INSPIRE PLUS

England & Wales · Charity number 1144507

Details

Other names	INSPIRE +
Status	Registered
Legal form	Charitable company
Company number	07778125
Registered	2011-11-02
Register	View on the Charity Commission register

Contact

Address	Inspire Plus Kempton House Dysart Road Grantham Lincolnshire NG31 7LE
Phone	01476 578137
Email	vincent.brittain@inspireplus.org.uk
Website	www.inspireplus.org.uk

Activities

Objects: TO ADVANCE EDUCATION, PARTICULARLY THROUGH SPORT AND PHYSICAL RECREATION, TO THE BENEFIT OF YOUNG PEOPLE AGED UNDER THE AGE OF 25 THROUGHOUT ENGLAND AND WALES, AND IN PARTICULAR IN THE COUNTY OF LINCOLNSHIRE.

Activities: Supporting Young People be Healthier, Happier & more Active-Supporting High Quality PE & School Sport provision in schools-To ensure young people meet recommended physical activity levels-To commit to work with partners for the 'broader' wellbeing of young people-Engage & equip the next generation of leaders/volunteers-Sustainable High Quality provision regardless of government funding

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Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Amateur Sport, Recreation
- **Who:** Children/young People

Geography

- East Riding Of Yorkshire
- Leicestershire
- Lincolnshire
- Norfolk
- North Lincolnshire
- Nottinghamshire
- Peterborough City

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£1,298,251	£1,037,875	£1,547,308	26
2023-08-31	£1,080,455	£997,961	£1,286,932	26
2022-08-31	£1,182,804	£811,684	£1,204,438	22
2021-08-31	£798,682	£560,251	£833,318	18
2020-08-31	£666,468	£548,101	£594,887	16

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Trustees

Name	Role	Appointed
Barry Philip Good		2025-10-01
Bijal Ladva		2016-11-01
Bill Lord		2018-09-01
CHRIS GAME		2011-11-02
Carol Hines		2023-11-24
Darren Joint		2018-03-01
Gareth Hart		2020-09-01
Jenny Barnes		2021-02-01
Paul David Alec Stokes		2023-04-18
RODNEY JOHN TYLER		2011-11-02
Rob Price		2021-01-01
SIMON JAMES BARTER BAHONSQTS		2011-11-02
Tom Mountain		2018-05-01

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INSPIRE PLUS

England & Wales - Charity number 1144507

Accounts

REGISTERED COMPANY NUMBER: 07778125 (England and Wales)
REGISTERED CHARITY NUMBER: 1144507

Report of the Trustees and

Financial Statements

for the Year Ended 31 August 2024

for

Inspire Plus

Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Inspire Plus

Contents of the Financial Statements for the Year Ended 31 August 2024

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Report of the Trustees for the Year Ended 31 August 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's objectives as set out in its governing document are to advance education, particularly through sport and physical recreation to the benefit of young people under the age of 25 throughout England and Wales and in particular in the county of Lincolnshire.

The aims of our charity ensuring that young people are Healthy, Happy and Active.

Significant activities

Ensuring our work supports our aims
We have updated our strategic plan and our objectives for 2023-26 are to;
- Ensure high quality education
- Increase physical activity levels
- Support wellbeing
- More leaders & volunteers
- Create sustainable provision

Who used and benefited from our services?
We worked with around 180 primary, secondary and SEN schools. High concentration of schools were located in South Kesteven, others being in Lincolnshire, North Lincolnshire, Nottinghamshire, Peterborough, East Ridings, Grimsby, Norfolk, Suffolk and around the Vale of Belvoir area. We supported 124 learners through our PE, Sport & Wellbeing apprenticeships; level 2 Community Activator Coach, level 3 Community Sport & Health Officer and level 4 Sport Coach who were predominantly employed in schools and some businesses working in education. We supported a significant number of families in South Kesteven and Spalding through our Holiday Activity Food provision. Further information of all these activities can be seen in the impact report.

How our services deliver public benefit?
Our main activities currently are delivered to young people through the support and services we provide schools.

Public benefit

In setting objectives and planning activities, the trustees have given careful consideration to the Charity Commissions general guidance on public benefit and confirm that they have complied with their duty in section 17 of the Charities Act 2011 in ensuring that the Charity fulfils both the "benefit aspect" and "public aspect" required. This is evidenced by the attached report.

Over the page details the achievements of the charity and public benefit delivered.

inspire+

OUR 2023/24 IMPACT REPORT

Healthy, Happy and More Active Children and Young People

Pupils of St Anne's CE Primary School at the Mini Olympics

Welcome

Celebrating Our Achievements

We are delighted to present the inspire+ Annual Impact Report, highlighting our efforts and achievements over the past year.

We continue our mission to ensure that young people in our communities are Happy, Healthy, and more Active through the power of sport and education.

This year, we have extended our programmes to even more schools and communities, ensuring every child has access to high-quality physical education and sport, leadership and enrichment opportunities. Our apprenticeship team have now given over 600 people, the opportunity to work in schools supporting PE, School Sport and increasing physical activity levels.

Our innovative programmes help increase children and young people's physical activity and boost their mental and emotional well-being. However, the need for our work has never been greater. Recent figures show that 1 in 4 children in the UK are classified as obese before they even start secondary school, fewer than half of all children are meeting the Chief Medical Officer guidelines of taking part in sport and physical activity and 48% of young people have reported experiencing a mental health problem.

Sedentarism, worsened by the digital age, contributes to a growing health crisis among young people. In addition, many of the children we work with come from areas of significant deprivation,

where poverty limits their access to extracurricular activities that could improve their physical and mental health.

inspire+ is committed to combating these issues head-on. Our initiatives have not only improved physical fitness but also equipped young people with the confidence, communication, resilience and teamwork skills, they need to succeed in all areas of life.
We hope you are as inspired as we are by the stories of transformation, growth, and success our initiatives and apprenticeships have made possible.

For schools and partners reading this report, the impact is a testament of your support and evidence of the positive difference we can make together. None of this would have been achievable without you. Together, we are building a Healthier, Happier and more Active future for the next generation.

Finally, we would like to highlight and acknowledge the wonderful and huge effort of the inspire+ team who really are making a huge difference to children and young peoples lives every single day.

Vincent
Vincent Brittain
Chief Executive/ Founder

Vincent Brittain

Darren
Darren Joint
Chair of Trustees

Darren Joint

A pupil having fun at the Mini Olympics

Who we are

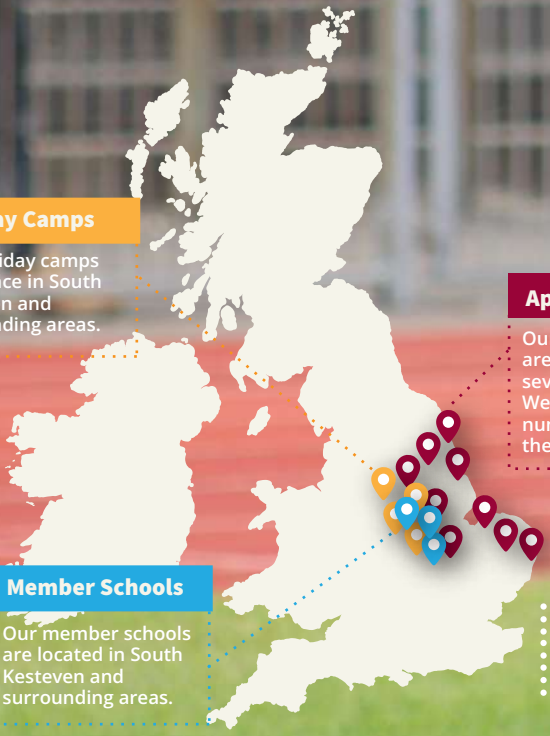
We are an independent sports and education charity that changes young people's lives by leading healthier lifestyles through physical and well-being activities.

OUR Mission

Healthy, Happy, Active Young People.

OUR Vision

Working together to inspire a community who are healthier, happier and more active.



Holiday Camps

Our holiday camps take place in South Kesteven and surrounding areas.

Apprenticeships

Our apprenticeships are delivered in several cohort areas. We serve a large number of schools in the East of England.

Member Schools

Our member schools are located in South Kesteven and surrounding areas.

OUR Locations

Our impact this year

10,000
lives positively affected

1900+ hours of coaching, leadership and active play

Over 600 inspire+ PE, Sports and Teaching apprentices hired to date

2000+ hours of inclusive sports and activities

6,600+ hot nutritious meals served at our holiday camps

Pupils of Marston Thorold's Charity CE School Participating in the Legacy Tour

PRIMARY SCHOOLS

We supported schools in providing a diverse breadth of high-quality PE, sport & leadership opportunities for their pupils.

Young Ambassadors

Throughout the year, pupils have supported the PE Lead by promoting healthy, happy, active opportunities in schools and running events and assemblies.

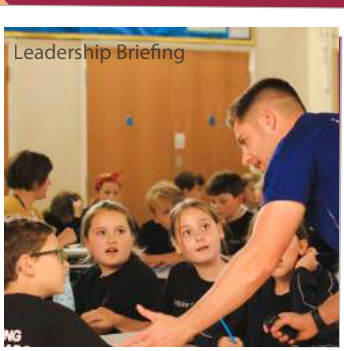
For the first time, the efforts of the Young Ambassadors were recognised with the bronze, silver and gold awards they received at the Mini Olympics.

Legacy Tour

Young Ambassadors have delivered the Legacy Tour, through a schools relay covering all member schools over 3 months. Assemblies were delivered focusing on the 2024 Olympics and Paralympics.

135
young ambassadors trained this year

46
Legacy Tour assemblies delivered by them


Leadership Briefing

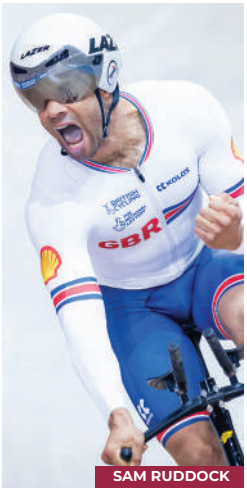
Inspirational Ambassador Visits

Our Sports Ambassadors are experts at delivering impactful presentations that resonate with all pupils.

The ambassadors conducted whole-school assemblies and workshops to both classes and targeted groups of children with themes chosen by the schools, tailored to all year groups.

This year, Para-Cyclist World Champion Sam Ruddock, 3 time World Champion High Jump T44 Jonathan Broom-Edwards, Olympic Gold medallist Joe Roebuck, and World Champion Hurdler Dai Greene delivered these inspirational sessions.

143
assemblies delivered



SAM RUDDOCK

AT PARIS PARALYMPICS 2024!

JONATHAN BROOM-EDWARDS

JOE ROEBUCK

DAI GREENE

Themes explored this year:

- How to be our best
- Body language communication
- Setting and achieving your goals
- Over-coming set backs
- The importance of being active and healthy
- Beating challenges
- Diet and nutrition
- Achieveing your dreams

Pupils participating in the Talented Athletes Programme cooking session

Talented Athletes Programme

Nominated pupils in key-stage 1 and their parents were invited to join us at a 6-week community club at a central venue.

Our talented athlete Year 3,4 pupils & Year 5, 6, 7 pupils accessed programmes delivered through a range of virtual and face to face sessions.

Pupils were put through a range of topics including developing sporting fundamentals, psychology, cookery sessions, resilience, teamwork, communication, and fitness testing.

inspire+ Cadets

The 6-week programme designed for Key Stage 1 (KS1) Students enabled children to develop essential life skills and values through the power of sport.

YST Inclusion School

As Lincolnshire's Youth Sport Trust Inclusion School, we collaborated with the Sports Games Organiser network to support inclusive sports leader training and delivered four inclusive sport CPD sessions to school staff and apprentices across the county.

260

children accessed our Talented Athlete Programmes

242

children accessed inspire+ cadets

FA Girls Active Story Time

This 6-week programme for groups of chosen children combined physical activity with literacy links by utilising the engaging FA Girls Disney Inspired resources.

FA Girls events

As an FA Girls Hub, we organised local festivals to engage young people in physical activity, including Pokémon-themed futsal, Disney-inspired SEND events, and a football festival for over 300 children during the national #LetGirlsPlay day.

Playground Leadership Training

We trained children to become Playground Leaders and upskilled lunchtime supervisors to enable playgrounds to become a more active place through structured play.

Pupil at FA Girls session

Children at the Playground Leaderhip Training

199

children accessed our FA Girls Active Story Time programme

222

children trained as Playground Leaders

In partnership with:

ROYAL BALLET & OPERA

The 2024 Mini Olympics was a huge success with 2,228 children accessing fun and engaging activities during the 3 days of the event. Activities included sports that appear in the Olympic and Paralympic Games such as wheelchair sports, badminton, athletics, hockey and boccia.

The children also met their favourite sports ambassadors. The participants were treated to the fantastic freestyle football skills of Stephen Gray and involved in the inspirational closing ceremony coordinated by The Royal Ballet and Opera.

3 days
From 11th to 13th June

2,228
Primary children participated

300
Sports Leaders and volunteers

49
schools

VIP **70**
VIP guests

5
celebrities

ini pics

Opening Ceremony

Chase, inspire+ Mascot

Banner Competition

Athletics

Sport Ambassadors signing autographs

Closing Ceremony

Boxercise

Dancing with the Royal Opera House

Children at a PGL half-day session

PGL Half-Day

Learning through Outdoor Adventure Activities (OAA) with our PGL half-day access.

Schools accessed thrilling experiences that promoted teamwork and personal growth. Stepping outside the classroom and into a world of adventure and learning.

Active Maths and English

Across the year we delivered 6-week blocks of intervention of active maths or activity literacy sessions.

Using full lesson plans, theses sessions have either been delivered to full classes or for targeted intervention to groups of children who are struggling with the topic but can engage with physical activity.

The sessions fitted alongside particular areas of learning being focused on in the curriculum.

240
children accessed a half-day visit to PGL

136
children were engaged with Active Maths & English sessions

Sports Day Support

Unlocking the full potential of schools' sports day. Our team assisted with planning, organising, and executing seamless sports day, ensuring an enjoyable and successful experience for all participants.

PE Leader Support

Our team supported PE leads throughout the year from writing the curriculum map, medium and long term planning, preparing PE for Ofsted, and embedding their inspire+ services for the maximum impact.

This was particularly beneficial to teachers who were new to the role as PE lead.

Apprentice providing support to the children

1120

children supported on sports days

840

children accessed support throughout the year by our PE Leader Specialist

Staff attending one of the forest school skills training sessions at Greatwood Farm

Structured Playground Games Coaching

Our coach led engaging and inclusive play sessions during lunchtime, providing a fun and safe environment for children to join in and be active.

Additionally, CPD Opportunities were given to Teaching Assistants and Midday Supervisors to enhance their skills.

CPD Courses

We provided a wide range of free to access courses throughout the year, covering sport specific, PE and key stage-specific topics.

Local Festival Support

Working with our local SGO and primary schools, we've not only supported local events with our Sports Leadership Academy, but also organised festivals. These included Boccia, New Age Kurling, Goalball, and a town cross country competition.

42

schools accessed support for active, structured play at lunchtimes

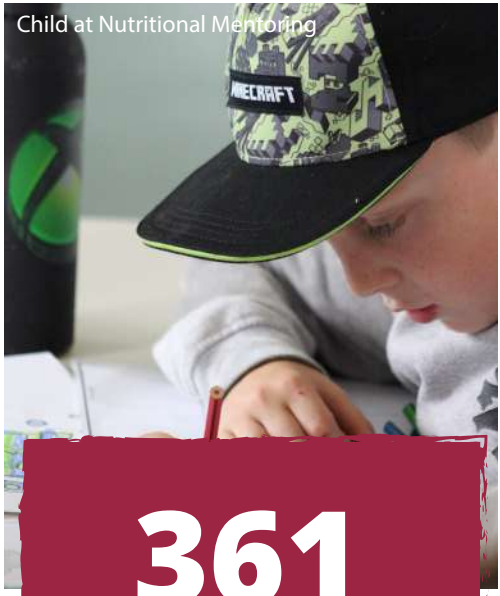
204

places acessed on our CPD courses for school staff

Mentoring Programme

This year, we offered four mentoring programmes to support young people:

- **Aspire to Inspire:** Supporting KS2 children interested in sports but needing help with behaviour, resilience, goal-setting, and confidence.
- **Fitness Mentoring:** A 6-week programme for KS1 & KS2 pupils to build confidence in physical activity.
- **Wake & Shake:** 20-minute, high-energy sessions before or after registration to help children focus better in class.
- **Nutritional Mentoring:** Led by an athlete ambassador, providing guidance on maintaining a balanced, healthy diet.

