of Sport England, London Marathon Charitable Trust and Spirit of 2012.

Wheel of behaviour (renamed Place based work in 20/21)

Place based physical activity interventions means the focus of work is in a specific geographic area or 'place'. This could be a street, neighbourhood, town or district. It targets the entire community; working with residents, groups, organisations and businesses that live or work in the area to better understand what the place is like, what the challenges or issues are and how we can work together to overcome them.

Covid Health Inequalities

This is a funded programme to support people who have been unable to be, or have become less active due to the pandemic. The funding is primarily focussed on Gloucester City. Funded by NHS Gloucestershire

CCG Pain Management

This is a pilot project to assess the impact of physical activity in support of people who require ongoing support to manage pain.

Active Design

This is a fund working with partner organisations to improve facilities and provide better active transport options.

PURPOSE OF DESIGNATED FUNDS

Redundancy

To provide for contracted staff redundancy payments. This will only be expended if redundancies are made under the charity's redundancy policy.

Staff holiday

To provide for untaken holiday at the end of the financial period.

We Can Move

'We can move' is the county's whole system and social movement approach to increasing physical activity levels and tackling health inequalities. The long term goal of the programme is to halve physical inactivity rates in Gloucestershire by 2030.

WCM older adults

People are less active as they get older, with 6 out of 10 people not doing regular physical activity. Our we can move older adults work aims to increase physical activity levels of older people through: the delivery of a county wide falls prevention campaign (Fall-Proof); the co-design of a physical activity programme across the Forest of Dean; supporting a network of volunteers who support older adults to continue to be active; and supporting the delivery of local community and physical activity opportunities embedded across Gloucestershire.

Transfers between funds

Transfers between funds are to redistribute designated funding.

15. Movements in funds (continued)

Prior year comparative

	At 1 April 2020	Income	Expenditure	Transfers between funds	At 31 March 2021
	£	£	£	£	£
Restricted funds Sport					
Workforce	12,811	55,000	(46,984)	-	20,827
Satellite Clubs	40,413	79,788	(60,000)	-	60,201
Sportivat	2,284	-	(2,583)	299	-
Community					
Active Workplaces	172	-	-	(172)	-
Active 4 Life (small grants)	392	-	-	-	392
Extended Workforce	38,888	75,000	(78,467)	-	35,421
Tackling Inequalities fund	-	90,266	(88,115)	-	2,151
Education					
School Games	35,139	26,250	(35,628)	-	25,761
Primary School Support	60,401	29,923	(34,320)	-	56,004
WCM formerly Cotswold Walking pilot	10,000	-	(8,972)	-	1,028
DfE Volunteers	9,872	17,734	(22,064)	-	5,542
Primary School Daily Mile	15,916	68,680	(60,714)	-	23,882

Movements in funds (continued)**Prior year comparative (con't)**

	At 1 April 2020	Income	Expenditure	Transfers between funds	At 31 March 2021
	£	£	£	£	£
Other					
Special Olympics	5,780	3,994	(7,945)	-	1,829
Work for Disabled	17,238	1,594	(4,686)	5,416	19,562
Short Breaks Capital Fund	432	-	-	-	432
No Limits	136	-	-	-	136
Opening School Facilities	17,341	30,891	(40,320)	-	7,912
Connect Barrow Community	7,194	500	-	-	7,694
GOGA	-	49,636	(38,210)	-	11,426
Local delivery pilots	62,305	77,426	(70,820)	-	68,911
Insight	17,145	45,000	(43,324)	-	18,911
Covid Health Inequalities	-	80,000	(1,350)	(5,416)	73,234
CCG Pain Management	-	21,000	-	-	21,000
Total restricted funds	353,859	752,682	(644,412)	299	462,428

Movements in funds (continued)
Prior year comparative (con't)

	At 1 April 2020	Income	Expenditure	Transfers between funds	At 31 March 2021
	£	£	£	£	£
Unrestricted funds:					
Designated funds:					
Redundancy	30,585	-	-	15,167	45,752
Staff holiday	8,419	-	-	328	8,747
We Can Move	-	-	-	10,000	10,00
Project Management					
Beat the Street	4,322	10,786	-	(3,777)	11,331
Wheel of Behaviour	-	-	(3,777)	3,777	-
Older Adults	53,953	-	(38,116)	-	15,837
Marketing	1,458	25,000	(22,806)	-	3,652
Insight	17,312	-	-	-	17,312
Monitoring and Evaluation	19,298	50,000	(50,968)	-	18,330
Social Prescribing	-	75,000	-	-	75,000
Total designated funds	135,347	160,786	(115,667)	25,495	205,961
Restricted funds	353,859	752,682	(644,412)	299	462,428
Designated funds	135,347	160,786	(115,667)	25,495	205,961
General funds	272,717	350,270	(311,606)	(25,794)	285,587
Total unrestricted funds	408,064	511,056	(427,273)	(299)	491,548
Total funds	761,923	1,263,738	(1,071,685)	-	953,976

16. Income from investors

	Local Authority	Sport England	Other *	Total
	£	£	£	£
Grants and service level agreements	-	860,947	-	860,947
Other income	120,000	-	443,131	563,131
Total income	120,000	860,947	443,131	1,424,078
Direct delivery	6,397	402,798	125,291	534,486
Staff costs	36,033	419,492	106,906	562,431
Travel costs	358	2,469	349	3,176
Other	-	84	-	84
Overhead recovery	11,501	118,396	48,964	178,861
Total expenditure	54,289	943,239	281,510	1,279,038
Net income / (expenditure)	65,711	(82,292)	161,621	145,040

*Other includes all income in the accounts, not just public investors.

The above table only takes into account those movements within the financial year; no account is taken of the value of unspent funds brought forward from 2020/2

17. Financial instruments

	2022	2021
	£	£
Financial assets measured at amortised cost	1,322,412	1,063,138
Financial liabilities measured at amortised cost	(64,318)	(72,289)

Financial assets measured at amortised cost comprise cash and cash equivalents, trade debtors, accrued income and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and other creditors.

18. Operating leases

The charity had operating leases for land and buildings at the year end with total future minimum lease payments as follows:

	2022	2021
	£	£
Amounts falling due:		
Within 1 year	3,703	3,703

19. Related party transactions

Transactions with trustees

Jon McGinty, a trustee, is the Managing Director of Gloucester City Council and Director of Gloucestershire County Council. During the year ended 31 March 2022, Active Gloucestershire received £10,000 (2021: £nil) of income from, and paid £627 (2021: £627) to, Gloucester City Council. They also received £60,000 (2021: £60,000) of income from and paid £nil (2021: £nil) to, Gloucestershire County Council. Included within income received from Gloucestershire County Council is £nil (2021: £15,000) due to Active Gloucestershire as at 31 March 2022.



Active
Gloucestershire

Annual report and accounts | Year ending 31 March 2022



ACTIVE GLOUCESTERSHIRE

England & Wales - Charity number 1138546

Accounts

Active Gloucestershire

Annual report and accounts

Year ending 31 March 2021



**we
can
move**

Active Gloucestershire is part of a network of Active Partnerships operating across England to establish the conditions for an active nation.

Our vision is that everyone in Gloucestershire is active every day.

We believe that physical activity can have a transformative impact on the lives of people and their communities.

At our core, we are about driving positive change.

Contents

1.1	Reference and administrative details	4
1.2	Introduction from our Chair and Chief Executive	6
1.3	Structure, governance and management	14
1.4	Why we are here	18
1.5	What we set out to change and achieve	20
1.6	Our public benefit	24
1.7	Our achievements and work in 2020/21	26
	Helping our network keep the least active in our county moving	
	• Children and young people	
	• Older adults	
	• Disability and long-term health conditions	
	• Place-based	
	• Developing facilities	
	• Changemaker programme	
	• Tackling Inequalities Fund	
	Creation of a new strategy	
	Investment in our team	
	Securing long term investment	
1.8	Equality and diversity	46
1.9	Future plans	49
1.10	Covid-19	50
1.11	Financial review	51
1.12	Statement of responsibilities of the Trustees	57
	Independent Auditor's Report and Financial Statements	60

1.1 Reference and administrative details

For the year ended 31 March 2021

Company no. 07344552

Charity no. 1138546

Registered office and operational address

City Works

Alfred Street
Gloucester
GL1 4DF

Trustees

Alice Cline Appointed 5 November 2020

Candace Plouffe Retired by rotation 25 May 2020

Caitlin Dalton Appointed 5 November 2020

David Newton

Emma Owen

Jan Bowen-Nielsen (Chair)

Jon McGinty

Lauren Cairns Appointed 5 November 2020

Tania Hamilton

Terrance Smith

Susan Bailey Resigned 7 April 2020

Principal staff

Tom Beasley

Chief Executive Officer ("CEO") (from 1 April 2020)

Bankers

CAF Bank Limited

25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Auditors

Hazlewoods LLP

Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

1.2 Introduction from our Chair and Chief Executive Officer



Jan Bowen-Nielsen, Chair

Over the course of the last year, Covid-19 disrupted the lives of everyone across Britain. It separated us from loved ones, confined us to our homes and society as we knew it, effectively, shut down.

It also laid bare our nation's stark health inequalities. Not only were certain groups more vulnerable to the virus itself, but during the lockdown, it became apparent, that those whose physical and mental health would benefit most from exercise, were the ones least able to access and engage in it.

The pandemic had an enormous impact on traditional methods of delivering sport and physical activity. Leisure centres, pools and gyms closed. Community sport was forced to stop and non-essential face to face contact was banned.

To counter this shut down and the inevitable impact on people's wellbeing, the government made clear the importance of staying active by getting outside and exercising. As a result, we began to see groups of families out walking together, bike sales increase and runners

pounding the pavements. New physical activity initiatives, such as 'PE with Joe', took the country by storm and there was a perception that as a nation, we were actually moving more.

However, in reality what we were witnessing was a growing divide between those who were already fairly active, becoming more active and those who were inactive before the pandemic, finding it even harder during lockdown and therefore falling further behind.

Many people across Britain, faced unique Covid-19 related challenges, which influenced their attitudes and behaviour towards physical activity, and ultimately reduced their physical activity levels.