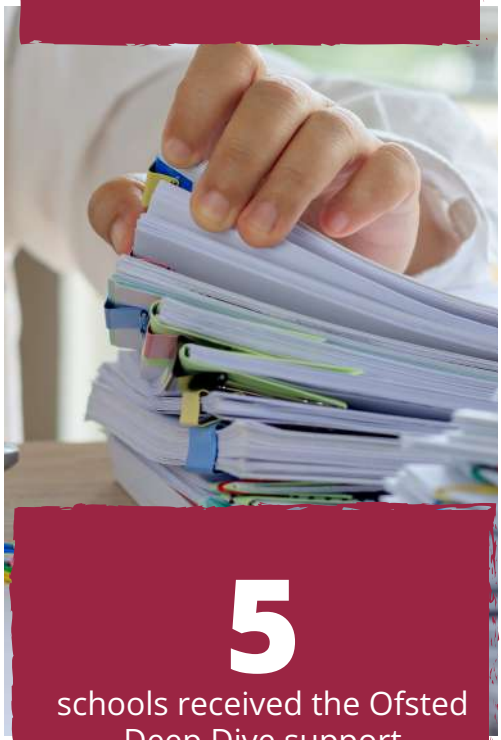


Child at Nutritional Mentoring

361
children accessed one of our mentoring programmes

Ofsted PE Deep Dive Support

We have provided support to 5 of our schools who have received a deep dive from Ofsted into PE. We have not only provided support to PE leads to prepare for Ofsted inspections, but attending the inspections to support the PE lead through the interview. We are delighted that a number of our services have now been recognised within school reports from Ofsted.



5
schools received the Ofsted Deep Dive support

SECONDARY SCHOOLS

We continued to provide extensive support to secondary schools through the provision of leadership training and volunteering opportunities for students across Year 7 to Year 13.

Leaders at the Lincolnshire Show

Sports Leadership Academy

Our comprehensive yearly training equipped students to support their PE departments and local events while accessing Level 1 and Level 2 qualifications for Leadership Skills Foundation.

Sports Leaders at the Badmintos Festival

inspire+ Activators

Students were able to continue their leadership roles from primary school into year 7.

They provided activities for less confident Year 7 students. Activators will progress into the Leadership Academy in year 9.

Leaders at the Mini Olympics

Leaders having fun at the Mini Olympics

322

Sports Leadership Academy students

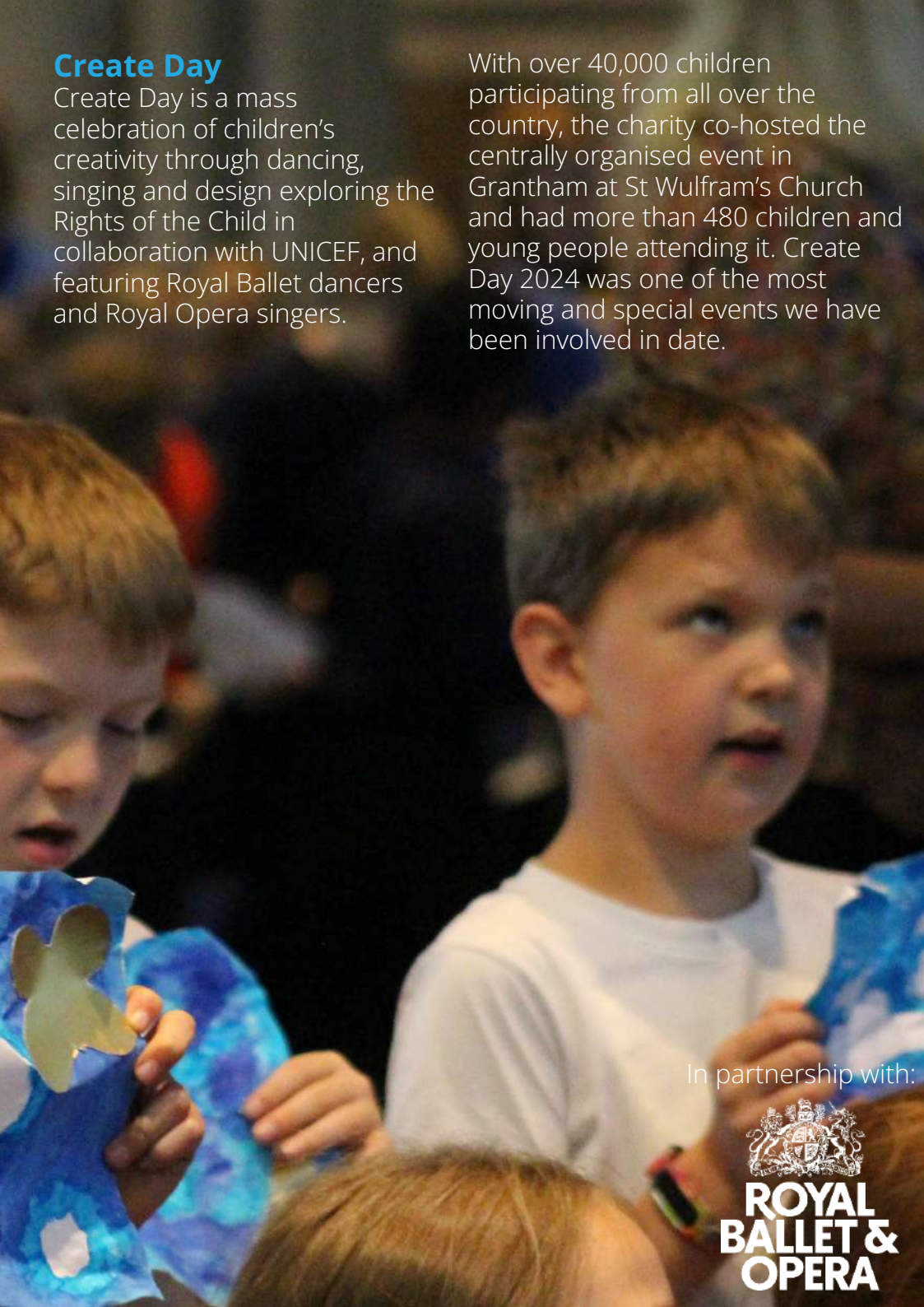
Children participating in the Create Day event at St Wulfram's Church

unicef

Create Day

Create Day is a mass celebration of children's creativity through dancing, singing and design exploring the Rights of the Child in collaboration with UNICEF, and featuring Royal Ballet dancers and Royal Opera singers.

With over 40,000 children participating from all over the country, the charity co-hosted the centrally organised event in Grantham at St Wulfram's Church and had more than 480 children and young people attending it. Create Day 2024 was one of the most moving and special events we have been involved in date.



In partnership with:

ROYAL BALLET & OPERA

Pupils grabbing a healthy snack at the HAF camp in Grantham

COMMUNITY

Our holiday clubs ensure each child receives nutritious meals and healthy snacks daily, as well as providing opportunities to be more active.

Move & Food Camps

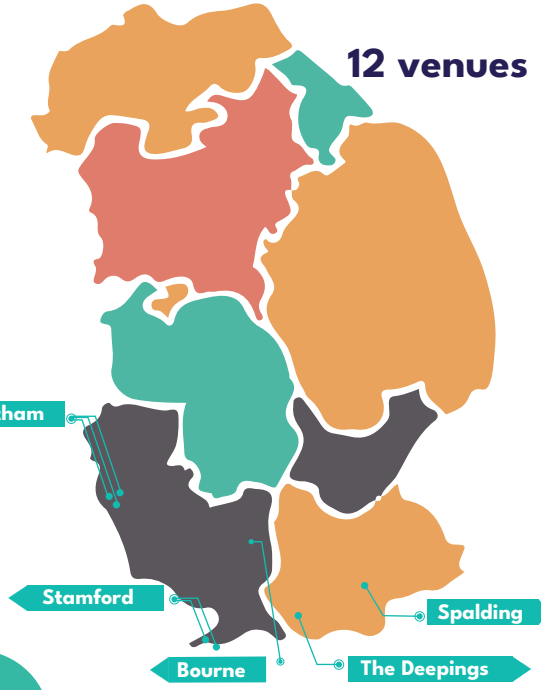
Our Move & Food programme is funded through the UK Shared Prosperity Fund with South Kesteven District Council. The funding provides free holiday clubs for reception to year 11 pupils in receipt of benefits-related free school meals in South Kesteven during February, May and October half term breaks. Funding is confirmed for this until March 2025.

Holiday Activities and Food (HAF) Camps

The HAF programme is a government-funded innitiative that provides free holiday clubs for reception to year 11 pupils who receive benefits-related free school meals in Lincolnshire during the Summer, Christmas, and Easter holidays.

Our impact

6,600+
healthy hot meals



9 delivery partners
alongside the skillset of our sports coaches and teaching staff

Over
3,000
leader hours

In partnership with:

Lincolnshire County Council
Working for a better future

South Kesteven District Council

Department for Education

Department for Levelling Up, Housing & Communities

In partnership with:

Apprenticeships

Inspire Education Group

EDUCATION

We are an apprenticeship training provider that helps businesses recruit and train their ideal candidates whilst supporting apprentices and empowering them to develop knowledge and advance their careers.

Apprenticeships

Apprenticeships are work-based training programmes that help businesses find and develop new talent. They provide learners with skills, experience, and nationally recognised qualifications while working and earning a salary.

Our learners can support organisations in areas like structured play, extra-curricular activities, sports fixtures, and classroom roles.

98

learners across our four apprenticeship programmes

Apprentice warming up for the FA girls football event

Our Apprenticeships

Level 2
- Community Activator Coach
- Playworker **IN DEVELOPMENT**

Level 3
- Teaching Assistant (PE Focus)
- Community Sport and Health Officer

Level 4
- Sports Coach (School)

Apprentices on a practical session day

TESTIMONIALS ABOUT OUR APPRENTICESHIPS

"You were one of the people who always had faith in me from the beginning and I wouldn't be where I am today without your help and teachings. Which is how I've ended up working for the core team for DRET Sport."

"Toby has been extremely adaptable and flexible to the needs of the job. He takes on board suggestions and ideas. He is willing to learn."

-Michelle

"Lily has been a credit to the team since she has arrived"

-Thomas

His attitutude to his work in school is very positive and he's enthusiastic for learning. *- Natalie*

"Jay works hard, does all that is asked of him and more, and has really settled well into school life." *- Amelia*

"Just wanted to reinforce how good the inspire+ programme is and how much it's done for me. Honestly the biggest step I've taken with my dream of becoming a PE teacher."

-Brodie

"Charlie has worked hard to build positive relationships with the children and all of the staff. On many occasions other members of staff have approached me sharing positive feedback about him."

-Louise

AWARDS

From our Apprentice of the Month Awards to community and college recognition, our apprentices and the charity received several awards during the 2023/24 academic year:

Apprentice of the Month

Created to show employers' appreciation to their apprentices, this award receives many nominations yearly and encourages apprentices to continue doing their best.

20

Apprentice of the Month winners

Other Awards

Alabama Thompson
Higher Level Award for Excellence
Inspire Education Group's Oscar Style Student Awards

Josh Melloy
Trailblazer Award
Young Person Learning Provision (YPLP)

inspire+
Highly Commended
Lincolnshire Apprenticeship Champion Awards

Lily Smith
Partner Student of the Year
inspire Educational Group Student Awards

Guests at the Great Hall of Harlaxton Manor at the Gala Dinner

GALA DINNER

Celebrating 12 Years of Success and Building a Brighter Future

We hosted our first gala dinner in 2023 at the stunning Harlaxton Manor. This event marked a significant milestone, celebrating 12 years of remarkable success while setting the stage for an even more promising future.

The gala honoured Inspire+'s partnerships while actively involving new potential supporters. It showcased the charity's past achievements, current initiatives, and ambitious plans for the future, all aimed at positively impacting the lives of children and young people.

Throughout the evening, representatives from local businesses had the opportunity to deepen their understanding of the charity's work and explore various ways to offer their support, including participating in an exciting auction.

The event had the presence of inspire+ ambassadors, including Sam Ruddock, Para-Cycling World Champion; Jonathan Broom-Edwards, Paralympian High Jump Gold Medallist; and Dai Greene, former 400 metre hurdle World Champion. The evening concluded with a 'money can't buy' auction with Colin Young an auctioneer who features on BBCs Bargain Hunt.

Gala Dinner Outcomes

Over £11,000 was raised on the night to support our mission but more importantly new partners were established who pledged to support the charity continue the work in schools and communities.

Pictures from the Gala Dinner

inspire+

Healthy, Happy, Active Young People

01476 578137
info@inspireplus.org.uk

www.inspireplus.org.uk
Charity Number : 1144507

Fundraising Standards Information
The charity does not carry out significant fund raising activities itself and does not use external participators to act on behalf of the charity.

FINANCIAL REVIEW
Financial position
Overall income for the year amounted to £1,298,251 (2023: £1,080,454) with an expenditure for the period of £1,037,875 (2023: £997,960). Net assets of the charity amounted to £1,547,308 (2023: £1,286,932) as at 31 August 2024.

Principal funding sources
The majority of our funding has been generated through our school membership fees, our apprenticeship programmes and Holiday and Activity Food programme. Currently primary schools receive PE & Sport Premium funding from Government and the majority will use a proportion of this to fund their membership. The charity's services support schools meet targets set out by PE and Sport Premium funding grant. Payments for apprenticeships are made by our FE partner Inspire Education Group. Our holiday provision was predominately funded through Holiday Activity Food (HAF), a national programme administered through Lincolnshire County Council.

Investment policy and objectives
Inspire Plus seeks to produce the best financial return within an acceptable level of risk.
The investment objective for the long-term reserves is to generate a return in excess of inflation over the long term whilst generating an income to support the on-going activities of the Charity.
The investment objective for the short-term reserves is to preserve the capital value with a minimum level of risk. Assets should be readily available to meet unanticipated cash flow requirements.

FINANCIAL REVIEW
Reserves policy
To ensure the medium to long term future of the charity the trustees recognise the need to hold reserves to allow for protection of our activities, of which the charity has pledged to continue regardless of if schools are in receipt of Government funding or not and to promote balanced, long term strategic planning. Trustees currently feel there is still sufficient level of risk associated with future funding, notably around PE & Sport Premium that warrants approximately 24 months of expenditure as unrestricted funds, within the general reserves. The reserves at the year end were £1,286,932 representing just short of 18 months of expenditure.

FUTURE PLANS
We will also continue to diversify our income streams. The charity will seek to secure further contracts through Lincolnshire County Council to deliver the nationally funded Holiday Activity Food programme. We will also seek further funding to enable us to deliver this programme during holiday periods the national funds do not cover. We will look to provide further community programmes to engage more children and young people to support them being healthier, happier and active. The charity will continue to organise an annual Gala Dinner which purpose will be to engage local businesses and potential benefactors in order to secure further funds and support.

We will continue to be mindful of the charity's aims of Healthy, Happy and more Active young people when developing future services.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 19th September 2011 and registered as a charity on 2nd November 2011. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding ten pounds.

Recruitment and appointment of new trustees
The directors of the company are charity trustees for the purpose of charity law. Should the existing Trustees consider it necessary to appoint further Trustees, they would ensure that adequate training was provided and that any candidate would have the required skills in management and planning. The Charity has trustee indemnity insurance in place, in line with the memorandum of articles.

Organisational structure
The governing body is the board of trustees who are responsible for the administration and investment policy of the scheme. The Chief Executive, who is appointed by the trustees, manages the day to day operation under delegated authority.

Induction and training of new trustees
New trustees are presented with an inspire+ induction pack that is now accessed via their trustee hub. This contains all relevant information published by the Charity Commission. Trustees are also periodically sent information about trustee training/awareness courses. Trustees complete a skills audit.

Key management remuneration
The trustees consider the role and responsibilities of key management personnel and review the remuneration package in line with similar charitable entities. Annual appraisals and pay reviews on key management personnel are undertaken based on the individual's performance of their duties and fulfilment of the objectives of the charity in the period.

Risk management
The Trustees' have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to major risks. The Trustees regularly meet and review the risks facing the Charity and the current safeguards in place. Individual risk assessments are in place for each of the charity's programmes. All specialist coaches and staff are DBS checked during their induction process prior to the commencement of their employment with the charity.

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number
07778125 (England and Wales)

Registered Charity number
1144507

Registered office
Kempton House
Kempton Way
Dysart Road
Grantham
NG31 7LE

Trustees
C Game
S J Barter
R J Tyler
D A Joint
T Mountain
B Ladva
B Lord
J Barnes
G Hart
R Price
P D A Stokes
S Bull (appointed 24.11.23) (resigned 15.8.24)
C Hines (appointed 24.11.23)

Company Secretary
V Brittain

Senior Statutory Auditor
Paul Colcomb FCCA

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

REFERENCE AND ADMINISTRATIVE DETAILS

Staff

Chris Graves
Micky Walkden
Carl Blackman
Sophie Devenish
Samuel Ruddock
David Upton
Sacha Castell-Smith
Chris Wheaton
Kane Goswell
Jak Bratton
Vincent Brittain
C Kubaski Vicari Aguiar Pallu
Graham Brewer
Eleanor Atter
Emma Sharpe
Sharon Bray
Terry Plumb
Madeline Griffin
Emma Wing
Zak Spencer
Daniel Watson
Freddie Butcher
Joshua Melloy
Rhys Lewis
Amie-Blossom Barker-Ford
Cheryl Mcdade
Talia Ratcliffe
Ria Cherian
Paige Cheek
Daniel Willcock
Sophia Berladyn
Sophie Brittain
Riley Kidd
Joshua Seddon
Steve Bull

Key Management

Vincent Brittain
Steve Bull (Resigned as a trustee in August 2024)
Jon Clack
Chris Graves
Emma Sharpe

Website

www.inspireplus.org.uk

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

AUDITORS

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 29 April 2025 and signed on its behalf by:

.....
D A Joint - Trustee

Report of the Independent Auditors to the Members of Inspire Plus

Opinion
We have audited the financial statements of Inspire Plus (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

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

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

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

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

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

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

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. 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 the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

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

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

Paul Colcomb
Paul Colcomb (Apr 29, 2025 15:13 GMT+1)

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Date: 29 April 2025

Inspire Plus

Statement of Financial Activities
for the Year Ended 31 August 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds as restated £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Core Activities		444,262	310,688	754,950	739,671
Education		423,447	-	423,447	290,074
Wrap Around Care		41,010	-	41,010	33,010
Investment income	3	78,844	-	78,844	17,699
Total		987,563	310,688	1,298,251	1,080,454
EXPENDITURE ON					
Charitable activities	5				
Core Activities		365,963	314,162	680,125	689,901
Education		305,079	-	305,079	254,528
Wrap Around Care		52,671	-	52,671	53,531
Total		723,713	314,162	1,037,875	997,960
NET INCOME/(EXPENDITURE)		263,850	(3,474)	260,376	82,494
RECONCILIATION OF FUNDS					
Total funds brought forward		1,273,702	13,230	1,286,932	1,204,438
TOTAL FUNDS CARRIED FORWARD		1,537,552	9,756	1,547,308	1,286,932

The notes form part of these financial statements

Inspire Plus

Statement of Financial Position
31 August 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds as restated £
FIXED ASSETS					
Tangible assets	12	9,771	-	9,771	13,087
CURRENT ASSETS					
Debtors	13	62,181	117,015	179,196	216,230
Investments	14	295,789	-	295,789	263,110
Cash at bank		1,278,335	-	1,278,335	964,805
		1,636,305	117,015	1,753,320	1,444,145
CREDITORS					
Amounts falling due within one year	15	(108,524)	(107,259)	(215,783)	(170,300)
NET CURRENT ASSETS		1,527,781	9,756	1,537,537	1,273,845
TOTAL ASSETS LESS CURRENT LIABILITIES		1,537,552	9,756	1,547,308	1,286,932
NET ASSETS		1,537,552	9,756	1,547,308	1,286,932
FUNDS	17				
Unrestricted funds				1,537,552	1,273,702
Restricted funds				9,756	13,230
TOTAL FUNDS				1,547,308	1,286,932

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

The financial statements were approved by the Board of Trustees and authorised for issue on 29 April 2025 and were signed on its behalf by:

.....
D A Joint - Trustee

The notes form part of these financial statements

Inspire Plus

Statement of Cash Flows
for the Year Ended 31 August 2024

	Notes	2024 £	2023 as restated £
Cash flows from operating activities			
Cash generated from operations	1	200,501	72,334
Net cash provided by operating activities		200,501	72,334
Cash flows from investing activities			
Purchase of tangible fixed assets		(390)	(2,569)
Sale of tangible fixed assets		-	253
Interest received		46,163	17,700
Listed investments		-	(263,110)
Net cash provided by/(used in) investing activities		45,773	(247,726)
Change in cash and cash equivalents in the reporting period		246,274	(175,392)
Cash and cash equivalents at the beginning of the reporting period	2	964,805	1,140,197
Cash and cash equivalents at the end of the reporting period	2	1,211,079	964,805

The notes form part of these financial statements

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

	2024	2023 as restated
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	260,376	82,494
Adjustments for:		
Depreciation charges	3,707	3,663
Investment income	(78,843)	(17,700)
Decrease/(increase) in debtors	37,034	(50,008)
(Decrease)/increase in creditors	(21,773)	53,885
Net cash provided by operations	200,501	72,334

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024	2023 as restated
	£	£
Notice deposits (less than 3 months)	1,278,335	964,805
Overdrafts included in bank loans and overdrafts falling due within one year	(67,256)	-
Total cash and cash equivalents	1,211,079	964,805

3. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.23	Cash flow	At 31.8.24
	£	£	£
Net cash			
Cash at bank	964,805	313,530	1,278,335
Bank overdrafts	-	(67,256)	(67,256)
	964,805	246,274	1,211,079
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	263,110	32,679	295,789
	263,110	32,679	295,789
Total	1,227,915	278,953	1,506,868

1. STATUTORY INFORMATION

Inspire Plus is a Charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the Report of the Trustees.

The presentational currency of the charitable company is Sterling.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All incoming resources (including government grants) are included on the Statement of Financial Activities when the charity is legally entitled to the income, when it is probable that the amount will be received and when the amount can be quantified with reasonable accuracy.

Donated goods and services are measured at the market value or cost that the gift would been to the charity.

Investment Income Recognition

Investment income is recognised when receivable and the amount can be measured reliably by the charity. This is normally upon the notification of the interest paid or payable by the bank.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 20% on cost

Assets costing £250 or more will be capitalised.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

3. INVESTMENT INCOME

	2024	2023 as restated
	£	£
Bank interest	78,841	17,699

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023 as restated
		£	£
Other activities and services	Core Activities	8,933	20,768
School services	Core Activities	339,899	358,840
Gala dinner	Core Activities	16,207	-
Grants	Core Activities	308,762	271,514
Specialist coaching service	Core Activities	70,158	71,213
Sports clubs and camps	Core Activities	10,994	17,336
Other activities and services	Education	5,612	8,351
Apprentice funding	Education	417,835	281,723
Other activities and services	Wrap Around Care	5,975	3,080
Reach for the stars	Wrap Around Care	35,035	29,930
		1,219,410	1,062,755

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 6)	Support costs (see note 7)	Totals
	£	£	£	£
Core Activities	142,707	1,254	536,164	680,125
Education	2,132	-	302,947	305,079
Wrap Around Care	2,366	-	50,305	52,671
	147,205	1,254	889,416	1,037,875

6. GRANTS PAYABLE

The charity paid £1,254 (2023: £2,987) in grants to individuals for equipment and coaching in the year.

7. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Core Activities	505,767	5	30,392	536,164
Education	296,979	-	5,968	302,947
Wrap Around Care	48,227	92	1,986	50,305
	850,973	97	38,346	889,416

continued...

7. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

Management

	Core Activities £	Education £	Wrap Around Care £	2024 Total activities £	2023 as restated Total activities £
Wages	378,117	231,383	41,284	650,784	567,787
Social security	25,937	23,276	2,137	51,350	42,498
Pensions	21,391	15,607	1,550	38,548	32,483
Insurance	2,744	1,373	458	4,575	3,653
Telephone	618	618	461	1,697	1,616
Postage and stationery	4,618	1,101	4	5,723	6,023
Sundries	81	-	-	81	107
Coaching and equipment	26,594	655	3	27,252	34,751
CPD	3,254	1,077	155	4,486	5,247
Travelling	22,546	5,274	604	28,424	33,761
Website support and IT costs	7,660	3,580	1,193	12,433	13,495
Other management costs	9,706	11,839	368	21,913	36,499
Depreciation of tangible and heritage assets	2,501	1,196	10	3,707	3,663
	505,767	296,979	48,227	850,973	781,583

Finance

	Core Activities £	Wrap Around Care £	2024 Total activities £	2023 as restated Total activities £
Bank charges	5	92	97	116

Governance costs

	Core Activities £	Education £	Wrap Around Care £	2024 Total activities £	2023 as restated Total activities £
Auditors' remuneration	1,896	1,278	426	3,600	3,400
Auditors' remuneration for non audit work	1,849	1,163	388	3,400	3,150
Accountancy fees	1,586	-	-	1,586	1,397
Legal fees	25,061	3,527	1,172	29,760	24,837
	30,392	5,968	1,986	38,346	32,784

continued...

8. NET INCOME/(EXPENDITURE)

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

	2024	2023 as restated
	£	£
Auditors' remuneration	3,600	3,400
Auditors' remuneration for non audit work	3,400	3,150
Depreciation - owned assets	3,706	3,663

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2024 nor for the year ended 31 August 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2024 nor for the year ended 31 August 2023.

10. STAFF COSTS

	2024	2023 as restated
	£	£
Wages and salaries	650,784	567,787
Social security costs	51,350	42,498
Other pension costs	38,548	32,483
	740,682	642,768

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

	2024	2023 as restated
Staff	26	26

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

	2024	2023 as restated
£60,001 - £70,000	1	1

11. PRIOR YEAR ADJUSTMENT

During the period the activities of the charity were reviewed in further detail and re-analysed in the accounts. As this was a change in accounting policy the prior year figures were required to be reviewed and restated. There was no overall impact on the surplus but items were reanalysed on the face of the Statement of Financial Activities.

continued...

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 September 2023	18,464
Additions	390
At 31 August 2024	18,854
DEPRECIATION	
At 1 September 2023	5,377
Charge for year	3,706
At 31 August 2024	9,083
NET BOOK VALUE	
At 31 August 2024	9,771
At 31 August 2023	13,087

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023 as restated
	£	£
Trade debtors	43,992	57,599
Prepayments and accrued income	135,204	158,631
	179,196	216,230

14. CURRENT ASSET INVESTMENTS

	2024	2023 as restated
	£	£
Listed investments	295,789	263,110

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023 as restated
	£	£
Bank loans and overdrafts (see note 16)	67,256	-
Trade creditors	36,041	38,897
Social security and other taxes	14,889	14,542
Accruals and deferred income	97,597	116,861
	215,783	170,300

16. LOANS

The overdraft relates to a fund balance deficit, this is due to timing of money being received by the charity post year end.

continued...

17. MOVEMENT IN FUNDS

	At 1.9.23 £	Net movement in funds £	At 31.8.24 £
Unrestricted funds			
General fund	1,273,702	263,850	1,537,552
Restricted funds			
Holiday Activities and Food	13,230	(3,474)	9,756
TOTAL FUNDS	1,286,932	260,376	1,547,308

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	987,563	(723,713)	263,850
Restricted funds			
Football Association	6,400	(6,400)	-
SKDC	40,000	(40,000)	-
Holiday Activities and Food	260,398	(263,862)	(3,474)
YST Inclusion Schools	3,900	(3,900)	-
	310,688	(314,162)	(3,474)
TOTAL FUNDS	1,298,251	(1,037,875)	260,376

Comparatives for movement in funds

	At 1.9.22 £	Net movement in funds £	Transfers between funds £	At 31.8.23 £
Unrestricted funds				
General fund	1,204,438	71,283	(2,019)	1,273,702
Restricted funds				
Football Association	-	(1,169)	1,169	-
Holiday Activities and Food	-	13,230	-	13,230
YST Inclusion Schools	-	(850)	850	-
	-	11,211	2,019	13,230
TOTAL FUNDS	1,204,438	82,494	-	1,286,932

continued...

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	808,939	(737,656)	71,283
Restricted funds			
Football Association	6,401	(7,570)	(1,169)
SKDC	23,333	(23,333)	-
Holiday Activities and Food	238,031	(224,801)	13,230
YST Inclusion Schools	3,750	(4,600)	(850)
	271,515	(260,304)	11,211
TOTAL FUNDS	1,080,454	(997,960)	82,494

The charity has the following restricted funds:

Football Association
These funds were received via a grant from the Football Association to provide girls football support in schools.

SKDC
A grant was received from South Kesteven District Council UK Shared Prosperity scheme (Move & Food) to be used against agreed expenditure.

Youth Support Trust
We are the lead inclusion school for Lincolnshire, Funding is received to develop and increase the opportunities for children and young people with SEND.

18. RELATED PARTY DISCLOSURES

During the period the charity paid trustee, R Tyler, for services during the period which were unrelated to his work as a trustee, amounting to £931 (2023: £Nil). There was a balance due to R Tyler at the year end of £Nil (2023: £375).

Key management includes the Chief Executive, and four other members of the charity (2023: Chief executive, and four other members of the charity). The remuneration paid or payable to management for employee services is shown below:

Salaries for the year totalled £160,627 (2023: £190,399).
Employer's NI for the year totalled £17,576 (2023: £21,054).
Employer's pension contributions for the year totalled £14,289 (2023: £16,078).
Expenses reimbursed for the year totalled £5,983 (2023: £5,701).

INSPIRE PLUS

England & Wales - Charity number 1144507

Accounts

REGISTERED COMPANY NUMBER: 07778125 (England andWales)
REGISTERED CHARITY NUMBER: 1144507

Report of the Trustees and

Financial Statements

for the Year Ended 31 August 2023

for

Inspire Plus

Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Inspire Plus

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for the Year Ended 31 August 2023

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Inspire Plus (Registered number: 07778125)

Chairman's Report for the Year Ended 31 August 2023

At inspire+ our mission continues to be a simple one, help children and young people be Healthier, Happier and more Active. I hope in reading our annual report, you agree that we are making a huge contribution. I wish to highlight some of the key impacts we had between September 2022 and August2023.

Our Holiday Activities and Food (HAF) programme funded by Lincolnshire County Council, along with our Move & Food programme funded by South Kesteven District Council, provided 6,102 funded healthy, hot meals for eligible children during the school holidays. Our clubs ensure each child receives nutritious meals and healthy snacks daily, as well as providing opportunities to be more active, try different activities and make new friends during the holidays.

The annual mini-Olympics continues to inspire all that attend the event in which a total of 2,216 participants attending over three days. The events experiences are always enriched for the participants through the involvement of over 280 sports leaders, local sports clubs & coaches, national governing bodies of sport and the Royal Opera House who prepare the children for a truly magical closing ceremony dance.

We are proud to have supported 440 children through our Talented Athlete Programme, 521 pupils accessing mentoring support to increase their fitness and support their wellbeing and have 311 teacher attendances access our huge range of training courses to equip them to be the best they can be.