People from ethnically diverse communities, younger people (aged 16-24) and people from lower socio-economic groups struggled with financial uncertainty, unemployment worries and less disposable income, leaving them less able and motivated to get active.¹ Many disabled people and older adults were simply unable to exercise independently outdoors. Those who prior to lockdown had enjoyed the social benefits of exercising with other people found that exercising alone held little appeal. In addition some disabled and older people experienced anxiety around contracting and spreading the virus and the effectiveness of safety measures imposed at indoor facilities.²

Children whose main engagement in physical activity had come through school or community based activity, also found it harder to get active. Many missed the social aspects of team-based community sport and experienced lower levels of enjoyment and motivation during lockdown. Some, with limited space indoors to exercise, no garden

¹ Innovation open call | Sport England, Understanding the impact of Covid-19 (Sport England Report, Jan 2021)

² Innovation open call | Sport England, Understanding the impact of Covid-19 (Sport England Report, Jan 2021)

or fewer green spaces to access, also missed out on the benefits of physical activity and struggled with higher levels of depression, anxiety, stress and loneliness during the pandemic.³

Nationally, the proportion of adults classed as inactive between mid-March and mid-May 2020, rose by 7.4% (3.4 million people) and the proportion of children reporting they were active from mid-May to mid-July 2020, fell by 2.3% to 51.1%.⁴

The same trend was apparent across Gloucestershire. Between November 2019 and November 2020 (8 months of which the county was in lockdown), inactivity rates for over 75 year olds jumped to 47.3 % (from 41.1% in 2018/19).⁵ This is particularly worrying, when you consider that inactivity amongst this age group had been decreasing over the past six years (52.7% of over 75s were inactive in 2015/16).⁶

Inactivity amongst children in Gloucestershire also rose during 2020, with 30% of children doing two hours of activity or less each week (up from 28%), far less than the recommended one hour of recommended daily activity.⁷ In addition, the percentage of children reporting low mental health rose to 14.1% in 2020, with fewer children finding it easy to make and keep friends (69.4%, up from

62.9%).⁸ There was also a rise in the rates of inactivity amongst disabled people across our county (36.7%, up from 34.3% in 2018/19.)⁹

Faced with these glaring inequalities, we had to swiftly and radically rethink the way in which we enabled our movement and supported those who were least active in our county to keep moving. Our role as a backbone organisation became key.

Our main priorities were:

- distributing funding to organisations to enable them to deliver their programmes
- helping to reimagine and shift the delivery of physical activity to virtual modes, so that those who were least active could keep moving
- capitalising on the collective focus and shared priority among strategic leaders to address persistent inequalities in our county, by building partnerships across the system
- continuing our drive around diversity and inclusion, both in terms of who we work with and how they are represented
- guiding our county's vision and strategy on active travel.

³ Ibid

⁴ Understanding the impact of Covid-19 (Sport England Report, Jan 2021)

⁵ Sport England Active Lives survey 2019/20

⁶ Sport England Active Lives survey 2015/16

⁷ Gloucestershire Healthy Living and Learning Pupil Wellbeing Survey

⁸ Gloucestershire Healthy Living and Learning mental wellbeing survey of pupils (2012-2020 summary data)

⁹ Sport England Active Lives survey 2019/20

- i. Our funders and partners continue to share our aims and have been both flexible and supportive of our work, during the pandemic. This year is the last in the current strategy period. We'll shortly be launching our ten year **we can move** and Active Gloucestershire strategies which will continue to focus on improving the lives of those least active in our county, through physical activity.

For all the challenges this pandemic has given rise to, it has also created new opportunities for us to explore. There is now a fundamental recognition by the government and scientists of the vital role exercise can play in improving the physical and emotional health of our nation, making it easier for those in the physical activity sector to drive their agendas forward.

We have seen local communities reach out and support one another when faced with adversity, presenting us with an opportunity to further explore grass roots, community-led physical activity initiatives.

The normalisation of home working during lockdown, also created more opportunity for many of us to weave physical activity into our working week. As such, many employers have come to acknowledge the benefits of a physically active workforce, both in terms of staff wellbeing and productivity.

As the dust settles on this pandemic, it is up to us to seize the opportunities we have been presented with and work to make physical activity easy and enjoyable for everyone.

Jan Bowen-Nielsen
Chair



Tom Beasley,
Chief Executive

Last year, as much of our county entered an enforced hibernation, we learnt how to become agile and adaptable when delivering our work.

Some projects including some of our school-based work were forced to go on hold, whilst other projects which involved us working in collaboration with health care professionals, accelerated.

The pandemic provided us with the opportunity to work with new partners and reach new people. It taught us the importance of building strong relationships based on a shared vision and common values and encouraged us to honestly evaluate what was working well and what wasn't.

We also took more time to talk to the communities we worked with and learn about the inequalities they faced and the support that they needed. Sport England's 'Tackling Inequalities' funding provided us with an opportunity to finance more community led projects and work in partnership with new organisations such as Gloucestershire Funders.

Here are some of our highlights from 2020/21:

- launch of a pilot initiative in collaboration with the Gloucestershire Clinical Commissioning Group, focusing on supporting people with the self-management of persistent pain through community based activity
- providing practical tools and resources to healthcare professionals enabling them to confidently hold physical activity conversations with disabled people in an inclusive and person-centric way
- virtual delivery of the 'Get Out Get Active' (GOGA) project in the Forest of Dean – a project focusing on tackling disparities in activity levels between disabled and non-disabled people by engaging older people and those with dementia to be active together
- dissemination of funding to financially struggling local community groups, whose work focuses on getting under-represented people physically active
- partnership building with Gloucestershire County Council and Gloucestershire Healthy Living and Learning to deliver yoga to vulnerable school children across the county, as part of the mental health trailblazer programme
- delivery of our diversity action plan, including a commitment to better understand ethnically diverse communities across Gloucestershire
- high level advocacy of active travel across the county.

Looking ahead, we will focus our efforts on supporting organisations to reopen safely and return to some sense of normality. We have learnt so much over the course of 2020, about our communities and our partners. I am keen that we apply this knowledge and capitalise on the relationships we have built, to help our sector reach more inactive people and reduce the stubborn inequalities that continue to persist in sport and physical activity.

Tom Beasley
Chief Executive

1.3 Structure, governance and management

i. Legal status, date of incorporation and date of charity registration

Our organisation is a private company limited by guarantee, incorporated in England and Wales, on 12 August 2010. It was registered as a charity on 25 October 2010 and its objects and powers are set out in its Articles of Association.

ii. Our charity objects

- a. The promotion of community participation in healthy recreation, by providing and assisting in the provision of facilities for and opportunities to participate in sport and other physical activities for the benefit of, in particular, but not exclusively, the inhabitants of Gloucestershire.
- b. To advance the education of the public in sport and physical activity.

iii. Governance

It is the responsibility of the Board and Chief Executive to ensure that Active Gloucestershire has effective governance arrangements, including a sound system of internal control, as well as continuously striving to improve its governance and meeting changing legal and other requirements.

iv. Recruiting and appointing new Trustees

One third of our Trustees must retire at the annual general meeting but can stand for reappointment. Trustees cannot serve more than nine years on our Board. Our recruitment process aims to ensure that our Board composition reflects, as closely as possible, those involved with and engaged in the **we can move** movement. We utilise a range of recruitment channels including our networks, forums and social media to attract a diverse range of candidates. The recruitment process is led by an appointment committee comprised of our Chair and senior Trustee, along with up to two other Trustees. On appointment, Trustees sign a role description, code of conduct and eligibility form and are given a formal induction, which together sets out their role and responsibilities along with their commitments. Our Board recruitment policy and further Trustee induction information can be found in our [Trustee handbook](#).

v. Appointment of our Chair and senior Trustee

The appointment of our Chair and senior Trustee is usually made from amongst existing Trustees. If current Trustees are unwilling to stand for appointment, or if there are no suitable candidates, the position will be advertised and an appointment committee will be established. Upon appointment, our Chair and senior Trustee sign role descriptions specific to their roles.

vi. Organisational structure and decision-making

Trustees meet six times a year to discuss our strategic direction, ensure our core aims and objectives are being met in the most efficient way, take account of any risks facing our organisation and ensure that all legal obligations are satisfied. Trustees also attend an away day every year as part of the annual business planning process.

Our Board includes a Finance and Resources Committee (FRC) and a Nominations and Remuneration Committee (NRC). The FRC works with senior management to review all aspects of our organisation's finance, human resources and information and communications technology regularly and rigorously. The NRC works with the Chief Executive to ensure that the composition and performance of our Board, Chief Executive and senior management team are optimal and support the needs of our organisation.

Our organisation's day-to-day business is delegated to the Chief Executive and through them, to other staff. Our policies manual and financial procedures handbook identify matters that are reserved for consideration by our Board and sets out the process for urgent action to be taken by our Chair.

vii. Pay and remuneration

Provision for salary increases is included in the budget-setting cycle. The Chief Executive has authority to award performance-related salary increases in one-off, non-recurring instances, consistent with and not exceeding the overall provision included in the approved budget. Any increase over and above the approved provision requires Trustee approval. The NRC is responsible for making recommendations to our Board, regarding the Chief Executive's and senior management team's remuneration.

viii. Related parties

There are no subsidiaries or charities controlled by the same Trustees.

ix. Risk statement

Our Trustees consider the major risks facing our organisation and have established systems and controls to mitigate them, which are regularly reviewed.

1.4 Why we are here

Physical inactivity in Gloucestershire

The benefits of an active lifestyle are well documented. Moving more can improve both your physical and mental health. It can boost success at school and at work and increase your social connectedness. Yet, across Gloucestershire, 110,200 adults (21.1%)¹⁰ do not move enough to benefit their health, a figure that is up by 2000, from 2018/19.¹¹

Ageing populations, stark inequalities between districts, youth obesity and mental health problems are driving and sustaining inactivity in our county. As such, participation levels amongst certain groups remain persistently low.

36.7% of people with disabilities and long-term health conditions are inactive¹²

28.3% of people aged 55 years and over are inactive¹³

¹⁰ Active Lives survey 2019/20

¹¹ Active Lives survey 2018/19

¹² Active Lives survey 2019/20

¹³ Ibid.

30% of pupils are doing 2 hours or less of activity a week¹⁴

29.4% of non-white British are inactive^{15*}

24.5% of people in routine/semi-routine jobs and those who are long-term unemployed or have never worked are inactive¹⁶

Sadly, the pandemic brought these inequalities into much sharper focus and reminded us that there is more to do to ensure that those who stand the most to gain from being physically active are able to access and enjoy the benefits of an active lifestyle.

¹⁴ Pupil Wellbeing Survey

¹⁵ Active Lives survey 2019/20

¹⁶ Ibid

*N.B. The non-white British category is an amalgam of all other ethnic groups and often large differences between various ethnicities and their physical activity levels can exist.

1.5 What we set out to change and achieve

i. Our strategy

We are in the final year of our current strategy. We continue to work towards achieving our aims, whilst reviewing our long term plan and agreeing our strategic approach over the next ten years.