Our apprenticeship provision continues to support schools and other educational organisations with high quality PE, Sport & Wellbeing apprentices across the East of England, who are inspiring thousands of children and young people. We are proud to have a 100% pass rate for all apprentices in 2022 and saw two apprentices receive 'apprentice of the year' awards.

To ensure the long-term viability and financial security of the charity we continue to diversify our services and initiatives effectively. These activities meet the charity's objectives to advance education, particularly through PE and physical recreation for the benefit of young people under the age of 25 throughout England and Wales and in particular in the county of Lincolnshire.

Finally, I would like to thank everyone associated with inspire+ from our wonderful staff and volunteers who inspire children each and every day, through to the board of trustees who are as passionate as I am to ensure this charity continues to deliver high quality provision and initiatives for children and young people.

D A Joint
Chair

16 May 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's objectives as set out in its governing document are to advance education, particularly through sport and physical recreation to the benefit of young people under the age of 25 throughout England and Wales and in particular in the county of Lincolnshire.

The aims of our charity ensuring that young people are Healthy, Happy and Active.

Significant activities

Ensuring our work supports our aims
We have updated our strategic plan and our objectives for 2023-26 are to;
- Ensure high quality education
- Increase physical activity levels
- Support wellbeing
- More leaders & volunteers
- Create sustainable provision

Who used and benefited from our services?
We worked with around 180 primary, secondary and SEN schools. High concentration of schools were located in South Kesteven, others being in Lincolnshire, North Lincolnshire, Nottinghamshire, Peterborough, East Ridings, Grimsby, Norfolk, Suffolk and around the Vale of Belvoir area. We supported 124 learners through our PE, Sport & Wellbeing apprenticeships; level 2 Community Activator Coach, level 3 Community Sport & Health Officer and level 4 Sport Coach who were predominantly employed in schools and some businesses working in education. We supported a significant number of families in South Kesteven and Spalding through our Holiday Activity Food provision. Further information of all these activities can be seen in the impact report.

How our services deliver public benefit?
Our main activities currently are delivered to young people through the support and services we provide schools.

Public benefit

In setting objectives and planning activities, the trustees have given careful consideration to the Charity Commissions general guidance on public benefit and confirm that they have complied with their duty in section 17 of the Charities Act 2011 in ensuring that the Charity fulfils both the "benefit aspect" and "public aspect" required. This is evidenced by the attached report.

Over the page details the achievements of the charity and public benefit delivered.

inspire+

Healthy, Happy, Active Young People

IMPACT REPORT
2022/23

HI THERE,

inspire+ have had an incredibly busy year working within schools and the community to ensure children are healthy, happy & more active!

In the 2023/23 academic year, we were dedicated to promoting children's health, happiness, and increasing physical activity. We take pride in our achievements, which include delivering inspirational assemblies through our passionate ambassadors, providing valuable CPD training to teachers, hosting a thrilling Mini Olympics event, providing more than 6,000 hot and nutritious meals to eligible children at our camps during the holidays, and celebrating the success of our PE apprentices who earned awards through their dedication and hard work.

Dive into this report to discover the remarkable milestones we reached last year.

INSPIRATIONAL AMBASSADOR VISITS

244 Assemblies delivered by our ambassadors

SAM RUDDOCK

JONATHAN BROOM-EDWARDS

JOE ROEBUCK

DAI GREENE

SPORTS LEADERSHIP ACADEMY

285

Active secondary school volunteers

MENTORING PROGRAMME

20 Schools received Well-being mentoring

11 Schools received Fitness Mentoring Programme

13 Schools received new Wake & Shake Mentoring Programme

Totalling over

521

pupils accessing this support

TALENTED ATHLETES PROGRAMMES

Over

440

Attended our Talented Athlete Programmes from KS1 through to year 7. Twice the number from 2021/22.

WRAPAROUND CARE

Reach for the Stars wraparound care, located at Uffington Primary School in Stamford, Lincolnshire is about promoting a vibrant experience for children.

Beyond providing healthy food, we ensure children enjoy a vast range of sports and physical activities.

We're dedicated to igniting their passions and promoting a safe and enjoyable environment for every child.

BRONZE YOUNG AMBASSADORS

135 Trained this year

LEGACY TOUR

135 School assemblies led by their Bronze Young Ambassadors

PLAYGROUND LEADERSHIP TRAINING

99%
of children enjoyed participating in the sessions

93%
of children increased their confidence

97%
of children found the course gave them the necessary skills and resources to become a successful Playground Leader

349
Pupils trained to become playground leaders

TEAM TEACHING PE DELIVERY

336 Blocks of team teaching PE support.

TEACHER CPD

311 Attendances across our huge range of courses.

> *It was all great! Covered everything we wanted. You were all really friendly and knowledgeable. Keep doing what you are doing.*

SPECIALIST COACHING

90% Pupil confidence after the sessions.

84% Pupil enjoyment after the sessions.

Mini Olympics

3 days
From 13th to 15th June

2,216
Primary children participated

283
Sports Leaders and volunteers

54
schools

32
VIP guests

7
celebrities

Scan the code
Pictures are now available on our website

SCHOOLS ACTIVE MOVEMENT (SAM)

Schools Active Movement (SAM) is a national body representing not-for-profit organisations working in schools supporting PE and School Sport. SAM was Co-Founded by Alan Watkinson (Mo Farah's PE teacher) and Vincent Brittain during the COVID-19 pandemic after successfully leading a national campaign to reinstate PE & Sport Premium.

SAM members work across 12,000 schools across England, and SAM sits on the national School Sport & Activity Sector board, ensuring those performing this work in schools are represented.

Recent achievements have been supporting the sector to secure 'longer term' funding for PE & Sport Premium for schools and the School Games Organiser network. This funding has now been confirmed for the 23/24 and 24/25 academic years.

HOLIDAY CLUBS

Our Holiday Activities and Food (HAF) programme, along with our Move & Food programme, provided **6,102** funded healthy, hot meals for eligible children during the school holidays.

Our clubs ensure each child receives nutritious meals and healthy snacks daily, as well as providing opportunities to be more active, try different activities and make new friends during the holidays.

> *It is so helpful to have access to fresh food and healthy meals for the children during the school holidays.*

> *I love your ethos and my son enjoyed the mixture of activities and it ensured his mind was not wasted with games consoles for the majority of the Easter holidays.*

In partnership with:

Lincolnshire

SOUTH HOLLAND DISTRICT COUNCIL

> *All the staff at inspire+ have always been so helpful, all the children seem to come out with big smiles, what a great team of people.*

HAF
Holiday Activities & Food Camps

Delivered during
Easter, Summer and Christmas holidays

Over
2,000
leader hours

5,630
healthy hot meals

15 delivery partners
alongside the skillset of our sports coaches and teaching staff

95% enjoyed the camp

96% more active

92% enjoyed eating healthy food

92% learnt new skills

97% made new friends

95% tried new foods

APPRENTICESHIPS

OUR CURRENT LOCATIONS

Our apprenticeships are delivered at six different cohorts.

Every cohort benefits from an inspire+ tutor who leads the learners, provides weekly training, visits their workplace, and works with employers to ensure the highest quality provision for both the apprentices and the employers.

inspire+ cohorts

- Stamford
- East Riding
- Grimsby
- Norfolk
- Grantham
- Lincoln

APPRENTICESHIP STATS

124
learners across three PE, Sport and Well-being programmes.

72% Apprenticeship Achievement Rate for our Level 2 CAC Programme, which is 20% above national average.

100% Pass rate for all apprentices in 2022.

> *Our apprentice goes above and beyond every day. Her sessions are exciting, well planned and thought out. She has made extra special efforts to get to know all the children and staff and adapts her sessions accordingly.*

35
Nominations for the inspire+ Apprentice of the Month Awards

Deneil Thomas, Apprentice at West Grantham Academy
Inspire Education Group (IEG) Apprentice of the Year

Declan Brown, former Apprentice at Scampton Primary School
Lincolnshire County Council (LCC) Apprentice of the Year

Scan the code to visit our website and read real stories of our apprentices.

inspire+

Healthy, Happy, Active Young People

A sports and education charity dedicated to positively impacting young people's lives.

Phone: 01476 578137

Mail: info@inspireplus.org.uk

www.inspireplus.org.uk

Fundraising Standards Information
The charity does not carry out significant fund raising activities itself and does not use external participators to act on behalf of the charity.

FINANCIAL REVIEW
Financial position
Overall income for the year amounted to £1,080,455 (2022: £1,182,804) with an expenditure for the period of £997,961 (2022: £811,684). Net assets of the charity amounted to £1,286,932 (2022: £1,204,438) as at 31 August 2023.

Principal funding sources
The majority of our funding has been generated through our school membership fees, our apprenticeship programmes and Holiday and Activity Food programme. Currently primary schools receive PE & Sport Premium funding from Government and the majority will use a proportion of this to fund their membership. The charity's services support schools meet targets set out by PE and Sport Premium funding grant. Payments for apprenticeships are made by our FE partner Inspire Education Group. Our holiday provision was predominately funded through Holiday Activity Food (HAF), a national programme administered through Lincolnshire County Council.

Investment policy and objectives
Inspire Plus seeks to produce the best financial return within an acceptable level of risk.
The investment objective for the long-term reserves is to generate a return in excess of inflation over the long term whilst generating an income to support the on-going activities of the Charity.
The investment objective for the short-term reserves is to preserve the capital value with a minimum level of risk. Assets should be readily available to meet unanticipated cash flow requirements.

FINANCIAL REVIEW
Reserves policy
To ensure the medium to long term future of the charity the trustees recognise the need to hold reserves to allow for protection of our activities, of which the charity has pledged to continue regardless of if schools are in receipt of Government funding or not and to promote balanced, long term strategic planning. Trustees currently feel there is still sufficient level of risk associated with future funding, notably around PE & Sport Premium that warrants approximately 24 months of expenditure as unrestricted funds, within the general reserves. The reserves at the year end were £1,286,932 representing just short of 18 months of expenditure.

FUTURE PLANS
The charity will introduce a Level 3 Teaching Assistant apprenticeship that will be available from August 2023. This will complement those that we currently deliver.

We will also continue to diversify our income streams. The charity will seek to secure further contracts through Lincolnshire County Council to deliver the nationally funded Holiday Activity Food programme. We will also seek further funding to enable us to deliver this programme during holiday periods the national funds do not cover. We will also look to provide further community programmes to engage more children and young people to support them being healthier, happier and active. The charity will introduce an annual Gala Dinner which purpose will be to engage local businesses and potential benefactors in order to secure further funds and support.

We will continue to be mindful of the charity's aims of Healthy, Happy and more Active young people when developing future services.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 19th September 2011 and registered as a charity on 2nd November 2011. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding ten pounds.

Recruitment and appointment of new trustees
The directors of the company are charity trustees for the purpose of charity law. Should the existing Trustees consider it necessary to appoint further Trustees, they would ensure that adequate training was provided and that any candidate would have the required skills in management and planning. The Charity has trustee indemnity insurance in place, in line with the memorandum of articles.

Organisational structure
The governing body is the board of trustees who are responsible for the administration and investment policy of the scheme. The Chief Executive, who is appointed by the trustees, manages the day to day operation under delegated authority.

Induction and training of new trustees
New trustees are presented with an inspire+ induction pack that is now accessed via their trustee hub. This contains all relevant information published by the Charity Commission. Trustees are also periodically sent information about trustee training/awareness courses. Trustees complete a skills audit.

Key management remuneration
The trustees consider the role and responsibilities of key management personnel and review the remuneration package in line with similar charitable entities. Annual appraisals and pay reviews on key management personnel are undertaken based on the individual's performance of their duties and fulfilment of the objectives of the charity in the period.

Risk management
The Trustees' have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to major risks. The Trustees regularly meet and review the risks facing the Charity and the current safeguards in place. Individual risk assessments are in place for each of the charity's programmes. All specialist coaches and staff are DBS checked during their induction process prior to the commencement of their employment with the charity.

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number
07778125 (England and Wales)

Registered Charity number
1144507

Registered office
Kempton House
Kempton Way
Grantham
NG31 7LE

Trustees
C Game
S J Barter
R J Tyler
P Garner (resigned 31.3.23)
D A Joint
T Mountain
B Ladva
B Lord
J Barnes
G Hart
R Price
P Stokes (appointed 18.4.23)
S Bull (appointed 24.11.23)
C Hines (appointed 24.11.23)

Company Secretary
V Brittain

Senior Statutory Auditor
Paul Colcomb FCCA

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

REFERENCE AND ADMINISTRATIVE DETAILS

Staff
Chris Graves
Micky Walkden
Carl Blackman
Sophie Devenish
Samuel Ruddock
David Upton
Kai Willerton
Sacha Castell-Smith
Chris Wheaton
Kane Goswell
Jak Bratton
Vincent Brittain
C Kubaski Vicari Aguiar Pallu
Graham Brewer
Eleanor Atter
Emma Sharpe
Sharon Bray
Terry Plumb
Madeline Griffin
Emma Wing
Zak Spencer
Daniel Watson
Freddie Butcher
Joshua Melloy
Rhys Lewis
Amie-Blossom Barker-Ford

Key Management
Vincent Brittain
Steve Bull (Resigned June 2023)
Jon Clack
Chris Graves
Emma Sharpe

Website

www.inspireplus.org.uk

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

AUDITORS
The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 16 May 2024 and signed on its behalf by:

.....
D A Joint - Trustee

Opinion
We have audited the financial statements of Inspire Plus (the 'charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

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

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

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

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

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

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

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. 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 the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying withits legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
-

Assessing the extent of compliance with the relevant laws and regulations.

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

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

Paul Colcomb
Paul Colcomb (May 17, 2024 12:05 GMT+1)

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Date: 16 May 2024

Inspire Plus

Statement of Financial Activities
for the Year Ended 31 August 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds as restated £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	-	271,514	271,514	263,442
Charitable activities	5				
Core Activities		468,157	-	468,157	473,944
Education		290,074	-	290,074	400,333
Wrap Around Care		33,010	-	33,010	37,698
Investment income	4	17,700	-	17,700	655
Other income	6	-	-	-	6,732
Total		808,941	271,515	1,080,455	1,182,804
EXPENDITURE ON					
Charitable activities	7				
Core Activities		429,599	260,303	689,902	566,679
Education		254,528	-	254,528	204,150
Wrap Around Care		53,531	-	53,531	40,855
Total		737,658	260,303	997,961	811,684
NET INCOME		71,282	11,212	82,494	371,120
Transfers between funds	18	(2,019)	2,019	-	-
Net movement in funds		69,263	13,231	82,494	371,120
RECONCILIATION OF FUNDS					
Total funds brought forward		1,204,438	-	1,204,438	833,318
TOTAL FUNDS CARRIED FORWARD		1,273,701	13,231	1,286,932	1,204,438

The notes form part of these financial statements

Inspire Plus

Statement of Financial Position
31 August 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds as restated £
FIXED ASSETS					
Tangible assets	14	13,087	-	13,087	14,434
CURRENT ASSETS					
Debtors	15	129,830	86,400	216,230	166,222
Investments	16	263,110	-	263,110	-
Cash at bank		951,575	13,230	964,805	1,140,197
		1,344,515	99,630	1,444,145	1,306,419
CREDITORS					
Amounts falling due within one year	17	(83,900)	(86,400)	(170,300)	(116,415)
NET CURRENT ASSETS		1,260,615	13,230	1,273,845	1,190,004
TOTAL ASSETS LESS CURRENT LIABILITIES		1,273,702	13,230	1,286,932	1,204,438
NET ASSETS		1,273,702	13,230	1,286,932	1,204,438
FUNDS	18				
Unrestricted funds				1,273,702	1,204,438
Restricted funds				13,230	-
TOTAL FUNDS				1,286,932	1,204,438

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

The financial statements were approved by the Board of Trustees and authorised for issue on 16 May 2024 and were signed on its behalf by:

.....
D A Joint - Trustee

The notes form part of these financialstatements

Inspire Plus

Statement of Cash Flows for the Year Ended 31 August 2023

	Notes	2023 £	2022 as restated £
Cash flows from operating activities			
Cash generated from operations	1	72,334	335,670
Net cash provided by operating activities		72,334	335,670
Cash flows from investing activities			
Purchase of tangible fixed assets		(2,569)	(16,194)
Sale of tangible fixed assets		253	-
Interest received		17,700	653
Listed investments		(263,110)	-
Net cash used in investing activities		(247,726)	(15,541)
Change in cash and cash equivalents in the reporting period		(175,392)	320,129
Cash and cash equivalents at the beginning of the reporting period		1,140,197	820,068
Cash and cash equivalents at the end of the reporting period		964,805	1,140,197

The notes form part of these financial statements

Inspire Plus

Notes to the Statement of Cash Flows
for the Year Ended 31 August 2023

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

	2023	2022 as restated
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	82,494	371,120
Adjustments for:		
Depreciation charges	3,663	1,760
Investment income	(17,700)	(653)
Increase in debtors	(50,008)	(79,914)
Increase in creditors	53,885	43,357
Net cash provided by operations	72,334	335,670

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.22	Cash flow	At 31.8.23
	£	£	£
Net cash			
Cash at bank	1,140,197	(175,392)	964,805
	1,140,197	(175,392)	964,805
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	-	263,110	263,110
	-	263,110	263,110
Total	1,140,197	87,718	1,227,915

The notes form part of these financialstatements

1. STATUTORY INFORMATION

Inspire Plus is a Charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the Report of the Trustees.