Our new strategy was approved by our Board in March 2021 and will be supported by a business plan, to be reviewed annually from April 2021.

Strategy 2017 - 2021

Vision

Everyone in Gloucestershire active every day

Mission

We will unite organisations and people around the **we can move** movement and enable them to make it a reality

Why?

We believe that being physically active can have a transformative impact on people's lives, with those who do the least having the most to gain

Delivery approach & plans

We Can Move 'whole system' approach

Function & Individual Activity Plans

Brand

Values: Collaboration + Innovation + Sustainability

Aims & objectives

More people moving more

30,000 of the county's least active people are moving more (based on **we can move** analysis)

It is easy and normal to be physically active in Gloucestershire

Increase the size, diversity and health of the **we can move** movement

Demonstrable changes in Gloucestershire's culture/system in relation to physical activity

Be an effective and sustainable backbone organisation for we can move

Governance for **we can move** is working effectively and decisions are being taken from across the movement

Effective delivery of the six core areas of a backbone organisation

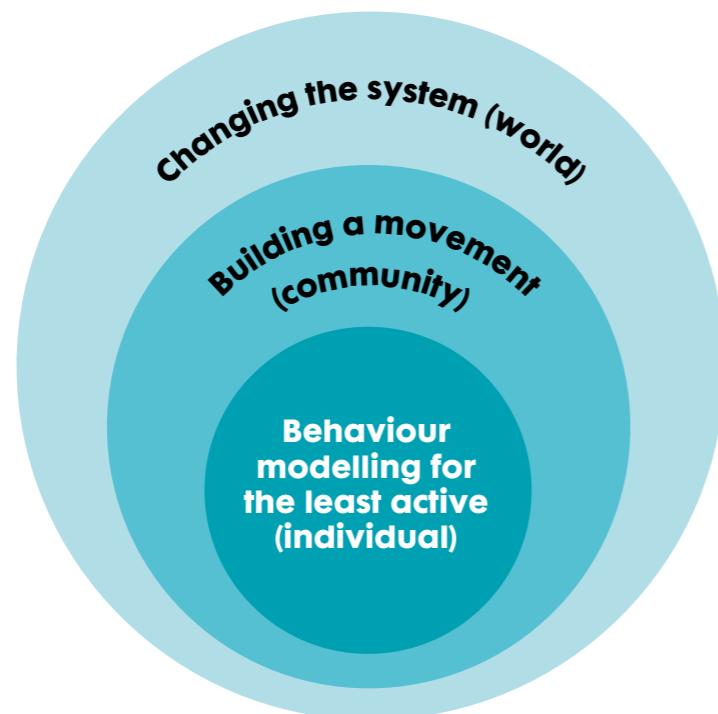
Have a healthy and sustainable income that allows continuation of our role as a backbone organisation for **we can move**

ii. **We can move**

We know that the opportunities to be physically active and the benefits that this brings are not shared equally across our communities and that where we live, our ethnicity, our age and our health can affect our activity levels.

Our approach to confronting these inequalities and redressing this imbalance is **we can move**, a social movement that unites people around its mission: to get the least active people in our county moving more and make physical activity the norm. It is a whole system approach, addressing all aspects of our daily life, to create an environment in which everyone can be physically active.

Active Gloucestershire has become the backbone organisation for **we can move**.



iii. **Our role and activities**

Inspire 

We unite people and organisations behind a common vision, guide strategy and run campaigns that inspire people to be active.

We help people and organisations to advocate for county policies that promote physical activity.

Connect 

We bring people together to support each other, collaborate and share what they have learnt in working to bring about change.

We encourage the building of shared measures that help us all see the difference we are making to our systems and environment to increase physical activity.

Enable 

We provide insight into what our county looks like in terms of physical activity – key data, statistics and facts that can help shape what we do to bring about our vision.

We provide training, workshops and consultancy which stimulate debate and provide ideas on how to get people active.

1.6 Our public benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit when reviewing aims and objectives and in planning future activities. The charity's objects have been agreed with the Charity Commission and reflect the Commission's public benefit requirements for charities.

We continue to have significant charitable purpose and tangible public benefit. Being physically active has immense benefits to individuals, communities and the population as a whole.

Wellbeing

Physically active people feel better about themselves, leading to improved physical and mental health, balanced lives, brighter outlooks and more positive relationships

Productivity

Happier, healthier, active people tend to be more disciplined, do more and try harder, leading to improved performance at school, less time off through illness and greater productivity at work

Community

Physical activity brings people and communities together, increases social integration and reduces crime

Environment

Physically active people are more likely to engage in physically 'active travel', including walking and cycling to work, school, the shops and for leisure, rather than travelling by car, with commensurate benefits to the environment.

1.7 Our achievements and work in 2020/21

Our key achievements this year fall into four areas:

- helping our network keep the least active in our county moving
- creation of a new strategy
- investing in our team
- securing long term investment.

01 Helping our network keep the least active in our county moving

The pandemic, without question, challenged our ability to support our network and keep the least active and most vulnerable people in Gloucestershire moving. As traditional modes of delivering sport and physical activity were no longer viable, we had to maintain an agile and flexible approach to our work. We were forced to stop some of our programmes and adapt others.

- We began to explore virtual programme delivery methods with our networks and test new digital resources.
- We distributed funding to groups that supported those worst affected by the pandemic, so they could provide safe physical activity opportunities.
- We also offered advice and support to organisations within our own network that were facing uncertainty.
- We continued to work with system leaders and advocate for the importance of physical activity in addressing health inequalities.
- Finally, we captured and shared our learning about the impact of the pandemic with our network. We helped them to identify their post-Covid priorities and discussed ways in which we could build back confidence around physical activity.

The following pages provide a summary of our work over the course of 2020/21.

Children and young people



The pandemic left children and young people facing enormous mental health challenges. Many struggled with loneliness and isolation and others felt lost and worried about the future.

We know that physical activity can combat poor mental health by boosting self-esteem and helping to alleviate anxiety, stress and depression. Therefore during 2020/21, we explored the role physical activity can play in supporting the wellbeing of vulnerable children and young people. We also connected up partners from across the system, enabling them to continue supporting children, as part of the Covid-19 recovery process.

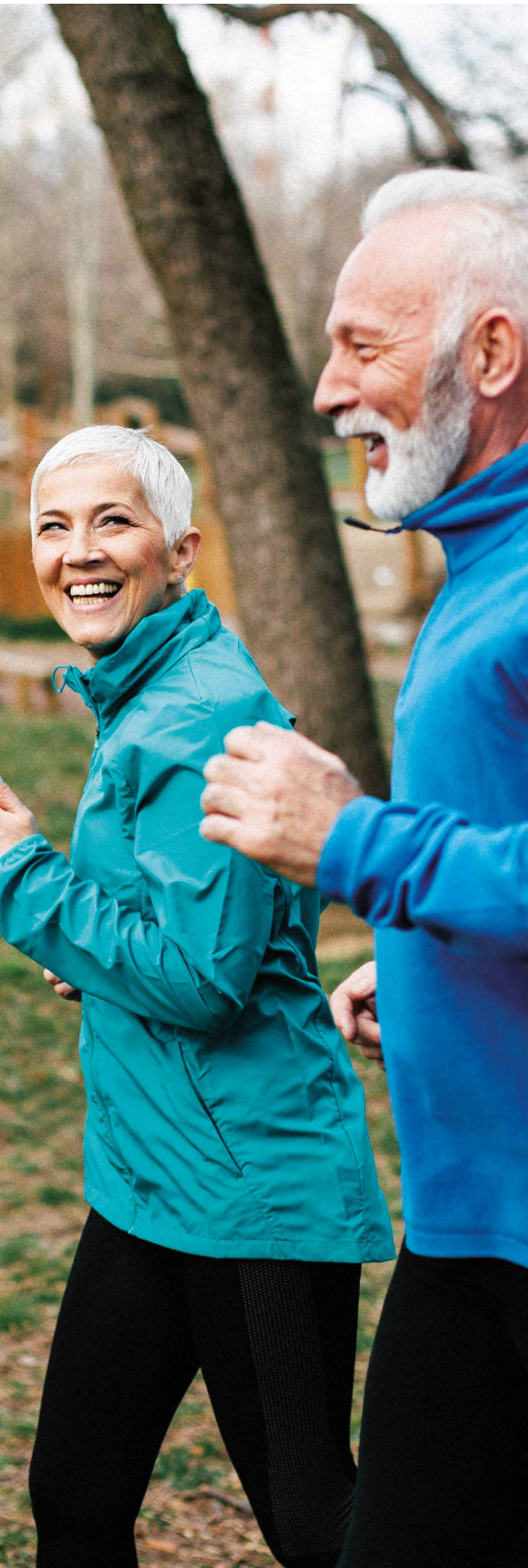
Our work in 2020/21

- Satellite clubs provide opportunities for **inactive young people aged 12-19** to become more active in a setting that is familiar to them. During the pandemic, we helped clubs move their programmes online and engage with their participants in new and innovative ways.
- Working closely with Gloucestershire Healthy Living and Learning, we co-designed and co-funded a schools-based programme supporting **18 teachers** across **15 trailblazer schools** to deliver yoga in class. Now pupils most in need of mental health support are able to benefit from therapeutic yoga sessions.
- We facilitated partnerships between key organisations involved in the provision of care for vulnerable children. Introducing **Play Gloucestershire**, (a local charity delivering creative play to children from deprived communities) to **Gloucestershire County Council**, enabled them to showcase their work. This led to the Council releasing funding to Play Gloucestershire enabling them to deliver a play nurture based project, supporting **74 children (67 classed as vulnerable)**, aged 7-16 years old, across the county's six districts.

16
satellite
clubs funded

443
young people
given help to
stay active

Older adults



Covid-19 has had a devastating effect on the physical and mental health of older adults in Gloucestershire. Being forced to stay indoors, has left many older people with reduced mobility, muscle weakness and joint pain.

The social isolation experienced by many older residents, as a result of the lockdown has impacted their mental health too, with a number reporting increased anxiety, stress and low mood.

Our focus during 2020/21 has been to address these immediate challenges, whilst also reaching out to partners across the system to collaboratively tackle some of the Covid-19 related challenges facing Gloucestershire's older adults.

Our work in 2020/21

- **GOGA** is a national programme being delivered locally in the Forest of Dean. It encourages older adults and those with dementia to be active together. Despite challenges around the delivery of this project, we established online exercise classes, helped people access 1:1 support phone calls, trained people in physical activity awareness and provided materials to programme participants.
- We facilitated information sessions with strength and balance providers, which focused on restarting community activity both face to face and virtually.
- We collaborated with **Gloucestershire Rural Community Council** to produce guidance around the safe use of community buildings.
- We continued to support older adults by distributing **Fall-proof packs** and supporting the virtual delivery of Fall-proof exercise classes as well as digital and phone support. In partnership with the **Clinical Commissioning Group** we also designed and distributed **deconditioning leaflets**, encouraging older adults to be active.
- We formed a working group with several partner organisations to influence and inform local joined up priorities and explore ways of reducing the impact of lockdown related inactivity on those approaching older age.

Disability and long-term health conditions

We know that disabled people and those with long-term health conditions often want to be more active. However, the pandemic left many feeling anxious about leaving home to exercise, further exacerbating feelings of social isolation.

Research also showed that disabled people and those with long-term health conditions were less likely to find new ways to be active during the pandemic or to be using exercise to manage their physical or mental health.

During the pandemic, we focused on providing opportunities for disabled people to stay active, shaping the behaviour of health care workers who support disabled people and connecting with new and existing partners.



Our work in 2020/21

- We worked with several providers to provide digital and face to face **short breaks opportunities** for disabled children and young people, aged under 25.
- We started a new communication-based intervention called '**Involve**', which supports health and social care professionals to have conversations with disabled people about physical activity.
- We piloted a new initiative, with **Gloucestershire's Clinical Commissioning Group**, called '**It's Your Move**', offering a virtual physical activity programme for people living with persistent pain.
- We connected with our disability network (**Gloucestershire Active Inclusion Network**), to explore how the pandemic had impacted the delivery of services and how we could adapt the delivery of opportunities for participants, post-Covid.
- We brokered a relationship between **Disability Rights UK** and our **local Disabled People's User Led Organisation (DPULO), Inclusion Gloucestershire (IG)** to deliver a new co-production training and consultancy programme for the sports sector.

Place-based



Although the pandemic tested our resolve both as individuals and as a nation, it also revealed the richness, capacity and strength of communities across the country. Gloucester is one such community.

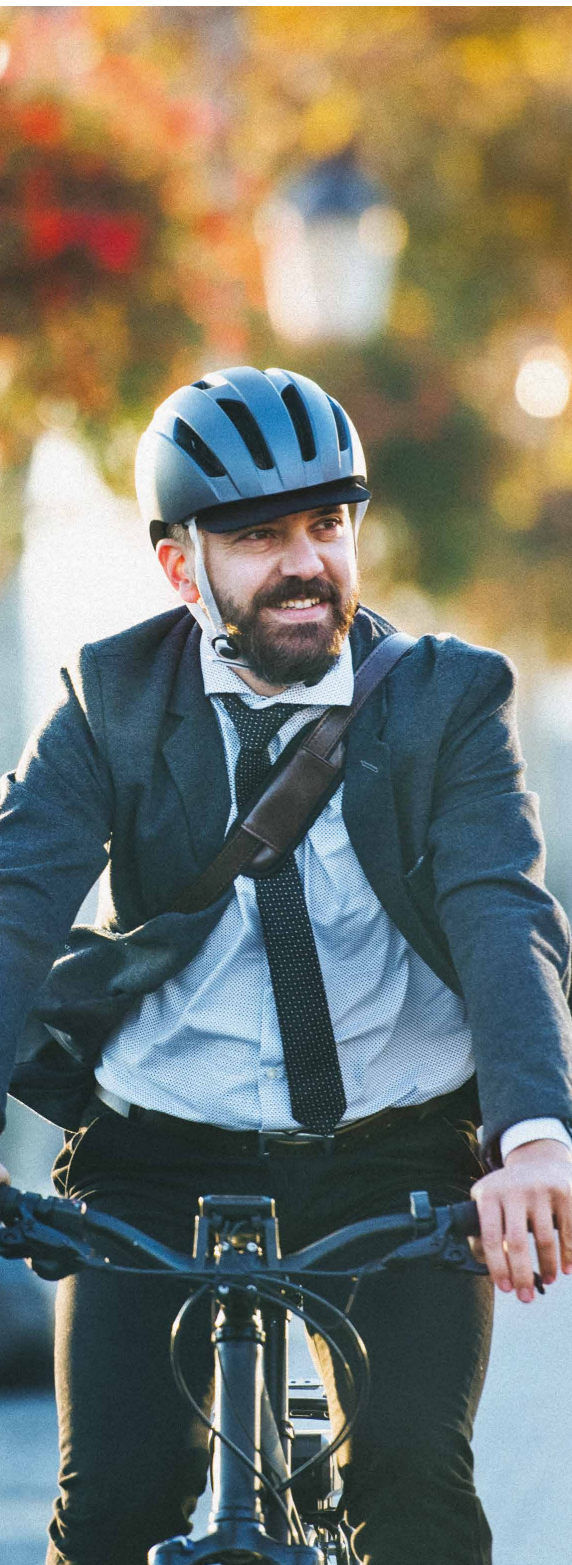
During the pandemic, there emerged a palpable community spirit across the city - a desire amongst local organisations and individuals to kick-start community led projects that would get people out of their homes and enable them to be more physically active.

During 2020/21, we built partnerships based on shared principles, which recognised the inherent value of community led activity and harnessed the energy and insight of local residents by encouraging and investing in locally run initiatives across Gloucester. In doing so, we learnt more about the people, spaces and passions that drive these communities and have helped to shape an environment in which local residents are better able to shape the outcomes of their own community.

Our work in 2020/21

- We co-designed the **Neighbourhood Fund** with **Gloucester Community Building Collective (GCBC)**, which funded resident led action that would connect people and encourage them to move more.
- With GCBC, we helped to establish the '**Build Back Better**' network (now **Gloucester Community Wellbeing**) bringing together street champions and community activists to discuss how community led action can keep Gloucester residents connected, healthy and happy.
- We worked with **community builders** to gather insight and test new approaches around community physical activity.
- We upskilled community builders to develop their evaluation in line with **ripple effects mapping** and improved our understanding of asset based community development.
- Our Director of Physical Activity (DPA) worked closely with colleagues from the **Active Partnerships Network** and **Sport England** to share learning and insight gained around Covid-19 and its impact on lower-socio economic communities.

Developing facilities



The pandemic has had an enormous impact on the places people go to be active - from playing fields and tennis courts to community centres and swimming pools.

Fluctuating between complete shutdowns and tentative re-openings, facility operators have had to work hard to keep people active, whilst also keeping them safe. At the same time, there has been a reawakening around the importance and value of active travel, as people have sought alternatives to public transport and car usage. Exercising in parks and green spaces and has also grown in popularity. During the last year, we have focused on responding to these challenges and opportunities.

Our work in 2020/21

- We provided specialist advice around visioning, programming, business development, funding and community consultation to **28 organisations** looking to develop their facilities.
- We supported **Blackbridge Community Land Trust** and the **Chantry Centre (Dursley)** with their applications for social investment via Resonance, the leading social impact investment company in the Southwest.
- We continued the development of **Blackbridge fields into a community sports hub**, completing technical surveys, undertaking land transfer negotiations, holding discussions with funders and having consultations with potential users.
- With the support of DfE/Sport England funding we continued to help **43 of the county's primary, secondary and special schools** to secure or improve public use of their sport and active leisure facilities. We offered information, advice and guidance around how to open in a Covid-secure way.
- We continued to **build partnerships** with several strategic groups seeking to raise the profile of and secure resources for active travel, including the Gloucestershire Community Rail Partnership, Gloucestershire Cycling Advisory and Liaison Group and the Public Health England/Sustrans Walking and Cycling Investment Group.

Changemaker programme

The Changemaker programme co-ordinates and signposts its community of we can move Changemakers to inspiring events, practical training, toolkits, networks, online learning, insight, resources and peer support.

In doing so, it equips them with the tools they need to shape the energy and direction of the movement, ensuring that it is skilled, knowledgeable, and representative of the individuals, communities and professions it supports. Due to the pandemic, we had to rethink our programme—what it included and how it was delivered.

Our work in 2020/21

We delivered **40+** online training events, networks and workshops with approximately **600 participants.**

- We hosted **forums and networks** including the Active Ageing Forum, Glos Girls Can and the Active Inclusion Network.
- Via the **Changemaker monthly e-newsletter**, we provided cohort-focused support, resources, system change updates and highlighted opportunities to get involved.
- We produced funding alerts, signposting Changemakers to local and national funding opportunities and provided funding application support.
- We also produced and co-produced a range of training resources.
- We improved our programme's reach by **encouraging participants from diverse groups** including VCS Alliance, Trans Gloucester, Gloucester Building Community Collective, local community centres, The Nelson Trust, and Gloucestershire Action for Refugees and Asylum Seekers.
- We improved the accessibility of our programme by trialling new platforms and functionality, adapting presentations and supporting materials and making inclusive statements on all booking forms.
- We **raised awareness of inequality**, highlighting campaigns such as Race Equality Matters', 'The Big Promise' and the Pride sports webinar series.
- We strengthened our partnership with **Healthy Lifestyles Gloucestershire** by adapting and co-delivering training with them.

Tackling Inequalities Fund

In late March 2020, shortly after restrictions on exercising were introduced, a national survey assessing people's activity levels and attitudes to physical activity was commissioned by Sport England.

The results made it apparent that certain groups of people were disproportionately affected by the pandemic and that the lockdown was significantly impacting their ability to be physically active. In response to this widening inequality, Sport England established the Tackling Inequalities Fund (TIF). Its aim was to try and reduce the negative impact of the lockdown on activity levels in under-represented groups. It specifically focused on supporting people in lower socio-economic areas, ethnically diverse communities, disabled people and those with long-term health conditions.

Sport England tasked Active Gloucestershire along with the other 42 Active Partnerships across the country to distribute the funds on their behalf. This localised approach was adopted because of our extensive network and our established reach within the community. Using our connections and insight, we were able to identify those most in need and allocate the funds to them.

Our process

In order to distribute funds efficiently, the whole staff team spent time identifying community groups that needed support. A small number of staff, then acted as a 'panel', assessing applications, advising on next steps and providing support to organisations that lacked either the time or capacity to make applications to formal funding pots.

Throughout the process, we reached out to new partners, such as the Gloucestershire Funders Board (a group of local funding bodies) and trusted partners, including the Voluntary and Community Sector Alliance, district councils, 'Know Your Patch' leads and the County Council and encouraged them to signpost relevant groups to the fund. This partnership working has enabled us to build new strategic relationships and strengthen existing ones.

Project need

Project need largely fell into one of two categories: new initiatives and hardship. Funding for new initiatives, focused on helping organisations to adapt the delivery of their services in line with government restrictions and find new ways to engage participants in physical activity. Hardship funding enabled groups to secure the funds they needed to stay open and operational.