The presentational currency of the charitable company is Sterling.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All incoming resources (including government grants) are included on the Statement of Financial Activities when the charity is legally entitled to the income, when it is probable that the amount will be received and when the amount can be quantified with reasonable accuracy.

Donated goods and services are measured at the market value or cost that the gift would been to the charity.

Investment Income Recognition

Investment income is recognised when receivable and the amount can be measured reliably by the charity. This is normally upon the notification of the interest paid or payable by the bank.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost

Assets costing £250 or more will be capitalised.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

2. ACCOUNTING POLICIES - continued

Government grants
Grants relating to the Coronavirus Job Retention Scheme are recognised in full in the period in which the associated salary, national insurance and pension costs were incurred.

3. DONATIONS AND LEGACIES

	2023	2022 as restated
	£	£
Donations	271,514	263,442
	271,514	263,442

4. INVESTMENT INCOME

	2023	2022 as restated
	£	£
Bank interest	17,700	655

5. INCOME FROM CHARITABLE ACTIVITIES

		2023	2022 as restated
	Activity	£	£
Core Activities	Core Activities	468,157	473,944
Core Activities	Education	290,074	400,333
Core Activities	Wrap Around Care	33,010	37,698
		791,241	911,975

6. OTHER INCOME

	2023	2022 as restated
	£	£
Government grants	-	6,732

During the year, the charitable company received no other income. In the previous year, the charitable company received Coronavirus Job Retention Support grants amounting to £6,732.

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
Core Activities	168,476	1,687	519,739	689,902
Education	9,784	1,300	243,444	254,528
Wrap Around Care	2,231	-	51,300	53,531
	180,491	2,987	814,483	997,961

continued...

8. GRANTS PAYABLE

The charity paid £2,987 (2022: £2,058) in grants to individuals for equipment and coaching in the year.

9. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Core Activities	492,841	24	26,874	519,739
Education	239,012	-	4,432	243,444
Wrap Around Care	49,730	92	1,478	51,300
	781,583	116	32,784	814,483

Support costs, included in the above, are as follows:

Management

	Core Activities	Education	Wrap Around Care	2023 Total activities	2022 as restated Total activities
	£	£	£	£	£
Wages	356,109	170,251	41,427	567,787	446,623
Social security	25,995	14,819	1,684	42,498	33,994
Pensions	19,389	11,481	1,613	32,483	28,647
Insurance	2,192	1,096	365	3,653	3,705
Telephone	577	578	461	1,616	1,140
Postage and stationery	4,951	999	73	6,023	3,926
Sundries	67	30	10	107	173
Coaching and equipment	31,842	2,610	299	34,751	47,872
CPD	4,498	576	173	5,247	19,053
Travelling	24,917	7,768	1,076	33,761	24,509
Website support and IT costs	7,922	4,045	1,528	13,495	16,078
Other management costs	11,923	23,564	1,012	36,499	32,735
Depreciation of tangible and heritage assets	2,459	1,195	9	3,663	1,760
	492,841	239,012	49,730	781,583	660,215

Finance

	Core Activities	Wrap Around Care	2023 Total activities	2022 as restated Total activities
	£	£	£	£
Bank charges	24	92	116	151

Governance costs

	Core Activities	Education	Wrap Around Care	2023 Total activities	2022 as restated Total activities
	£	£	£	£	£
Auditors' remuneration	3,400	-	-	3,400	3,250
Auditors' remuneration for non audit work	3,150	-	-	3,150	3,000
Accountancy fees	(1,662)	2,294	765	1,397	1,056
Carried forward	4,888	2,294	765	7,947	7,306

continued...

9. SUPPORT COSTS - continued

Governance costs - continued

	Core Activities	Education	Wrap Around Care	2023 Total activities	2022 as restated Total activities
	£	£	£	£	£
Brought forward	4,888	2,294	765	7,947	7,306
Legal fees	21,986	2,138	713	24,837	9,905
	26,874	4,432	1,478	32,784	17,211

10. NET INCOME/(EXPENDITURE)

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

	2023	2022 as restated
	£	£
Auditors' remuneration	3,400	3,250
Auditors' remuneration for non audit work	3,150	3,000
Depreciation - owned assets	3,663	1,760

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2023 nor for the year ended 31 August 2022.

Steve Bull was employed by the charity up until June 2023 when he resigned, he was then appointed as a trustee in November 2023 and has not received any remuneration since his appointment.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2023 nor for the year ended 31 August 2022.

12. STAFF COSTS

	2023	2022 as restated
	£	£
Wages and salaries	567,787	446,623
Social security costs	42,498	33,994
Other pension costs	32,483	28,647
	642,768	509,264

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

	2023	2022 as restated
Staff	26	22

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

	2023	2022 as restated
£60,001 - £70,000	1	1

continued...

13. PRIOR YEAR ADJUSTMENT

During the period the activities of the charity were reviewed in further detail and re-analysed in the accounts. As this was a change in accounting policy the prior year figures were required to be reviewed and restated. There was no overall impact on the surplus but items were reanalysed on the face of the Statement of Financial Activities.

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 September 2022	16,194
Additions	2,569
Disposals	(299)
At 31 August 2023	18,464
DEPRECIATION	
At 1 September 2022	1,760
Charge for year	3,663
Eliminated on disposal	(46)
At 31 August 2023	5,377
NET BOOK VALUE	
At 31 August 2023	13,087
At 31 August 2022	14,434

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 as restated £
Trade debtors	57,599	52,426
Other debtors	-	1,000
Prepayments and accrued income	158,631	112,796
	216,230	166,222

16. CURRENT ASSET INVESTMENTS

	2023 £	2022 as restated £
Listed investments	263,110	-

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022 as restated
	£	£
Trade creditors	38,897	61,644
Social security and other taxes	14,542	15,814
Accruals and deferred income	116,861	38,957
	170,300	116,415

18. MOVEMENT IN FUNDS

	At 1.9.22	Net movement in funds	Transfers between funds	At 31.8.23
	£	£	£	£
Unrestricted funds				
General fund	1,204,438	71,283	(2,019)	1,273,702
Restricted funds				
Football Association	-	(1,169)	1,169	-
Holiday Activities and Food	-	13,230	-	13,230
YST Inclusion Schools	-	(850)	850	-
	-	11,211	2,019	13,230
TOTAL FUNDS	1,204,438	82,494	-	1,286,932

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	808,940	(737,657)	71,283
Restricted funds			
Football Association	6,401	(7,570)	(1,169)
SKDC	23,333	(23,333)	-
Holiday Activities and Food	238,031	(224,801)	13,230
YST Inclusion Schools	3,750	(4,600)	(850)
	271,515	(260,304)	11,211
TOTAL FUNDS	1,080,455	(997,961)	82,494

Comparatives for movement in funds

	At 1.9.21	Net movement in funds	Transfers between funds	At 31.8.22
	£	£	£	£
Unrestricted funds				
General fund	833,318	364,142	6,978	1,204,438
Restricted funds				
SKDC	-	6,978	(6,978)	-
TOTAL FUNDS	833,318	371,120	-	1,204,438

continued...

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,165,917	(801,775)	364,142
Restricted funds			
Football Association	7,150	(7,150)	-
SKDC	9,737	(2,759)	6,978
	16,887	(9,909)	6,978
TOTAL FUNDS	1,182,804	(811,684)	371,120

The charity has the following restricted funds:

Football Association
These funds were received via a grant from the Football Association to provide womens football courses in schools.

SKDC
A grant was received from South Kesteven District Council Business Diversification, Recovery and Resilience Scheme to be used against agreed expenditure.

Transfers between funds

A transfer was made from the SKDC fund to general funds to reflect the capital purchase of computer equipment.

19. RELATED PARTY DISCLOSURES

During the period the charity received goods of £Nil (2022: £1,200) from Safety Guidance Limited, a company in which outgoing director D Price is also a director. There was no balance due to Safety Guidance Limited at either year end.

During the period the charity paid trustee, R Tyler, for services during the period which were unrelated to his work as a trustee, amounting to £Nil (2022: £1,697). There was a balance due to R Tyler at the year end of £Nil (2022: £375).

Key management includes the Chief Executive, and four other members of the charity (2022: Chief executive only and three other members of the charity). The remuneration paid or payable to management for employee services is shown below:

Salaries for the year totalled £190,399 (2022: £163,719).
Employer's NI for the year totalled £21,054 (2022: £13,749).
Employer's pension contributions for the year totalled £16,078 (2022: £19,130).
Expenses reimbursed for the year totalled £5,701 (2022: £4,303).

Inspire Plus
Detailed Statement of Financial Activities
for the Year Ended 31 August 2023

	2023 £	2022 as restated £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	271,514	263,442
Legacies		
	271,514	263,442
Investment income		
Bank interest	17,700	655
Charitable activities		
Core Activities	791,241	911,975
Other income		
Government grants	-	6,732
Total incoming resources	1,080,455	1,182,804
EXPENDITURE		
Charitable activities		
Light and heat	2,052	1,524
Direct costs	178,439	130,525
Grants to institutions	2,987	2,058
	183,478	134,107
Support costs		
Management		
Wages	567,787	446,623
Social security	42,498	33,994
Pensions	32,483	28,647
Insurance	3,653	3,705
Telephone	1,616	1,140
Postage and stationery	6,023	3,926
Sundries	107	173
Coaching and equipment	34,751	47,872
CPD	5,247	19,053
Travelling	33,761	24,509
Website support and IT costs	13,495	16,078
Other management costs	36,499	32,735
Depreciation of tangible and heritage assets	3,663	1,760
	781,583	660,215
Finance		
Bank charges	116	151
Governance costs		
Auditors' remuneration	3,400	3,250
Auditors' remuneration for non audit work	3,150	3,000
Accountancy fees	1,397	1,056
Legal fees	24,837	9,905
	32,784	17,211
Total resources expended	997,961	811,684
Net income	82,494	371,120

INSPIRE PLUS

England & Wales - Charity number 1144507

Accounts

REGISTERED COMPANY NUMBER: 07778125 (England and Wales)
REGISTERED CHARITY NUMBER: 1144507

Report of the Trustees and

Financial Statements

for the Year Ended 31 August 2022

for

Inspire Plus

Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Inspire Plus

Contents of the Financial Statements for the Year Ended 31 August 2022

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Inspire Plus

Chairman's Report
for the Year Ended 31 August 2022

Everyone at our charity is doing their utmost to ensure young people are Healthier, Happier and more Active and I hope in reading our annual report, you agree that we are making a huge contribution both locally and across the East of England through our apprenticeship provision to achieving this outcome. I wish to highlight some of the key impacts we had between September 2021 and August 2022.

Our young leader programme has recovered from the effects of the covid pandemic with 209 secondary school sports leaders engaging in training and volunteering. Over 200 children from KS1 to KS3 participated in our talented athlete programme that allowed parents to view and be educated in supporting their child's sporting development. The effects of the Covid pandemic have certainly led to a sharp increase in mental health issues both in children and adults and the charity has responded by providing physical activity or wellbeing mentoring programmes which have been accessed by over 500 children and young people.. In addition, we provided mindfulness courses for school staff which saw a really good uptake, with three courses delivered over a 6 week period fully being subscribed. An impressive 587 teachers accessed CPD courses that included a range of forest school sessions hosted by Greatwood Farm. Our comprehensive CPD offer along with our Team-Teaching support in the curriculum demonstrates how hard we are working with schools to ensure every child receives high quality PE. It was also fantastic to see our Mini Olympics event return to the Meres Athletics Stadium with over 2500 young people participating over three days.

Our apprenticeship provision continues to grow across the East of England with 130 learners across three PE, Sport and Wellbeing programmes. We are proud to have a 75% Apprenticeship Achievement Rate for our Level 2 CAC Programme (National Average 58%) and that 98% of apprentices had a successful progression destination!

To ensure the long-term viability and financial security of the charity we continue to diversify our services and initiatives effectively. These activities meet the charity's objectives to advance education, particularly through PE and physical recreation for the benefit of young people under the age of 25 throughout England and Wales and in particular in the county of Lincolnshire.

Finally, I would like to pay tribute to the charity's previous patron and chair of the board, David Price who recently passed away. He was chair from the inception of the charity and retained this position for over ten years. He became a friend to us all, someone that would always have time to listen to people and impart words of wisdom. He will be sadly missed by everyone associated with the charity.

Darren Joint
Chair
4 May 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's objectives as set out in its governing document are to advance education, particularly through sport and physical recreation to the benefit of young people under the age of 25 throughout England and Wales and in particular in the county of Lincolnshire.

The aims of our charity ensuring that young people are Healthy, Happy and Active.

Significant activities

Ensuring our work supports our aims

We review our aims, objectives and activities each year in consultation with young people, schools, staff, trustees and partners. Our objectives have recently been refined due to extensive consultation and are now:

- Supporting High Quality PE & School Sport provision in schools
- To ensure young people meet recommended physical activity levels
- To commit to work with partners for the 'broader' wellbeing of young people
- Engage and equip the next generation of leaders/volunteers
- Sustainable High-Quality provision regardless of government funding

Who used and benefited from our services?

We worked with around 180 primary, secondary and SEN schools. High concentration of schools were located in South Kesteven, others being in Lincolnshire, Peterborough, East Ridings, Grimsby, Norfolk and around the Vale of Belvoir area. We supported 150 learners through our PE, Sport & Wellbeing apprenticeships; level 2 Community Activator Coach, level 3 Community Sport & Health Officer and level 4 Sport Coach who were predominantly employed in schools and some businesses working in education. We supported a significant number of families in South Kesteven and Spalding through our Holiday Activity Food provision. Further information of all these activities can be seen in the impact report.

How our services deliver public benefit?

Our main activities currently are delivered to young people through the support and services we provide schools.

Public benefit

In setting objectives and planning activities, the trustees have given careful consideration to the Charity Commissions general guidance on public benefit and confirm that they have complied with their duty in section 17 of the Charities Act 2011 in ensuring that the Charity fulfils both the "benefit aspect" and "public aspect" required. This is evidenced by the attached report.

Over the page details the achievements of the charity and public benefit delivered.

inspire+

IMPACT REPORT

2021/22

inspire+ have had an incredibly busy 2021/22 academic year working with schools to ensure children are healthy, happy & active!
The Community & Schools Team are proud to have supported schools throughout the Covid pandemic, and it was fantastic to see the return of face-to-face CPD courses, the Sports Leadership Academy re-establishing itself and of course the Mini Olympics, to name a few.
It was wonderful to see our Ambassador Jonathan Broom-Edwards bring his paralympic gold medal from Tokyo last summer, inspiring children with this during his assemblies.