Funding impact

£98,121
of funding distributed.

46 projects assisted.

34 projects engaged participants in **new initiatives**.

23 projects received **hardship funding** (some applications served both purposes.)

11 **ethnically diverse** projects or groups received funding.

18 projects focusing on **children and young people** received funding.

34 projects focusing on supporting people in **deprived areas** received funding.

By investing in place-based and partnership working, TIF funding has reached several priority audiences. Projects have included family fitness trails in areas of deprivation, online inclusive yoga, exercise classes in the park for older adults, digital training and activities for ethnically diverse carers and wellbeing photography walks.

Next steps

Moving into phase 3 of the fund, we have successfully applied for an additional £50,000 to allocate to community groups. We are currently in the process of delivering a series of support events entitled 'Active Communities', which aims to connect up a variety of organisations and enable them to share their learning.

The first of these events, delivered in February, was positively received with 40 organisations attending to discuss the needs of residents and future ambitions. We are now planning to run an additional session, with the aim of encouraging groups to collaboratively tackle the challenges they face around re-opening and re-starting delivery of their services and programmes.

02 Creation of a new strategy

Following a period of consultation with our communities, system leaders, funders and those working in the physical activity sector, we have agreed upon an exciting new strategy to take us up to 2030. It seeks to connect people across the county, inspire them to improve their lives through physical activity and significantly reduce Gloucestershire's inactivity rates within the next 10 years.

03 Investment in our team

During 2020/21 we continued to develop the skillset and knowledge of our staff, delivering virtual training sessions that would help us to:

- better understand under-represented communities in the sport and physical activity sector
- more confidently navigate the system we are working in and collaborate more effectively with our partners
- become stronger facilitators and
- evaluate the impact of our work.

Training has included:

- Challenging racial bias and racism
- Understanding and recognising unconscious bias

- LGBTQIA sexuality diversity and transgender awareness
- Ripple effects mapping
- Facilitation
- Systems leadership

Working with experts



04 Securing long term investment

In February 2021, we secured investment for the delivery of **we can move**, of £150,000 for five years from Gloucestershire's Health and Wellbeing Board. This investment recognises the key role physical activity can play in transforming the health and wellbeing outcomes of individuals, families and communities across the county. In addition, it acknowledges the need for an integrated, whole systems approach to managing large-scale health and wellbeing challenges.

1.8 Equality and diversity

During 2020/21 our diversity action plan drove much of our work on equality and diversity. It is an ambitious framework which details how we are promoting and embedding sound equality and diversity practices within our organisation.

It also looks at how we are tackling inequalities in the sport and physical activity sector by reaching and working with under-represented groups within the **we can move** movement and providing them with greater opportunities to access physical activity.

Below are some of the areas of the plan that we have actioned this year.

Equality and diversity steering group

We established a steering group that meets bi-monthly. Its purpose is to raise awareness of equality and diversity topics, oversee the implementation of the diversity action plan and encourage accountability.

Staff and Board diversity surveys

We undertook annual staff and Board diversity surveys, in May 2020 and March 2021 respectively, the results of which will be used to inform future recruitment drives. At the end of March 2021, the gender balance on our Board was 55.5% female (5/9) and 44.4% male (4/9). Amongst employees, it was 46.1% female (6/13) and 53.8% male (7/13).

Training

We engaged new partners to deliver staff training on challenging racial bias and racism, unconscious bias, LGBTQIA awareness and inclusive communications. These were followed up with lunch and learns where staff were invited to share their feedback and learning from the courses. We also explored how we could apply the knowledge and insight to our own organisational practices to help us become more inclusive and accessible.

Ethnically diverse communities engagement strategy

The Black Lives Matter movement which swept through America and the UK midway through 2020, had a profound effect on our staff. It led us to question both our organisation's commitment to racial equality and the authenticity of our actions to date. It proved to be a catalyst for change, leading us to sharpen our priorities and create a set of actions designed to engage and better understand ethnically diverse communities within Gloucestershire.

Inclusive recruitment

During 2020/21, we made a commitment to trialling a new, more inclusive approach to recruitment. Initially, this involved working with the Young Trustees Movement, a London based company that seeks to increase the number of young Trustees on Boards across the UK. We were keen to increase the age diversity on our Board and so utilised their expertise to advise on and help shape a targeted recruitment strategy. This resulted in the appointment of three young Trustees to our Board, in October 2020.

In March 2021, we agreed to introduce further initiatives aimed at making our internal recruitment processes fairer and more inclusive.

These included:

- reviewing the accessibility of our templates
- trialling blind recruitment during candidate selection to remove bias
- expanding our advertising channels and
- exploring new modes of engaging potential candidates.

1.9 Future plans

In March 2021 we launched our new strategy. This long term plan will take us to 2030 and has been codesigned with our partners, funders and networks. Gloucestershire Health & Wellbeing Board have already committed to funding the work of **we can move** over the next five years and our strategy closely aligns to that of our other major funder Sport England. Sport England have made a commitment to continuing to fund Active Partnerships throughout the duration of their new ten year strategy and we are in discussions with them about a three year funding agreement.

Our new strategy builds on the learning from the last four years but also recognises the significant impact that Covid-19 has had in our sector and communities. Our long term goal remains to grow **we can move** around being physically active, with those who champion this, becoming the leaders and instigators and Active Gloucestershire, the facilitators.

1.10 Covid-19

Although Covid-19 continues to affect the way in which we have undertaken our work, we have not experienced any significant negative impact on funding in 2020/21 and do not expect any major changes to income levels in 2021/22.

Our major funder, Sport England, extended our funding agreement early in 2020 by one year, to end in March 2022. We are working in partnership with Sport England to discuss a further three year funding extension from April 2022.

Despite our strong position, we continue to manage our costs carefully to ensure that we mitigate any further risks posed by Covid-19, including any further national lockdowns, which during 2020/21 impacted our ability to deliver our programmes as we had originally planned. We are in regular discussions with our funders and have been able to agree adaptations or changes to targets associated with funding as a result of the pandemic.

We do not believe that Covid-19 poses a risk to our long term sustainability and positive discussions are taking place with Sport England regarding funding, post March 2022. Additionally, we have secured a further investment from the Gloucestershire Health & Wellbeing Board for £150,000 a year for the next five years.

In the unlikely case that we are unable to secure funds to continue our work, we have taken appropriate measures including holding both a separate designated redundancy reserve and up to six months cash, in line with our reserves policy.

1.11 Financial review

It is hard to commence any review of 2020/21 without using the words Covid -19. Clearly the pandemic has had a massive effect on all of us, not only as individuals but also within the business sector and perhaps more significantly within the charitable sector. Those charities reliant on public support and fundraising have been the hardest hit. Active Gloucestershire (AG) does not rely on public support by fundraising nor seeking funds from trusts or foundations to run its core operations. Principal sources of funding come from Sport England (SE) grants mainly funded via the National Lottery, a contract with the local NHS Clinical Commissioning Group (CCG) and the local County Council.

It must be said that AG is in a very fortunate position in that our sources of income have been largely unaffected. Indeed, both SE and the CCG have provided additional resources to AG to enable us to help organisations within the community manage the effects of Covid on the groups they support.

The financial year 2020/21 saw a minor increase in income from 2019/20. That being said there were, as indicated above, additional one-off support packages provided to the community from SE and the CCG. The below summaries those movements.

The increase in income received can be analysed as follows:

i. Increases (+) / decreases (-) in Sport England funding

- Grants awarded to AG to cover existing initiatives and reflect changes in funding for school games and primary school premium moving from an academic year to financial year -£112k
- Tackling inequalities funding – (Covid response) +£100k

ii. Other income streams

- Reduced income from the Gloucestershire Clinical Commissioning Group re **we can move** contract year 3 of three -£52k
- One off addition to CCG contract re social prescribing +£75k and pain management +£21k
- Get Out Get Active (GOGA) +£50k
- Covid inequalities funding from CCG for use in Gloucester City +£80k
- Trusts and Foundations -£43k
- Reduction in earned income -£34k

Whilst the impact of Covid-19 on our income stream was limited, that cannot be said of the levels of expenditure. School closures and the effects of lockdown on community organisations clearly affected our capacity to deliver programmes and the increase in overall funds mentioned below can largely be attributed to our inability to deliver as planned.

Expenditure levels can be analysed as follows:

- Wage costs increased by £28k. Following a review of the staffing structure payroll, costs were in fact £33k lower than budget
- Delivery costs increased by £13k but were £361k down on budget
- Savings were achieved in over-head costs

The original plan for 2020/21 was to see a reduction in overall funds of £140k. As a result of the above factors, we in fact increased our funds by £202k - clearly disappointing but quite understandable when one considers how Covid-19 has affected the country. Both SE and the CCG have indicated that carry forward of those underspent funds will not be the subject of clawback in 2021/22. This is good news and shows the close partnership working that exists between us, SE and the CCG.

The Board has reviewed the proposed commitments to proposed direct delivery and will continue to pay close attention to this area of activity. However, our Trustees are very aware of the effects of our spend, as a result of Covid-19.

Business efficiencies

The organisation strives to operate efficiently and seek efficiency savings throughout its various work plans. The administrative costs are monitored closely and has remained at 6% of income over the recent financial year.

Funding sources

The Board has continued to work towards reducing our reliance on SE as our principal funder. However, 2020/21 is perhaps not a year to be able to accurately benchmark any pattern of reliance on one funder.

Cost of fundraising

The organisation is not a fundraising charity when compared to other organisations within the charitable sector that fund most of their expenditure through donations and appeals. Our funding principally comes from SE grants and third-party contracts. Limited funds are sourced from other grant giving organisations via direct applications. Accordingly, the cost of fundraising is relatively modest at around 5%, and is expected to remain around this level, going forward.

Treasury management

The organisation has large amounts of cash available. Trustees are mindful that cash surpluses should be earning a rate of return as investments. Notwithstanding that, with the current rates of returns available and the cash requirements of the organisation, our Trustees' main priority is to protect those funds. Accordingly, AG has deposits with seven separate financial institutions utilising the financial guarantee scheme of £85,000. Deposits of more than the £85,000 limit are at risk should a bank fail and Trustees regularly review deposits and cash flow.

Loss due to fraud

Unfortunately, during 2020/21 AG was the subject of a one-off sophisticated cyber-attack, whereby an e-mail from a supplier was intercepted and the bank account details fraudulently changed. On detection, the matter was reported to the banks, police fraud unit and Charity Commission. The perpetrators could not be traced and a loss of £6,300 was incurred. Following the incident, our IT and operational procedures were reviewed and strengthened.

Outlook for 2021/22 and beyond

Like many organisations in the country the Covid-19 pandemic will considerably affect how we as an organisation go forward with our plans. That being said, AG is in a better position than most, with firm commitments of funding from both SE and the CCG, which should allow us to plan with more certainty than most.

Reserves policy

The Trustees have considered the key risks facing the charity. Active Gloucestershire is dependent on certain significant funding sources for its current level of operations. To deliver the organisational strategy, the charity would need to find alternative funding sources in the event of a significant reduction in income. The Trustees estimate that this may take 3-6 months. Over that time, the charity would need to pay salaries and overheads from reserves. On this basis, 3 to 6 months of the planned expenditure on salaries and overheads is £190,606 to £351,332.

Unrestricted designated funds are unrestricted funds that the Trustees have chosen to allocate to a specific purpose. Accordingly, it is considered that the value of these funds is excluded from the reserve policy calculations. Only general unrestricted funds are considered when measuring against the reserves policy calculations above. On 31 March 2021, the actual level of unrestricted general reserves was £285,587 (31 March 2020 - £272,717) and therefore within the policy.

Unrestricted designated funds on 31 March 2021 totalling £205,961 (2019/20 £135,347) related to planned future expenditure and are explained in note 14 in the financial statements. In addition, Active Gloucestershire held unspent restricted funds on 31 March 2021 of £462,428 (2019/20 £353,859). These are carried forward to 2021/22 and will be spent in accordance with the stated purpose of the funds.

1.12 Statement of responsibilities of the Trustees

The Trustees (who are also 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, including Financial Reporting Standard 102. The Financial Reporting Standard, applicable in the United Kingdom and Republic of Ireland (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 income and expenditure of the charity for that period.

In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable UK accounting standards and statements of recommended practice 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 proper accounting records which disclose with reasonable accuracy at any time, the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom, governing the preparation and dissemination of financial statements, may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Hazlewoods LLP Chartered Accountants and Statutory Auditors continue to act as auditors to Active Gloucestershire.

Approved by the Trustees on 22nd July 2021
and signed on their behalf by:



Jan Bowen-Nielsen

Independent Auditors' Report

To the Members and Trustees of

Active Gloucestershire

Opinion

We have audited the financial statements of Active Gloucestershire (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditors' Report

To the Members and Trustees of

Active Gloucestershire

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included in the Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement set out in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Independent Auditors' Report

To the Members and Trustees of

Active Gloucestershire

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures.
- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
 - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 - challenging assumptions and judgements made by management in its significant accounting estimates; and
 - identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Independent Auditors' Report

To the Members and Trustees of

Active Gloucestershire

Use of our report

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



Scott Lawrence FCA
(Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP
Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UT

Date: 30 July 2021

Active Gloucestershire

Statement of Financial Activities (incorporating an Income and Expenditure Account)

For the Year Ended 31 March 2021

	Note	Restricted Funds £	Unrestricted Funds £	Total 2021 £	Total 2020 £
Income from:					
Donations	3	-	208,923	208,923	238,410
Charitable activities	4	747,094	299,715	1,046,809	977,446
Investments		-	2,418	2,418	2,596
Other	5	5,588	-	5,588	-
Total Income		752,682	511,056	1,263,738	1,218,452
Expenditure on:					
Raising funds		-	37,584	37,584	37,444
Charitable activities		644,412	389,689	1,034,101	1,052,825
Total expenditure	6	644,412	427,273	1,071,685	1,090,269
Net income / (expenditure)		108,270	83,783	192,053	128,183
Transfers between funds		299	(299)	-	-
Net movement in funds		108,569	83,484	192,053	128,183
Reconciliation of funds					
Total funds brought forward		353,859	408,064	761,923	633,740
Total funds carried forward		462,428	491,548	953,976	761,923

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 14 to the accounts.

Active Gloucestershire

Balance Sheet

As at 31 March 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	11	3,212	5,773
Current assets			
Debtors	12	55,845	58,313
Cash at bank and in hand		1,014,715	869,149
		1,070,560	927,462
Liabilities			
Creditors: amounts due within one year	13	(119,796)	(171,312)
Net current assets		950,764	756,150
Net assets	14	953,976	761,923
Funds			
Restricted income funds		462,428	353,859
Unrestricted funds:			
Designated funds		205,961	135,347
General funds		285,587	272,717
Total charity funds	15	953,976	761,923

Approved by the trustees on 22nd July 2021 and signed on their behalf by



Jan Bowen-Nielsen - Chair

Active Gloucestershire

Statement of Cash Flows

For the year ended 31 March 2021

	2021 £	2020 £
Cash used in operating activities:		
Net movement in funds	192,053	128,183
Adjustments for:		
Dividends, interest and rents from investments	(2,418)	(2,596)
Depreciation	2,561	2,560
Decrease / (increase) in debtors	2,468	55,758
(Decrease) / Increase in creditors	(51,516)	30,380
Net cash provided by operating activities	143,148	214,285
Cash flows from investing activities:		
Interest received	2,418	2,596
Purchase of tangible fixed assets	-	-
Net cash provided by / (used in) investing activities	2,418	2,596
Increase in cash and cash equivalents in the year	145,566	216,881
Cash and cash equivalents at the beginning of the year	869,149	652,268
Cash and cash equivalents at the end of the year	1,014,715	869,149

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Active Gloucestershire 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 notes.

b) Going concern basis of accounting

The financial statements have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Core grants, donations and gifts are included in full in the statement of financial activities when receivable;
- Revenue grants are credited to the statement of financial activities when received or receivable, whichever is earlier;
- Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred;
- Income from charitable activities includes income from fees received under contract and commissioning income for services provided to sporting organisations in the local area. Grant income included in this category provides funding to support activities and is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability; and
- Investment income is included when receivable.

Amounts received during the year relating to specific periods are spread over the periods to which they relate. Capital grants are treated as restricted funds against which the assets purchased are depreciated over their useful life.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

1. Accounting policies (continued)

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of directly attributable staff costs, as follows:

	2021	2020
Raising funds	5%	5%
Charitable activities	95%	95%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

IT / office equipment	3 - 4 years
-----------------------	-------------

Items of equipment are capitalised where the purchase price exceeds £1,000 (excluding VAT).

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

1. Accounting policies (continued)

j) Debtors

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

k) Cash at bank and in hand

Cash at bank and cash 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.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at amortised cost using the effective interest method.

n) Pension costs

The company operates a defined contribution pension scheme for its employees, in accordance with the government's auto-enrolment regulations. There are no further liabilities other than that already recognised in the statement of financial activities. The total employer pension contributions payable in the year were £31,094 (2020: £30,006). Pension costs are allocated to projects on the same basis as staff costs.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are the allocation of costs to fundraising and charitable activities (see note 1(h)) and depreciation (see note 1(i)).

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

2. Prior year comparative: statement of financial activities

	Restricted Funds £	Unrestricted Funds £	Total 2020 £
Income from:			
Donations	22,280	216,130	238,410
Charitable activities	616,977	360,469	977,446
Interest receivable	-	2,596	2,596
Total income	639,257	579,195	1,218,452
Expenditure on:			
Raising funds	-	37,444	37,444
Charitable activities	525,944	526,881	1,052,825
Total expenditure	525,944	564,325	1,090,269
Net income	113,313	14,870	128,183
Transfers between funds	12,558	(12,558)	-
Net movement in funds	125,871	2,312	128,183
Reconciliation of funds			
Total funds brought forward	227,988	405,752	633,740
Total funds carried forward	353,859	408,064	761,923

3. Donations

	Restricted Funds £	Unrestricted Funds £	Total 2021 £
Grants			
Sport England – core funding	-	208,923	208,923
Donations			
Voluntary donations	-	-	-
Gifts in kind	-	-	-
Total income from donations	-	208,923	208,923

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

3. Donations (continued)

Prior year comparative

	Restricted Funds £	Unrestricted Funds £	Total 2020 £
Grants			
Sport England – core funding	-	215,112	215,112
Donations			
Voluntary donations	5,935	53	5,988
Gifts in kind *	16,345	965	17,310
Total income from donations	22,280	216,130	238,410
* Gifts in kind consist of:			
Facility hire	7,710	965	8,675
Coaching staff	8,635	-	8,635
	16,345	965	17,310

4. Income from charitable activities

	Restricted Funds £	Unrestricted Funds £	Total 2021 £
Grants and service level agreements			
Sport England	550,458	-	550,458
Gloucestershire Clinical Commissioning Group (GCCG)	146,000	210,786	356,786
Gloucestershire County Council	-	60,000	60,000
Activity Alliance	49,636	-	49,636
Barrow Cadbury	500	-	500
Grants < £5,000	500	-	500
Total grants and service level agreements	747,094	270,786	1,017,880
Course contributions	-	1,545	1,545
Hosting staff from partner organisations	-	4,234	4,234
Consultancy income	-	23,150	23,150
Total income from charitable activities	747,094	299,715	1,046,809

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

4. Income from charitable activities

Prior year comparative

	Restricted Funds £	Unrestricted Funds £	Total 2020 £
Grants and service level agreements			
Sport England	557,096	-	557,096
Gloucestershire Clinical Commissioning Group (GCCG)	15,000	217,476	232,476
Gloucestershire County Council	-	75,000	75,000
Glos Community Foundation	-	6,494	6,494
Bailey Thomas	15,000	-	15,000
St James' Place	9,100	-	9,100
Barrow Cadbury	9,000	-	9,000
Grants < £5,000	446	3,001	3,447
Total grants and service level agreements	605,642	301,971	907,613
Course contributions	335	9,882	10,217
Commissioning income	11,000	30,360	41,360
Hosting staff from partner organisations	-	2,050	2,050
Consultancy Income	-	16,206	16,206
Total income from charitable activities	616,977	360,469	977,446

5. Government grants and contracts

The charity receives government grants and contracts, deemed to be funding from Sport England, Gloucestershire Clinical Commissioning Group and local authorities, to fund core services and charitable activities. The total value of such grants and contracts in the period ending 31 March 2021 was £967,244 (2020: £874,572). There are no unfulfilled conditions or contingencies attaching to these grants in 2020/21. During the year, the charitable company was required to repay unspent funds amounting to £nil (2020: £nil) from Sport England as a condition of the grant.