INSPIRATIONAL AMBASSADOR VISITS

All my staff are buzzing about the assembly this morning. So excited to have you and the team inspiring my lovely staff and pupils. Wouldn't want to be without you all.

Jonathan Broom-Edwards MBE

SPORTS LEADERSHIP ACADEMY

face-to-face

209

Active secondary school volunteers

MENTORING PROGRAMME

28 Schools received the Well-being mentoring

17 Schools received the Fitness Mentoring Programme

Totalling over

500

Pupils participating this year - our biggest out reach yet!

TALENTED ATHLETES PROGRAMMES

Over

200

Attended our Talented Athlete Programmes from KS1 through to year 7

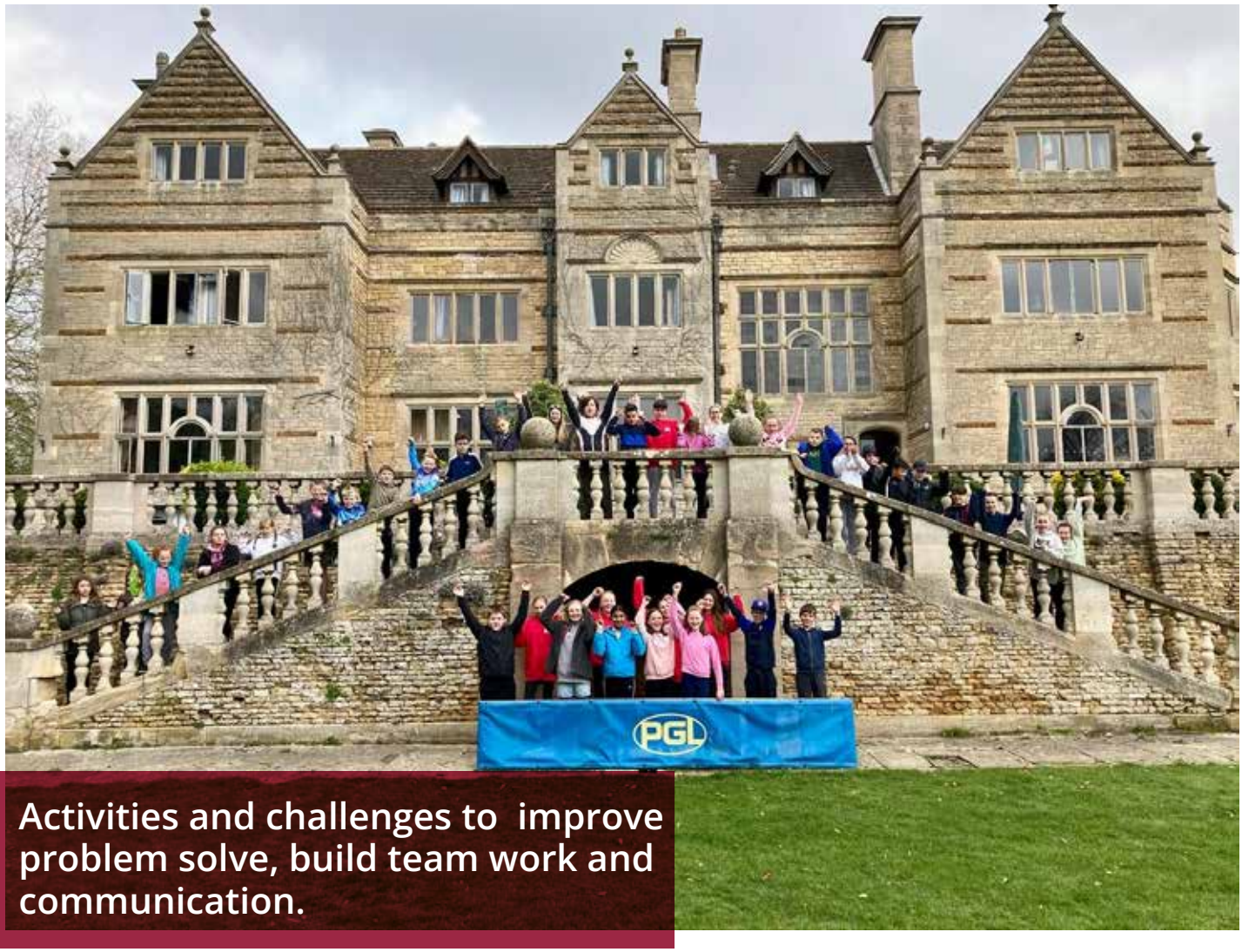
BRONZE YOUNG AMBASSADORS

85

Trained this year

LEGACY TOUR

37 Schools led by their Bronze Young Ambassadors



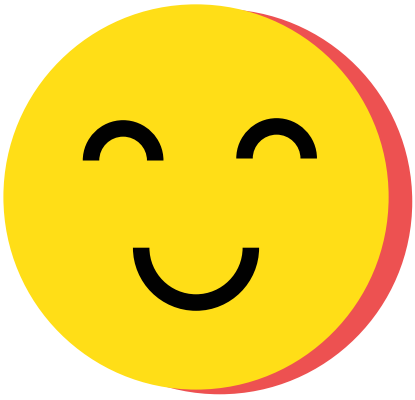
Activities and challenges to improve problem solve, build team work and communication.

PGL CAYTHORPE

33 Primary School children from across our core schools were able to attend the PGL Access Weekend

13 Schools accessed half-day trips to PGL Caythorpe

238 Pupils accessed half-day trips



87% of children made new friends at the weekend camp

PLAYGROUND LEADERSHIP TRAINING

97%
of children enjoyed participating in the sessions

86%
of children increased their confidence

94%
of children found the course gave them the necessary skills and resources to become a successful Playground Leader

LITTLE MOVERS

15 Schools had selected Little Movers as part of their membership for 2021/22 academic year.

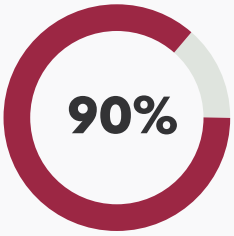
TEACHER CPD

587 Teachers have accessed training this year

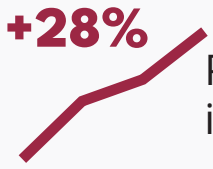
WELL-BEING INITIATIVE

48 Boost boxes delivered to school staffrooms to help with staff well-being

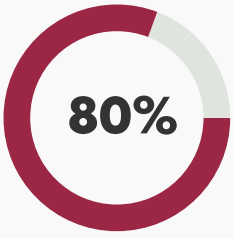
SPECIALIST COACHING



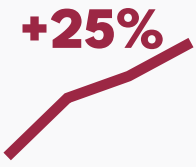
Teachers improved their confidence



Pupil confidence was increased by 28%



Teachers improved their knowledge



Pupil enjoyment was increased by 25%

Mini Olympics

> *A huge THANK YOU for arranging such a wonderful event. It was brilliant! The day ran smoothly and was very well organised. The staff and volunteers were helpful and enthusiastic.*

Over
2500
Young people involved

3-day event

14 different Olympic & Paralympic sports

HOLIDAY CLUBS

Our summer HAF programme offered **4680** vulnerable young people **places** to access the free provision which provided every child a daily fresh, healthy, hot meal

I was very impressed with the camps and my son had a really good time. I think to be able to access such high quality activities for free is so indescribably needed in the current climate. Parents budgets are low and cost of living high, to included lunches is also something I can't thank you enough for.

I love your ethos and my son enjoyed the mixture of activities and it ensured his mind was not wasted with games consoles for the majority of the Easter holidays.

As a former PE teacher I was impressed by the team on the ground. The team welcomed the children with enthusiasm and personally, but also with professionalism.

HAF Summer 2022

HAF Holiday Activities & Food Camps

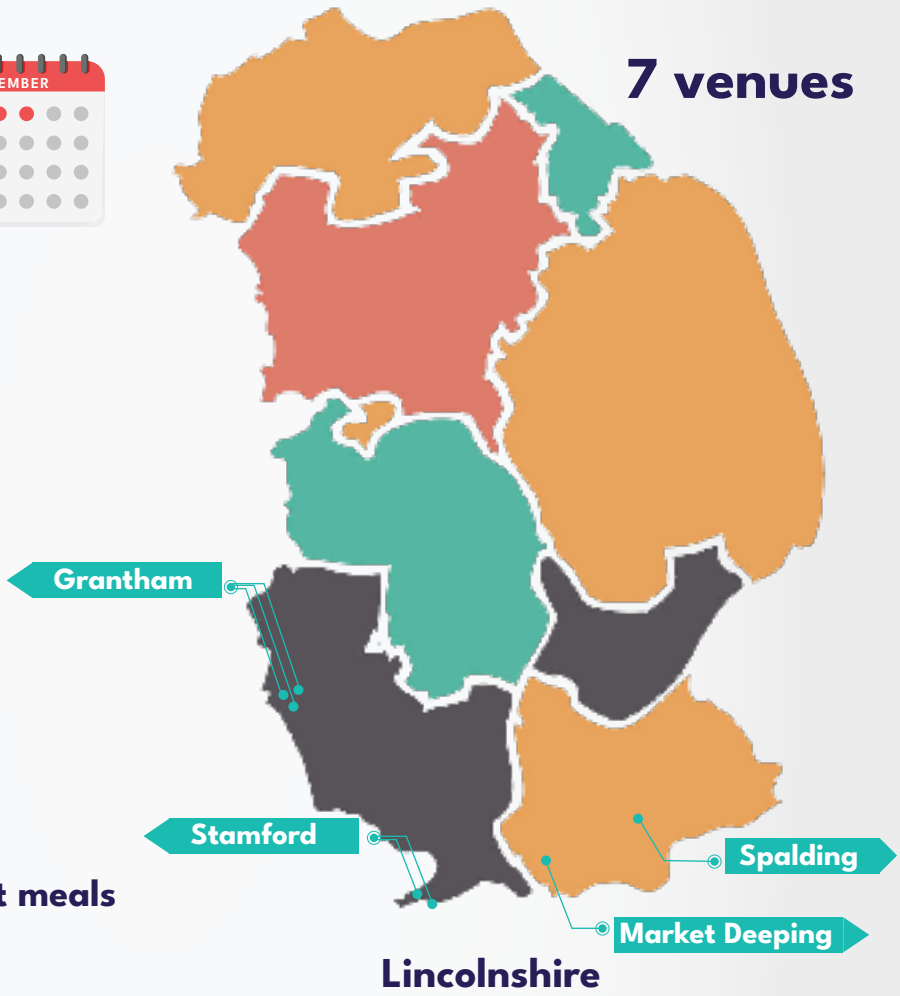
6 weeks
Summer Holiday

children on benefits related FSM

175
healthy hot meals each day

5 delivery partners
alongside the skillset of our sports coaches and teaching staff

7 venues



Lincolnshire

Primary School

Secondary School

+ APPRENTICESHIPS

OUR CURRENT LOCATIONS

Our apprenticeships are delivered in seven different cohorts.

Every cohort benefits from an inspire+ tutor who leads the learners, provides weekly training, visits their workplace, and works with employers to ensure the highest quality provision for both the apprentices and the employers.

inspire+ cohorts

- Stamford
- East Riding
- Grimsby
- Norfolk
- Grantham
- Lincoln
- Boston

APPRENTICESHIP STATS

150

learners accross three PE, Sport and Well-being programmes.

75% Apprenticeship Achievement Rate for our Level 2 CAC Programme

98% of apprentices had a successful progression destination.

Alabama Thompson, Apprentice at The Parkside School

I learnt a lot during my apprenticeship; I learnt about Special Education Needs and Disabilities and how to support children with SEND within an educational setting.

Fundraising Standards Information
The charity does not carry out significant fund raising activities itself and does not use external participators to act on behalf of the charity.

FINANCIAL REVIEW

Financial position
Overall income for the year amounted to £1,182,804 (2021: £798,682) with an expenditure for the period of £811,684 (2021: £560,251). Net assets of the charity amounted to £1,204,438 (2021: £833,318) as at 31 August 2022.

Principal funding sources
The majority of our funding has been generated through our school membership fees and our apprenticeship programmes. Currently primary schools receive Sport Premium funding from Government and the majority will use a proportion of this to fund their membership. The charity's services support schools meet targets set out by PE and Sport Premium funding grant. Another significant funding stream has been through delivering the PE, School Sport & Wellbeing and Community Sport & Health apprenticeships. Payments are made by our FE partner Inspire Education Group. The charity has also raised revenue through our specialist coach programme and our holiday provision of which the later was predominately funded through Holiday Activity Food, a national programme administered through the county council.

Investment policy and objectives
Inspire Plus seeks to produce the best financial return within an acceptable level of risk.
The investment objective for the long-term reserves is to generate a return in excess of inflation over the long term whilst generating an income to support the on-going activities of the Charity.
The investment objective for the short-term reserves is to preserve the capital value with a minimum level of risk. Assets should be readily available to meet unanticipated cash flow requirements.

Reserves policy
To ensure the medium to long term future of the charity the trustees recognise the need to hold reserves to allow for protection of our activities, of which the charity has pledged to continue regardless of if schools are in receipt of Government funding or not and to promote balanced, long term strategic planning. Trustees currently feel there is still sufficient level of risk associated with future funding, notably Sport Premium that warrants approximately 24 months of expenditure as unrestricted funds, within the general reserves. The reserves at the year end were £1,204,438 representing just short of 18 months of expenditure.

FUTURE PLANS

The charity will introduce a level 3 Teaching Assistant apprenticeship that will be available from August 2023. This will complement those that we currently deliver.

We will also continue to diversify our income streams. The charity will seek to secure further contracts through Lincolnshire County Council to deliver the nationally funded Holiday Activity Food programme. We will also seek further funding to enable us to deliver this programme during holiday periods the national funds do not cover. We will also look to provide further community programmes to engage more children and young people to support them being healthier, happier and active.

We will continue to be mindful of the charity's aims when deciding future services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

The organisation is a charitable company limited by guarantee, incorporated on 19th September 2011 and registered as a charity on 2nd November 2011. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding ten pounds.

Recruitment and appointment of new trustees
The directors of the company are charity trustees for the purpose of charity law. Should the existing Trustees consider it necessary to appoint further Trustees, they would ensure that adequate training was provided and that any candidate would have the required skills in management and planning. The Charity has trustee indemnity insurance in place, in line with the memorandum of articles.

Organisational structure
The governing body is the board of trustees who are responsible for the administration and investment policy of the scheme. The Chief Executive, who is appointed by the trustees, manages the day to day operation under delegated authority.

Induction and training of new trustees
New trustees are presented with an inspire+ induction pack that is now accessed via their trustee hub. This contains all relevant information published by the Charity Commission. Trustees are also periodically sent information about trustee training/awareness courses. Trustees complete a skills audit.

Key management remuneration
The trustees consider the role and responsibilities of key management personnel and review the remuneration package in line with similar charitable entities. Annual appraisals and pay reviews on key management personnel are undertaken based on the individual's performance of their duties and fulfilment of the objectives of the charity in the period.

Risk management
The Trustees' have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to major risks. The Trustees regularly meet and review the risks facing the Charity and the current safeguards in place. Individual risk assessments are in place for each of the charity's programmes. All specialist coaches and staff are DBS checked during their induction process prior to the commencement of their employment with the charity.