The Charity received £5,588 during the year in relation to the Government's Coronavirus Job Retention Scheme (CJRS) Grant.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

6. Total expenditure

	Raising Funds £	Charitable Activities £	Total 2021 £
Project expenditure	-	316,347	316,347
Staff costs (note 8)	30,930	587,673	618,603
Travel and subsistence	-	486	486
Support and governance costs:			
Information and communications technology	1,272	24,168	25,440
Premises costs	867	16,474	17,341
Depreciation	128	2,433	2,561
Stationery	18	346	364
Telephone and postage	222	4,222	4,444
Subscriptions	152	2,887	3,039
Marketing and website	2,142	40,691	42,833
Board and meeting expenses	20	371	391
Audit fees	360	6,840	7,200
Legal, professional and consultancy fees	1,158	22,002	23,160
Losses	315	5,985	6,300
Bad debt write off	-	3,176	3,176
	37,584	1,034,101	1,071,685
Prior year comparative			
	Raising Funds £	Charitable Activities £	Total 2020 £
Project expenditure	-	319,614	319,614
Staff costs (note 8)	29,906	568,218	598,124
Travel and subsistence	-	10,280	10,280
Support and governance costs:			
Information and communications technology	1,503	28,554	30,057
Premises costs	1,078	20,486	21,564
Depreciation	128	2,433	2,561
Stationery	157	2,979	3,136
Telephone and postage	106	2,008	2,114
Subscriptions	182	3,458	3,640
Marketing and website	1,352	25,690	27,042
Board and meeting expenses	383	7,284	7,667
Audit fees	397	7,536	7,933
Legal, professional and consultancy fees	2,252	42,785	45,037
Bad debt write off	-	11,500	11,500
	37,444	1,052,825	1,090,269

Total governance costs were £8,156 (2020: £15,325). The bad debt write off in the prior year was an exceptional item due to a cancelled agreement to provide services to the Charity.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

7. Expenditure by activity

	Direct expenditure £	Staff costs £	Other costs £	Total 2021 £
Coaching projects	11,096	29,494	6,394	46,984
Satellite clubs	19,639	33,049	7,312	60,000
Sportivate	2,583	-	-	2,583
Extended workforce	379	62,718	15,370	78,467
Tackling inequalities	88,115	-	-	88,115
School games	9,413	21,521	4,694	35,628
Primary school support	3,940	24,940	5,440	34,320
WCM formerly Cotswold walking pilot	8,972	-	-	8,972
DfE volunteers	12,581	7,787	1,696	22,064
Primary School Daily Mile	7,764	43,460	9,489	60,713
Special Olympics	327	6,239	1,380	7,946
Work for the Disabled	23	3,826	836	4,685
Opening school facilities	4,198	30,152	5,970	40,320
GOGA	26,751	8,930	2,529	38,210
Local Delivery Pilots	39,704	26,504	4,613	70,821
Insight	865	34,769	7,599	43,233
Covid Health Inequalities	1,350	-	-	1,350
Beat the Street	1,577	-	2,200	3,777
Older Adults	8,973	23,909	5,234	38,116
Marketing	427	18,385	3,994	22,806
Monitoring and Evaluation	50,968	-	-	50,968
Primary role	1,099	169,751	33,682	204,532
Training and education	3	2,039	919	2,961
Cotswold Active youth	6,494	-	-	6,494
Business Services	2,914	32,437	7,089	42,440
Social Investment development grant	3,159	-	-	3,159
GCC Inclusion contract	2,984	38,533	8,334	49,851
Other costs	49	160	1,961	2,170
	<u>316,347</u>	<u>618,603</u>	<u>136,735</u>	<u>1,071,685</u>

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

7. Expenditure by activity

Prior year comparative

	Direct expenditure £	Staff costs £	Other costs £	Total 2020 £
Workforce	9,455	35,680	9,013	54,148
Satellite clubs	43,930	34,592	9,229	87,751
Sportivate	1,189	-	-	1,189
Active Workplaces	750	-	5	755
Extended Workforce	335	59,603	15,070	75,008
School games	40,780	17,578	4,779	63,137
Primary school support	5,826	35,895	9,424	51,145
DfE volunteers	5,865	6,216	1,548	13,629
Primary School Daily Mile	10,657	39,857	11,509	62,023
Special Olympics	3,711	21,498	5,684	30,893
Work for the Disabled	2,729	-	33	2,762
Short breaks	714	-	-	714
Glos Girl Can	2,339	-	5	2,344
Opening school facilities	5,718	6,342	1,489	13,549
Connect Barrow Community	-	1,750	56	1,806
Local Delivery Pilots	6,436	25,034	7,920	39,390
Insight	393	5,991	1,472	7,856
Beat the Street	40,200	8,160	2,495	50,855
Older Adults	29,695	36,767	10,301	76,763
University of Gloucestershire	6,997	-	52	7,049
Marketing	19,109	18,281	4,679	42,069
Monitoring and Evaluation	55,683	-	19	55,702
Primary role	2,800	148,714	41,549	193,063
Training and education	5,305	3,095	783	9,183
Business Services	1,941	44,977	24,222	71,140
Fundraising and Sponsorship	19	3,293	834	4,146
Social Investment development grant	7,771	3,850	20	11,641
Facilities Consultancy	-	2,457	493	2,950
GCC Inclusion contract	9,267	38,494	9,848	57,609
	<u>319,614</u>	<u>598,124</u>	<u>172,531</u>	<u>1,090,269</u>

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

8. Net movement in funds

This is stated after charging:

	2021 £	2020 £
Depreciation of fixed assets	2,561	2,560
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	108
Auditor's remuneration:		
• Statutory audit (including VAT)	7,200	7,200
• Other services	433	433
	<u> </u>	<u> </u>

9. Staff costs and numbers

The aggregate payroll costs were as follows:

	2021 £	2020 £
Salaries and wages	518,563	501,160
Redundancy payment within salaries	8,925	-
Social security costs	47,917	46,513
Pension contributions	31,094	30,006
Staff development and recruitment	12,104	20,445
	<u> </u>	<u> </u>
	<u>618,603</u>	<u>598,124</u>

One employee (2020: none) received total remuneration of more than £60,000.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer ("CEO") (2019: the trustees, the CEO and the Director of Business Development / Deputy CEO). The total remuneration of the key management personnel of the charity was £70,964 (2020: £109,904).

	2021 No.	2020 No.
Average staff head count	<u> </u> 16	<u> </u> 16

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

10. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11. Tangible fixed assets

	IT / office equipment £
Cost:	
At 1 April 2020 and 31 March 2021	<u> </u> 9,404
Depreciation:	
At 1 April 2020	3,631
Charge for year	2,561
At 31 March 2021	<u> </u> 6,192
Net Book Value:	
At 31 March 2021	<u> </u> 3,212
At 31 March 2020	<u> </u> 5,773

12. Debtors

	2021 £	2020 £
Trade debtors	48,357	44,770
Prepayments	7,422	5,037
Accrued income	66	8,506
	<u> </u>	<u> </u>
	<u>55,845</u>	<u>58,313</u>

13. Creditors: amounts due within 1 year

	2021 £	2020 £
Trade creditors	24,776	21,415
Receipts in advance	-	58,891
Accruals	41,187	56,937
PAYE and social security	12,602	14,750
Pension control account	6,326	4,876
VAT control account	30,065	9,603
Deferred income *	4,840	4,840
	<u> </u>	<u> </u>
	<u>119,796</u>	<u>171,312</u>

* There have been no movements in deferred income during the year.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

14. Analysis of net assets between funds

	Restricted Funds	Designated Funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	-	3,212	3,212
Current assets	548,249	208,005	314,306	1,070,560
Current liabilities	(85,821)	(2,044)	(31,931)	(119,796)
Net assets at 31 March 2021	462,428	205,961	285,587	953,976
Prior year comparative				
	Restricted Funds	Designated Funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	-	5,773	5,773
Current assets	463,815	157,039	306,608	927,462
Current liabilities	(109,956)	(21,692)	(39,664)	(171,312)
Net assets at 31 March 2020	353,859	135,347	272,717	761,923

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

15. Movements in funds

	At 1 April 2020	Income	Expenditure	Transfers between funds	At 31 March 2021
	£	£	£	£	£
Restricted funds					
Sport					
Workforce	12,811	55,000	(46,984)	-	20,827
Satellite Clubs	40,413	79,788	(60,000)	-	60,201
Sportivate	2,284	-	(2,583)	299	-
Community					
Active Workplaces	172	-	-	-	172
Active 4 Life (small grants)	392	-	-	-	392
Extended Workforce	38,888	75,000	(78,467)	-	35,421
Tackling Inequalities fund	-	90,266	(88,115)	-	2,151
Education					
School Games	35,139	26,250	(35,628)	-	25,761
Primary School Support	60,401	29,923	(34,320)	-	56,004
WCM formerly Cotswold					
Walking pilot	10,000	-	(8,972)	-	1,028
DfE Volunteers	9,872	17,734	(22,064)	-	5,542
Primary School Daily Mile	15,916	68,680	(60,714)	-	23,882
Other					
Special Olympics	5,780	3,994	(7,945)	-	1,829
Work for disabled	17,238	1,594	(4,686)	5,416	19,562
Short Breaks Capital Fund	432	-	-	-	432
No Limits	136	-	-	-	136
Opening School Facilities	17,341	30,891	(40,320)	-	7,912
Connect Barrow					
Community	7,194	500	-	-	7,694
GOGA	-	49,636	(38,210)	-	11,426
Local delivery pilots	62,305	77,426	(70,820)	-	68,911
Insight	17,145	45,000	(43,234)	-	18,911
Covid Health Inequalities	-	80,000	(1,350)	(5,416)	73,234
CCG pain management	-	21,000	-	-	21,000
Total restricted funds	353,859	752,682	(644,412)	299	462,428

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

15. Movements in funds (continued)

	At 1 April 2020	Income	Expenditure	Transfers between funds	At 31 March 2021
	£	£	£	£	£
Unrestricted funds:					
<i>Designated funds:</i>					
Redundancy	30,585	-	-	15,167	45,752
Staff holiday	8,419	-	-	328	8,747
Work for disabled	-	-	-	10,000	10,000
We Can Move					
Project Management	4,322	10,786	-	(3,777)	11,331
Beat the Street	-	-	(3,777)	3,777	-
Older Adults	53,953	-	(38,116)	-	15,837
Marketing	1,458	25,000	(22,806)	-	3,652
Insight	17,312	-	-	-	17,312
Monitoring and Evaluation	19,298	50,000	(50,968)	-	18,330
Social Prescribing	-	75,000	-	-	75,000
Total designated funds	<u>135,347</u>	<u>160,786</u>	<u>(115,667)</u>	<u>25,495</u>	205,961
Restricted funds	<u>353,859</u>	<u>752,682</u>	<u>(644,412)</u>	<u>299</u>	462,428
Designated funds	<u>135,347</u>	<u>160,786</u>	<u>(115,667)</u>	<u>25,495</u>	205,961
General funds	<u>272,717</u>	<u>350,270</u>	<u>(311,606)</u>	<u>(25,794)</u>	285,587
Total unrestricted funds	<u>408,064</u>	<u>511,056</u>	<u>(427,273)</u>	<u>(299)</u>	491,548
Total funds	<u>761,923</u>	<u>1,263,738</u>	<u>(1,071,685)</u>	<u>-</u>	953,976

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

Purposes of restricted funds

Workforce

Sport England funding to support the physical activity workforce in Gloucestershire. This is achieved through the **we can move** Changemaker programme through a range of training, network and event opportunities designed to support professionals and volunteers in the community and across various professions and sectors.