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number
07778125 (England and Wales)

Registered Charity number
1144507

Registered office
Kempton House
Kempton Way
Grantham
NG31 7LE

Trustees
D F Price (resigned 11.7.22)
C Game
S J Barter
R J Tyler
W R Adams (resigned 15.11.21)
P Garner (resigned 31.3.23)
D A Joint
T Mountain
B Ladva
B Lord
J Barnes
G Hart
S Bird (resigned 11.7.22)
R Price
S Bridgman (resigned 11.7.22)
P Stokes (appointed 18.4.23)

Company Secretary
V Brittain

Senior Statutory Auditor
Paul Colcomb FCCA

Auditors
Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

REFERENCE AND ADMINISTRATIVE DETAILS

Staff

Chris Graves
Micky Walkden
Carl Blackman
Sophie Devenish
Samuel Ruddock
Jack Medley
David Upton
Kai Willerton
Sacha Castell-Smith
Chris Wheaton
Kane Goswell
Jak Bratton
Steve Bull
Vincent Brittain
C Kubaski Vicari Aguiar Pallu
Graham Brewer
Marc Blackman
Eleanor Atter
Emma Sharpe
Ellie Coleman
Sharon Bray
Terry Plumb
Madeline Griffin
Emma Wing
Eleanor Barnes-Brown
Mark Gibbin

Website

www.inspireplus.org.uk

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

AUDITORS
The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 25 May 2023 and signed on its behalf by:

.....
D A Joint - Trustee

Report of the Independent Auditors to the Members of Inspire Plus

Opinion

We have audited the financial statements of Inspire Plus (the 'charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements of the prior period were unaudited and therefore the comparatives within these financial statements are unaudited. Despite this we have gained sufficient appropriate audit evidence that the opening balances do not contain misstatements that materially affect the current period's financial statements.

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Report of the Independent Auditors to the Members of Inspire Plus

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

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

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. 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 the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

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

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

Paul Colcomb
Paul Colcomb (May 25, 2023 16:56 GMT+1)

Paul Colcomb FCCA (Senior Statutory Auditor)
for and on behalf of Wright Vigar Limited
Statutory Auditors
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Date: 25 May 2023

Inspire Plus

Statement of Financial Activities
for the Year Ended 31 August 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	157	7,150	7,307	28,025
Charitable activities	5				
Core Activities		1,158,375	9,737	1,168,112	756,997
Investment income	4	653	-	653	1,355
Other income	6	6,732	-	6,732	12,305
Total		1,165,917	16,887	1,182,804	798,682
EXPENDITURE ON					
Charitable activities	7				
Core Activities		801,775	9,909	811,684	560,251
NET INCOME		364,142	6,978	371,120	238,431
Transfers between funds	16	6,978	(6,978)	-	-
Net movement in funds		371,120	-	371,120	238,431
RECONCILIATION OF FUNDS					
Total funds brought forward		833,318	-	833,318	594,887
TOTAL FUNDS CARRIED FORWARD		1,204,438	-	1,204,438	833,318

The notes form part of these financial statements

Inspire Plus

Statement of Financial Position
31 August 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	13	14,434	-	14,434	-
CURRENT ASSETS					
Debtors	14	166,222	-	166,222	86,308
Cash at bank		1,140,197	-	1,140,197	820,068
		1,306,419	-	1,306,419	906,376
CREDITORS					
Amounts falling due within one year	15	(116,415)	-	(116,415)	(73,058)
NET CURRENT ASSETS		1,190,004	-	1,190,004	833,318
TOTAL ASSETS LESS CURRENT LIABILITIES		1,204,438	-	1,204,438	833,318
NET ASSETS		1,204,438	-	1,204,438	833,318
FUNDS	16				
Unrestricted funds				1,204,438	833,318
TOTAL FUNDS				1,204,438	833,318

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

The financial statements were approved by the Board of Trustees and authorised for issue on 25 May 2023 and were signed on its behalf by:

.....
D A Joint - Trustee

The notes form part of these financial statements

Inspire Plus

Statement of Cash Flows
for the Year Ended 31 August 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	335,670	213,491
Net cash provided by operating activities		335,670	213,491
Cash flows from investing activities			
Purchase of tangible fixed assets		(16,194)	-
Interest received		653	1,335
Net cash (used in)/provided by investing activities		(15,541)	1,335
Change in cash and cash equivalents in the reporting period		320,129	214,826
Cash and cash equivalents at the beginning of the reporting period		820,068	605,242
Cash and cash equivalents at the end of the reporting period		1,140,197	820,068

The notes form part of these financial statements

Inspire Plus

Notes to the Statement of Cash Flows
for the Year Ended 31 August 2022

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

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	371,120	238,431
Adjustments for:		
Depreciation charges	1,760	-
Investment income	(653)	(1,335)
Increase in debtors	(79,914)	(47,620)
Increase in creditors	43,357	24,015
Net cash provided by operations	335,670	213,491

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.21 £	Cash flow £	At 31.8.22 £
Net cash			
Cash at bank	820,068	320,129	1,140,197
	820,068	320,129	1,140,197
Total	820,068	320,129	1,140,197

The notes form part of these financial statements

1. STATUTORY INFORMATION

Inspire Plus is a Charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the Report of the Trustees.

The presentational currency of the charitable company is Sterling.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All incoming resources (including government grants) are included on the Statement of Financial Activities when the charity is legally entitled to the income, when it is probable that the amount will be received and when the amount can be quantified with reasonable accuracy.

Donated goods and services are measured at the market value or cost that the gift would been to the charity.

Investment Income Recognition

Investment income is recognised when receivable and the amount can be measured reliably by the charity. This is normally upon the notification of the interest paid or payable by the bank.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	20% on cost

Assets costing £250 or more will be capitalised.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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

continued...

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Government grants
Grants relating to the Coronavirus Job Retention Scheme are recognised in full in the period in which the associated salary, national insurance and pension costs were incurred.

3. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	7,307	28,025

4. INVESTMENT INCOME

	2022	2021
	£	£
Bank interest	653	1,355

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Core Activities	Core Activities	1,168,112	756,997

6. OTHER INCOME

	2022	2021
	£	£
Government grants	6,732	12,305

During the year, the charitable company received Coronavirus Job Retention Support grants amounting to £6,732. In the previous year, the charitable company received Coronavirus Job Retention Support grants amounting to £12,305.

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
Core Activities	132,049	2,058	677,577	811,684

8. GRANTS PAYABLE

The charity paid £2,058 (2021: £449) in grants to individuals for equipment and coaching in the year.

continued...

9. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Core Activities	660,215	151	17,211	677,577

Support costs, included in the above, are as follows:

Management

	2022 Core Activities	2021 Total activities
	£	£
Wages	446,623	374,643
Social security	33,994	23,863
Pensions	28,647	22,785
Office rental	-	6,600
Insurance	3,705	3,299
Telephone	1,140	1,132
Postage and stationery	3,926	1,234
Sundries	173	19
Coaching and equipment	47,872	22,747
CPD	19,053	9,281
Travelling	24,509	14,609
Website support and IT costs	16,078	7,503
Other management costs	32,735	23,219
Depreciation of tangible and heritage assets	1,760	-
	660,215	510,934

Finance

	2022 Core Activities	2021 Total activities
	£	£
Bank charges	151	267

Governance costs

	2022 Core Activities	2021 Total activities
	£	£
Auditors' remuneration	3,250	-
Auditors' remuneration for non audit work	3,000	-
Accountancy fees	1,056	4,385
Legal fees	9,905	14,617
	17,211	19,002

10. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Auditors' remuneration	3,250	-
Auditors' remuneration for non audit work	3,000	-
Depreciation - owned assets	1,760	-
Other operating leases	-	6,600
Independent examination fees	-	4,125

continued...

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2022 nor for the year ended 31 August 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2022 nor for the year ended 31 August 2021.

12. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	446,623	374,643
Social security costs	33,994	23,863
Other pension costs	28,647	22,785
	509,264	421,291

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

	2022	2021
Staff	22	18

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

	2022	2021
£60,001 - £70,000	1	1

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings
	£
COST	
Additions	16,194
DEPRECIATION	
Charge for year	1,760
NET BOOK VALUE	
At 31 August 2022	14,434
At 31 August 2021	-

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	52,426	78,556
Other debtors	1,000	7,752
Prepayments and accrued income	112,796	-
	166,222	86,308

continued...

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	61,644	10,567
Social security and other taxes	15,814	10,466
Accruals and deferred income	38,957	52,025
	116,415	73,058

16. MOVEMENT IN FUNDS

	At 1.9.21	Net movement in funds	Transfers between funds	At 31.8.22
	£	£	£	£
Unrestricted funds				
General fund	833,318	364,142	6,978	1,204,438
Restricted funds				
SKDC	-	6,978	(6,978)	-
TOTAL FUNDS	833,318	371,120	-	1,204,438

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,165,917	(801,775)	364,142
Restricted funds			
Football Association	7,150	(7,150)	-
SKDC	9,737	(2,759)	6,978
	16,887	(9,909)	6,978
TOTAL FUNDS	1,182,804	(811,684)	371,120

Comparatives for movement in funds

	At 1.9.20	Net movement in funds	At 31.8.21
	£	£	£
Unrestricted funds			
General fund	594,887	238,431	833,318
TOTAL FUNDS	594,887	238,431	833,318

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	798,682	(560,251)	238,431
TOTAL FUNDS	798,682	(560,251)	238,431

continued...

16. MOVEMENT IN FUNDS - continued

The charity has the following restricted funds:

Football Association
These funds were received via a grant from the Football Association to provide womens football courses in schools.

SKDC
A grant was received from South Kesteven District Council Business Diversification, Recovery and Resilience Scheme to be used against agreed expenditure.

Transfers between funds

A transfer was made from the SKDC fund to general funds to reflect the capital purchase of computer equipment.

17. RELATED PARTY DISCLOSURES

During the period the charity received goods of £1,200 (2021: £1,600) from Safety Guidance Limited, a company in which outgoing director D Price is also a director. There was no balance due to Safety Guidance Limited at either year end.

During the period the charity paid trustee, R Tyler, for services during the period which were unrelated to his work as a trustee, amounting to £1,697 (2021: £1,003). There was a balance due to R Tyler at the year end of £375 (2021: £nil).

Key management includes the Chief Executive, and three other members of the charity (2021: Chief executive only and two other members of the charity). The remuneration paid or payable to management for employee services is shown below:

Salaries for the year totalled £163,719 (2021: £137,388).
Employer's NI for the year totalled £13,749 (2021: £14,470).
Employer's pension contributions for the year totalled £19,130 (2021: £12,394).
Expenses reimbursed for the year totalled £4,303 (2021: £1,549).
Nina Brittain, spouse of Chief Executive, Vincent Britain, was paid £Nil for services during the year (2021: £3,389).

Inspire Plus

Detailed Statement of Financial Activities
for the Year Ended 31 August 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	7,307	28,025
Investment income		
Bank interest	653	1,355
Charitable activities		
Core Activities	1,168,112	756,997
Other income		
Government grants	6,732	12,305
Total incoming resources	1,182,804	798,682
EXPENDITURE		
Charitable activities		
Light and heat	1,524	1,143
Direct costs	130,525	28,456
Grants to institutions	2,058	449
	134,107	30,048
Support costs		
Management		
Wages	446,623	374,643
Social security	33,994	23,863
Pensions	28,647	22,785
Office rental	-	6,600
Insurance	3,705	3,299
Telephone	1,140	1,132
Postage and stationery	3,926	1,234
Sundries	173	19
Coaching and equipment	47,872	22,747
CPD	19,053	9,281
Travelling	24,509	14,609
Website support and IT costs	16,078	7,503
Other management costs	32,735	23,219
Fixtures and fittings	1,760	-
	660,215	510,934
Finance		
Bank charges	151	267
Governance costs		
Auditors' remuneration	3,250	-
Auditors' remuneration for non audit work	3,000	-
Accountancy fees	1,056	4,385
Legal fees	9,905	14,617
	17,211	19,002
Total resources expended	811,684	560,251
Net income	371,120	238,431

INSPIRE PLUS

England & Wales - Charity number 1144507

Accounts

Inspire Plus

Annual Report 2021

Kempton House, Kempton Way, Dysart Road Grantham, Lincolnshire, NG31 7LE

Year Ended 31 August 2021

Registered Charity Number 1144507
Company Number 07778125

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Inspire Plus Trustees Report for the year ended 31 August 2021

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Chair's report

With a background running my own successful manufacturing business and having served as a trustee now for more than 4 years, I'm proud and honoured to become the Chair of this wonderful charity. I would like to pay tribute here to the charity's previous Chair David Price, who held the role for 10 years. He should feel very proud of what this charity has achieved during his stewardship, and I'm delighted that David has agreed to remain on the board as a trusted friend and adviser to us all. I would also like to pay my respects to Bob Adams who passed on the 15th November. Bob served on the inspire+ board for many years and he will be missed by us all.

This year the charity reached the huge milestone of ten years' service to the local community. Everyone associated with inspire+ should be proud of this achievement and the positive impact we've had on thousands of young people. To mark this anniversary, Sarah Outen MBE and Charity Ambassador wrote a book titled 'The Great Big Book of Adventure' that involved all our member schools contributing a chapter through their 'mini Authors'. An innovative and adventurous project and fitting addition to Sarah's wonderful legacy.

As always, we are always extremely appreciative of our Ambassadors Sam Ruddock, Sophie Devonish, Sarah Outen and Jonathon Broom-Edwards and the inspirational work they do in schools, the latter becoming gold medallist at the Tokyo Paralympics! Jonathan is now proudly sharing his prized possession with the children during his school visits.

We are all proud of our Move and Food holiday programme that supports children to be active and have a nutritious hot meal. We are pleased that we have been able to access Holiday Activity Food funding through Lincolnshire County Council that has enabled us to reach more children.

Our apprenticeship programmes enjoyed another hugely successful year which saw over 90 apprentices complete and work towards their level 2 and level 3 Community Activator and Community Health Sport and Health Officer apprenticeships. The challenges that came with lockdown enabled our apprentices to support schools and pupils through this difficult time throughout the East of England. Many of our apprentices have been employed by their schools and are subsequently moving onto higher apprenticeships to meet their career goals.

Lastly it should also be noted the important work that our CEO is undertaking nationally. Having co-founded Schools Active Movement in 2020 this organisation is supporting over 200 not-for-profit organisations across the country working with 12,500 schools and 3.25 million children. Schools Active Movement is ensuring good practice is shared across the country and representing members' views and opinions for the benefit of young people.

To ensure the long term commercial and financial security of the charity we continue to diversify our services and initiatives effectively. These activities meet the charity's objectives to advance education, particularly through PE and physical recreation for the benefit of young people under the age of 25 throughout England and Wales and in particular the county of Lincolnshire.

Everyone at this charity is doing their utmost to ensure young people are Healthier, Happier and more Active and it was nice to be recognised again at the Grantham Business Awards. I hope in reading our annual report, you agree that we are making a huge contribution to achieving this outcome.

Darren Joint

Chair

OBJECTIVES AND ACTIVITIES

Objectives and activities

The charity's objectives as set out in its governing document are to advance education, particularly through sport and physical recreation to the benefit of young people under the age of 25 throughout England and Wales and in particular in the county of Lincolnshire.

The aims of our charity ensuring that young people are Healthy, Happy and Active.

Ensuring our work supports our aims

We review our aims, objectives and activities each year in consultation with young people, schools, staff, trustees and partners. Our objectives have recently been refined due to extensive consultation and are now:

- Supporting High Quality PE & School Sport provision in schools
- To ensure young people meet recommended physical activity levels
- To commit to work with partners for the 'broader' wellbeing of young people
- Engage and equip the next generation of leaders/volunteers
- Sustainable High-Quality provision regardless of government funding

Who used and benefited from our services?

We worked with around 100 primary, secondary and SEN schools. A high concentration of the schools were located in South Kesteven. Others were in Lincolnshire, Peterborough, Grimsby, Norfolk and around the Vale of Belvoir area.

We supported around 75 learners through our PE, Sport & Wellbeing and Community Sport & Health apprenticeships who were predominantly employed in schools and some businesses working in education.

We supported families in South Kesteven through our holiday sports and activity provision.

How our services deliver public benefit?

Our main activities currently are delivered to young people through the support and services we provide schools.

Public Benefit

In setting objectives and planning activities, the trustees have given careful consideration to the Charity Commissions general guidance on public benefit and confirm that they have complied with their duty in section 17 of the Charities Act 2011 in ensuring that the Charity fulfils both the “benefit aspect” and “public aspect” required. This is evidenced by the attached report.