Satellite clubs

Sport England funding to facilitate the creation of satellite clubs for schools and younger people

Sportivate

Sport England funding to increase participation for 11-25-year olds

Active Workplaces

Active Workplaces is a sponsorship property in partnership with Creed Foodservice, using the wheel of behaviour change to create a bespoke action plan of interventions aimed at increasing staff activity

Active for life (small grants)

A targeted programme engaging 6,000 older people in regular physical activity.

Extended workforce

A pilot scheme launched by sport England ,designed to redefine the way in which Active Partnerships work with Sport England, with the aim of ensuring close strategic alignment between AP's and SE sharing goals and a more collaborative approach to working together.

Tackling inequalities

Tackling inequalities –Sport England funded as a grant programme aimed at supporting organisations that have supported those most effected by the pandemic

School games

Sport England funding to deliver a county-wide programme of level 3 School Games

Primary school support

Sport England funding to support schools in utilising their PE, sport and physical activity funding.

WCM Cotswold walking project

This project has now been closed and funds have been reallocated into other CYP programmes

DFE volunteers

Sport England funding to promote volunteering in sport, physical activity and targeted communities to young people.

Primary School Daily Mile

Various funding sources to fund an increase in the daily physical activity for primary school pupils.

Special Olympics

Funding from a number of partners to contribute to improving the physical activity levels of people with a learning disability and their families.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

Work for the Disabled

This area of work, also now known as Involve is a project looking at how and who can influence disabled peoples behaviours, in relation to physical activity. Involve has progressed to become a communication-based intervention to support health and social care professionals to have conversations with disabled people about physical activity, and with this is the development of a suite of resources to support these conversations to take place across the health and social care system in Gloucestershire. The initial background and scoping part of this project was funded by Sport England, but this work is now funded by the CCG as part of the covid inequalities agreed funding and unrestricted reserves.

Short Breaks Capital Fund

Gloucestershire County Council provided funding to acquire various items of equipment and provide adaptations to support disabled children and young people under 25, to take part in a range of arts, sports, and leisure activities

No Limits

A programme designed in response to the needs of disabled people participating in physical activity, providing training, support, and guidance to those working with disabled people and physical activity providers.

Glos Girls Can

An initiative used to provide bursaries to support female coaches and leaders across Gloucestershire.

WCM older adults

People are less active as they get older, with 6 out of 10 people not doing regular physical activity. Our we can move older adults work aims to increase physical activity levels of older people through: the delivery of a county wide falls prevention campaign (Fall-Proof); the co-design of a physical activity programme across the Forest of Dean; supporting a network of volunteers who support older adults to continue to be active; and supporting the delivery of local community and physical activity opportunities embedded across Gloucestershire.

Opening school facilities

Sport England funding to encourage and support targeted Gloucestershire schools to allow residents in their local area to hire the school's facilities so they can play sport and be more active.

Connect Barrow community fund

The Connect fund is provided to support us to continue to test how social investment might can be used to increase impact for sports clubs and organisations. At the same time the funding will allow us to further explore if this work can provide us with a sustainable earned income source. We will share our results with the wider sector and Active Partnership network.

Get Out Get Active (GOGA)

Get out Get Active is a national initiative, where we hold the contract to project manage the local delivery of a branch of delivery in the Forest of Dean locality. The programme enables those with disabilities or long term health conditions to be active, by creating new opportunities, upskilling deliverers across the workforce and providing high quality marketing. The Forest of Dean GOGA programme focusses on older people with a long term condition, and has a particular focus on dementia. The project is a collaboration between Active Gloucestershire, Forest of Dean District Council and Freedom Leisure. The project is managed nationally by Activity Alliance, who hold, manage and distribute locality funds from the overarching funders of Sport England, London Marathon Charitable Trust and Spirit of 2012.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

Wheel of behaviour (renamed Place based work in 20/21)

Place based physical activity interventions means the focus of work is in a specific geographic area or 'place'. This could be a street, neighbourhood, town or district. It targets the entire community; working with residents, groups, organisations and businesses that live or work in the area to better understand what the place is like, what the challenges or issues are and how we can work together to overcome them.

WCM formerly Gloucestershire Moves

WCM is a series of activities that, together, aim to reduce the number of people classified as inactive within the Gloucestershire area. It comprises three interconnected pieces of work: 1) systems mapping, 2) behavioural insight, analysis, and intervention planning, and 3) social movement building.

Covid Health Inequalities

This is a funded programme to support people who have been unable to be, or have become less active due to the pandemic. The funding is primarily focussed on Gloucester City. Funded by NHS Gloucestershire

Cotswold Active Youth

To extend the active youth network into the Cotswolds and develop opportunities for young people to be active. We created one opportunity with the funding becoming part of the Cotswold Youth Network to learn more about the area and share our knowledge. Funder : Gloucestershire Community Foundation

Purpose of designated funds

Redundancy

To provide for contracted staff redundancy payments. This will only be expended if redundancies are made under the charity's redundancy policy.

Staff holiday

To provide for untaken holiday at the end of the financial period.

Transfers between funds

Transfers between funds are to redistribute designated funding.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

15. Movements in funds (continued)

Prior year comparative

	At 1 April 2019 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2020 £
Restricted funds					
Sport					
Workforce	11,663	55,296	(54,148)	-	12,811
Satellite Clubs	22,951	105,213	(87,751)	-	40,413
Sportivate	3,473	-	(1,189)	-	2,284
Community					
Active Workplaces	927	-	(755)	-	172
Active 4 Life (small grants)	392	-	-	-	392
Extended Workforce	38,896	75,000	(75,008)	-	38,888
Education					
School Games	27,241	71,035	(63,137)	-	35,139
Primary School Support	56,107	55,439	(51,145)	-	60,401
WCM formerly Cotswold					
Walking pilot	-	10,000	-	-	10,000
DfE Volunteers	8,901	14,600	(13,629)	-	9,872
Primary School Daily Mile	31,986	45,953	(62,023)	-	15,916
Other					
Special Olympics	4,038	30,135	(30,893)	2,500	5,780
Work for disabled	-	10,000	(2,762)	10,000	17,238
Short Breaks Capital Fund	1,146	-	(714)	-	432
No Limits	136	-	-	-	136
Glos Girls Can	2,286	-	(2,344)	58	-
Older Adults/WCM	17,845	-	(17,845)	-	-
Opening School Facilities	-	30,890	(13,549)	-	17,341
Connect Barrow					
Community	-	9,000	(1,806)	-	7,194
Local delivery pilots	-	101,695	(39,390)	-	62,305
Insight	-	25,001	(7,856)	-	17,145
Total restricted funds	227,988	639,257	(525,944)	12,558	353,859

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

15. Movements in funds (continued)

Prior year comparative (continued)

	At 1 April 2019 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2020 £
Unrestricted funds:					
<i>Designated funds:</i>					
Redundancy	21,330	-	-	9,255	30,585
Staff holiday	7,356	-	-	1,063	8,419
We Can Move					
Project Management	(1,586)	5,000	(7,049)	7,957	4,322
Beat the Street	(441)	44,253	(50,855)	7,043	-
Wheel of Behaviour	-	-	-	-	-
Older Adults	35,500	79,872	(58,919)	(2,500)	53,953
Marketing	195	43,332	(42,069)	-	1,458
Insight	-	17,312	-	-	17,312
Monitoring and Evaluation	50,000	40,000	(55,702)	(15,000)	19,298
Total designated funds	112,354	229,769	(214,594)	7,818	135,347
Restricted funds	227,988	639,257	(525,944)	12,558	353,859
Designated funds	112,354	229,769	(214,594)	7,818	135,347
General funds	293,398	349,426	(349,731)	(20,376)	272,717
Total unrestricted funds	405,752	579,195	(564,325)	(12,558)	408,064
Total funds	633,740	1,218,452	(1,090,269)	-	761,923

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

16. Income from investors

	Local Authority	Sport England	Other *	Total
	£	£	£	£
Grants and service level agreements	-	759,381	-	759,381
Other income	60,000	-	444,357	504,357
Total income	60,000	759,381	444,357	1,263,738
Direct delivery	2,753	197,903	114,168	314,824
Staff costs	37,777	465,828	102,895	606,500
Travel costs	23	159	99	281
Other	-	503	2,673	3,176
Overhead recovery	9,298	105,155	32,451	146,904
Total expenditure	49,851	769,548	252,286	1,071,685
Net income / (expenditure)	10,149	(10,167)	192,071	192,053

*Other includes all income in the accounts, not just public investors.

The above table only takes into account those movements within the financial year; no account is taken of the value of unspent funds brought forward from 2019/20.

17. Financial instruments

	2021 £	2020 £
Financial assets measured at amortised cost	1,063,138	922,425
Financial liabilities measured at amortised cost	(72,289)	(83,229)

Financial assets measured at amortised cost comprise cash and cash equivalents, trade debtors, accrued income and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and other creditors.

Active Gloucestershire

Notes to the Financial Statements

For the Year Ended 31 March 2021

18. Operating leases

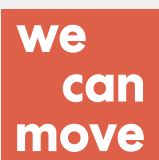
The charity had operating leases for land and buildings at the year end with total future minimum lease payments as follows:

	2021 £	2020 £
Amounts falling due: Within 1 year	<u>3,703</u>	<u>7,868</u>

19. Related party transactions

Transactions with trustees

Jon McGinty, a trustee, is the Managing Director of Gloucester City Council and Director of Gloucestershire County Council. During the year ended 31 March 2021, Active Gloucestershire received £nil (2020: £12,000) of income from, and paid £627 (2020: £617) to, Gloucester City Council. They also received £60,000 (2020: £75,000) of income from and paid £nil (2020: £4,800) to, Gloucestershire County Council. Included within income received from Gloucestershire County Council is £15,000 (2020: £15,000) due to Active Gloucestershire as at 31 March 2021 which relates to income for an inclusion contract.



Active
Gloucestershire