Activities, Achievements & Performance

Initiative / Services	Description	Impact	
COVID-19 LOCKDOWN SUPPORT			
Live Sessions	The team schemed to help children and their families during lockdown by providing fun, active, creative, and engaging sessions that could be done from literally anywhere!	During all lockdowns, the team did 74 live streamed videos. From these 74 videos, we have had an amazing 11,799 views across both YouTube and Facebook. *"We are loving the inspire plus videos!"* *"I'm really impressed with their dedication."* *"Logan did two videos tonight and enjoyed them. He also loves the personal touch to hear which schools take part."*	
Virtual Assemblies	We are primarily responsible for keeping Microsoft in business and trading on the Dow Jones. We attribute this to the amount of Teams assemblies that have been held this year. Thank you to all the teachers for their patience and doing all the admin with parents to allow children to join from home!	Long Sutton and Barrowby are sharing the bragging rights for the most children on one call, combining for a total of nearly 200 children! *"Quick thank you, great assembly, my class are now buzzing from it. You are obviously becoming an expert at the virtual assemblies."*	

Initiative / Services	Description	Impact	
Virtual Mentoring & Staff Well-Being	Thank you again to all the teachers that contacted children at home to set up Teams calls and took extra steps to allow the team to come into school for what was then, a rare face to face encounter!	Over 400 children received "Aspire to Inspire" mentoring, to help boost self-esteem, motivation, and engagement either face to face or virtually this year. Despite Covid-19 getting in the way, we still managed to deliver 14 staff well-being sessions, we are coming to bump those numbers up this year. *"Just a bit of feedback on today's session, the kids I spoke to loved it, so a huge thanks Sam for doing your thing; I can see it being a real positive."*	
Virtual PE Lessons	"Daily Distractions" were an absolute hit during the third lockdown from January 2021, we had so many excited children and very grateful parents joining us online for Super Hero School and Family Fitness Friday!	*"I think it's great that you're doing this virtually ... there is so little to keep them motivated at the moment but she's really looking forward to the next session!"* 	 GRANTHAM JOURNAL BUSINESS AWARDS 2020 BUSINESS OF THE YEAR – SPONSORED BY OLDRIDS AND DOWNTOWN Award is a reflection of hard work

Initiative / Services	Description	Impact	
STRATEGIC			
Schools Active Movement	Schools Active Movement (SAM) was co-founded by inspire+ CEO Vincent Brittain in September 2020. The aim of the movement is to support not-for-profit organisations working with schools by *'Connecting (the network), Advocating (the importance of PE & School Sport to Government and other stakeholders) and Sharing (good practice)'.* This was achieved through a creation of a national board; each region of the country is represented, and a series of national webinars and networking events are held throughout the academic year. Sir Mo Farah is the current SAM patron.	SAM represents 200 not-for-profit organisations across the breadth of England. These organisations work with 12,500 schools and 3.25 million children. A national school survey was held to ascertain the state of play of children returning from the latest lockdown in March. Seven indicators demonstrated to Government the importance of PE & School Sport for children's recovery. 79% of school professionals believed that children's physical fitness was worse or a lot worse. General wellbeing was 57% worse or a lot worse, whilst 66% believed that children had put on excessive weight. SAM members used these survey results helped advocate local impact to their MPs. This work played an important part in securing £320 million sport premium for 21/22 academic year and the continuation of the School Games Organiser network.	

Initiative / Services	Description	Impact	
YOUNG PEOPLE			
inspire+ Ambassador Sam Ruddock	Sam continued to deliver virtual assemblies and well-being mentoring based on the themes of "Preparing for the Future" and "Building Resilience". As virtual turned into face to face, the Aspire to Inspire mentoring programme was able to operate in two secondary schools, to positively change behaviour, attitudes, emotional well-being and self-esteem in Key Stage 3 and Key Stage 4. During the summer term, we embarked on the inspire plus summer roadshow, delivering fun sports and games afternoons to reward Year 5 and Year 6 (and their teachers) after the tough year you have all had!	Over 70 whole school assemblies were delivered virtually with Sam in 2020-2021, with approximately over 1000 children engaged either in school or at home! *"Yesterday was absolutely brilliant. The children got so much out of it and were very animated going home, talking excitably about seeing you again. I've got some great photos some children who aren't often enthusiastic about PE really throwing themselves into it."*	

Initiative / Services	Description	Impact	
inspire+ Ambassador Sophie Devenish	This year, Sophie visited our newer core schools. Each school received a half-day session which was focused on Achieving your Goal. Sophie has led on the inspire+ Talented Athlete programmes alongside the inspire+ mentoring programme(s) working with specific groups of children. This also includes the fitness mentoring programme, focusing getting children active. This programme involved 6 visits per school for 6 children of the school's choice. During lockdown, Sophie delivered fitness mentoring & virtual assemblies, focusing on the 5 steps to wellbeing for the KS1 'bubbles'!	Sophie delivered online assemblies to 32 of our schools during the lockdown period. She focused on the 5 steps to wellbeing for KS1. She also led 7 schools through the Fitness Mentoring programme and 11 schools through the Well-Being mentoring programme She also took part in the filming of all 6 of our termly fitness videos. Sophie delivered our staff well-being Boxercise sessions to 10 of our schools, with several booking more for 2021/22 academic year!	

Initiative / Services	Description	Impact	
inspire+ Ambassador Sarah Outen MBE	To celebrate the 10th anniversary of inspire+, we commissioned Sarah Outen to lead an adventure book project, across all our schools. The project involved each school commissioning a group of pupils to be their Mini Authors. Sarah then ran termly virtual training sessions with the Mini Authors developing their skills on story writing. Each school submitted a story for the anniversary book. Each story had to be adventure themed and based either in or around their school. To conclude the project, Sarah embarked on a 2-week biking and scootering around all our schools to deliver books to each school and meet the mini authors.	*"Sarah has an amazing impact on the children, she has a very natural way of connecting with the children and capturing their attention, she has them in the palm of her hand."* • 50 schools involved in the project • Sarah biked & scooted over 250 miles! *"We couldn't think of a more fitting way to celebrate our 10th anniversary! An innovative project that involves all or wonderful schools and children that we are so proud and honoured to support. We would like to thank Sarah Outen our inspirational Ambassador and friend of the charity. She has been inspiring children since the days of her epic human powered adventure around the world and now doing so through this book. Finally, I would like to thank all my amazing colleagues that have worked for the charity over the past 10 years, it's been a wonderful journey that I'm proud to have shared with you. Here's to the next 10 years and beyond…"*	

Initiative / Services	Description	Impact	
inspire+ Ambassador Jonathan Broom-Edwards & Lizzie Simmonds	This year both Jonathan & Lizzie carried out virtual assemblies to all inspire+ schools. Their assemblies focused on the challenges and different ways of learning and life the children were facing during lockdown. They broke these areas down and by gaining ideas from the children came up with their own solutions to overcome them. Each assembly was fully interactive packed with fun and games. Jonathan also continued his competition to design a logo for his new mascot called "Torch". The winners will receive signed GB kit from Jonathan and the winner of the winners will have their design printed on Torch's T-shirt.	Between them they delivered over 100 virtual assemblies. *"The children were all fully engaged, and the assembly was pitched perfectly for all our age groups."* *"Just wanted to say thank you to you and Lizzie for the assembly. The children really enjoyed it - nice that they can still experience these. :)"* *"Can you pass on a big thank you for today's assembly by Jonathan Broom-Edwards. The kids loved seeing the other classes and having the challenges."* *"Just wanted to let you know that all my staff are buzzing about the assembly this morning. So excited to have you and the team inspiring my lovely staff and pupils. Wouldn't want to be without you all."*	

Initiative / Services	Description	Impact	
Young Ambassador Programme (YAs)	The Young Ambassador Programme ranges from Bronze YAs in Key Stage 2 through to Platinum YA's in Key Stage 5. We are proud to deliver all aspects of this programme, which actively engages young people from Year 5 all the way through to Year 13 and forms a comprehensive part of our leadership pathway. Bronze Young Ambassadors support their PE coordinators deliver initiatives to their classmates, lead assemblies, advertise new clubs, health initiatives and report on school team results.	We have seen an increase in the number of Young Ambassadors at all levels within our area. We have trained over 190 Bronze Young Ambassadors which have then gone on to help lead a variety of activities within their schools such as looking after equipment, assisting with lunch time clubs, and helping set up for PE sessions. The Bronze Young Ambassadors also deliver the legacy tour assembly within school. The BYA programme this year was developed by work booklets that helped shape the programme for the pupils to plan and evidence the work they do in school supporting the fellow pupils. Senior Young Ambassadors this year have been trained and delivering the Sports Cadets Pilot from Youth Sport Trust, this has run successfully with consistent attendance from both young children and Senior Young Ambassadors alike.	

Initiative / Services	Description	Impact	
Talented Athlete Programme	This is a programme for KS1 and KS2/3 pupils, who are nominated by their school and was delivered via of a combination of virtual & face to face sessions for this year. KS1 focused on FUNdamental Movements with coach Lisa Ashcroft, whilst KS2/3 focused on psychology, biomechanics, strength & conditioning, diet & nutrition and fitness testing. We had some incredible sessions with parents getting really engaged and participating with their children, one of the big benefits of logging in from home with Sophie and Sam.	We had nearly 200 pupils across all our member schools access our Talented Athlete programmes. Arguably the best part of the programme was having a live cooking session delivered by Darren from Roots to Food on Facebook during May! We had 25 children all cooking their Spanish meatballs from home, following along with Darren and it was so much fun to see so many proud faces with the food that they had prepared themselves! *"He is such a fussy eater, so to see him practically inhale the food that he had cooked himself was amazing, thank you!'*	
Talented Athlete Programme and Get Active Grant Scheme	inspire+ support pupils were identified by the school as Talented Athletes. If kit, transport, or club membership fees were a barrier to reach their potential, then schools were able to access funding support for the child's family and help get them on their journey to the next level!	This year, 3 pupils accessed the talented athlete grant scheme to help with sporting equipment, club fees and transport to competitions.	

Initiative / Services	Description	Impact	
Mini Olympics	Unfortunately, 2021 saw the second year that the Mini Olympics had to be run virtually. This did however give schools a day where, despite bubbles still being observed, the whole school could have the same focus for a day. To change the theme from last year's virtual games, all the videos and challenges tasked the children to display either an Olympic/Paralympic value or one of the 5 ways to wellbeing. Children ticked these off on their own bingo card as they completed the challenges and were sent on videos by our coaches and secondary school volunteers.	On the 15th June, inspire+ schools took part in the games. The stats from the day included: • Over 1213 views • Over 23,767 interactions with social media posts! "Superbly organised, and the activities were spot on with keeping the children enthusiastic and active. We had such a great day and it brought us all together." Allington with Sedgebrook Primary School. "We twinned the event with our bubble sports day and it has been fantastic. Your videos were wonderful and really engaging. Thank you and your team Chris, you have all done a brilliant job." Linchfield Primary School.	
inspire+ Mass Participation Event	2021's edition of this event was Paralympic focused, as we set the task of children following Sam and Jonathan to Tokyo 2020 – a total distance of 5,867 miles from Grantham to Haneda International Airport. Any amount of physical activity from a walk to a PE lesson contributed miles toward the journey, from a Mini Olympic event, training at home or at school!	Major congratulations and recognition needs to go out to Huntingtower and Buckminster, who amassed 85,100 and 78,994 miles respectively. One child at Buckminster covered nearly the entire trip during the summer term, combining all their activities to a total of 4250 miles! Incredible work!	

Initiative / Services	Description	Impact	
PGL Half day Access	Schools had the opportunity to take pupils to PGL in Caythorpe. Emphasis was placed around extending PE opportunities (OAA) and giving pupils access to outstanding facilities and instructors.	11 schools were able to access a PGL Half Day. Unfortunately, a few schools did have to cancel due to COVID safety precautions. Schools would not normally be able to access PGL for half a day, this is thanks to their inspire+ membership. 187 pupils this year got to experience the great outdoor adventure facilities and activities! Many schools used this programme to reward children for attainment, good work, behaviour or to support children develop skills such as teamwork, communication and increase confidence.	
PGL Access Weekend (Year 6-7 Transition)	Schools had the opportunity to select pupils to attend a special weekend at PGL, staffed by inspire+. The weekend is aimed at pupils in year 6 to help aid transition from primary school to secondary school. Schools had the discretion on pupils chosen, with reasons ranging from being a Young Ambassador, attainment, good behaviour, students with low self-confidence or students who have never experienced outdoor	44 Primary School children from across our core schools were able to attend an extended day trip, Covid cancelled the original plan. The weekend will be available again next year. Pupil feedback from the trip included comments such as: *"This is the best place ever" "Helped me with my teamwork" "I loved it!" "Fun" "Happy" "Confident" "Never give up".* Parent feedback from the trip: *"I wanted to thank everyone involved in the PGL day yesterday... had a fantastic time*	

Initiative / Services	Description	Impact	
	education before, which may have been due to financial restrictions.	*and was so pleased to make 2 friends who will be going to Priory Ruskin with him in September.* *"It was all really well organised and a great opportunity for the kids to mix and enjoy themselves. I am sure it has been particularly challenging to organise and sort out with all the changing covid requirements, so thank you for preserving and arranging a brilliant day."*	
Little Movers	This is an inspire+ initiative aimed for 2–5-year-olds to help encourage and develop their fundamental and cognitive motor skills; secondary learning outcomes also include communication and teamwork. It can also provide CPD/team teaching for nursery staff in their knowledge, understanding and confidence in delivering physical activity. This 6-week course covers a variety of topics to encourage a healthy, happy, and active lifestyle from an early age. Sessions can be provided face to face and also virtually.	Taster sessions were delivered last academic year where we saw just shy of 300, 2–5 year-olds. 11 Schools have selected Little Movers as part of their membership for the coming academic year. Local Nurseries are also using our Little Movers initiative that we have recently offered. *"We liked doing the exercises, it makes us feel good!"* *"We love the shark game and kicking the balls around!"* *"We really enjoy the running games; they make us feel happy" -Woodlands Nursery Pre-Schoolers*	

Initiative / Services	Description	Impact	
		"The little movers' videos were a great inspiration for our EYFS children. The videos helped motivate the children during lockdown and it is something they have spoken about many times since returning. We also heard several parents got involved as well. I would definitely recommend." - Mr Leader - Head Teacher of Great Ponton Primary School	
TEACHING STAFF			
PE, Sport and Leadership Conference	The 2020 conference took place virtual to allow head teachers and PE leads to gather all their programme information for the coming year. Whilst it was a disappointment to not see teachers in person, the conference proved very popular with teachers, and they were able to action jobs whilst going through their membership.	Over 95% of the charity's schools attended with most having their PE Leads attend. Head Teachers attended a leadership briefing with our CEO. Workshops that were delivered included, GetSet4PE, AfPE and the 5-ways to wellbeing.	

Initiative / Services	Description	Impact	
CPD Courses	A comprehensive programme of primary school courses delivered locally and nationally, were coordinated for member schools. Courses were aimed at supporting all school staff to deliver high quality PE and Sport in their schools.	40 CPD courses were facilitated throughout the year for schools. A total of 170 staff members were trained.	
The FA Girls School Football Partnership	FA Girls Football Partnership is new this academic year. Inspire+ shares the FA's vision of giving every girl the opportunity to play football play football by 2024. The partnership allows staff and children to attend CPD events as well as the opportunity to set up the pathway, to reach the goal of giving girls the opportunity to play football by 2024.	We had 17 Schools attend the FA Disney Active Play Through Story Telling and Disney After School. This training was held virtually over three sessions and designed for school staff to lead into a lunch time club and after school with a Disney theme. Inspire+ have ran Shooting Stars club at 6 different schools throughout the summer term, which were all well received and many continuing into the next academic year. 44% of inspire+ schools engaged within the programme. 26 Secondary school students signed up and completed the Lincolnshire Lionesses programme, which inspire+ is 25% of the county's uptake. 2 of those students attended a virtual, national conference on behalf of Lincolnshire.	

Initiative / Services	Description	Impact	
SCHOOL			
TOP UP Swimming	This initiative funds 50% of an additional qualified school swim teacher to work with non-swimmers, ensuring children meet the KS2 requirement.	Schools continue to access this programme that is proven to support the development of targeted pupils.	
Parent Volunteer Programme	inspire+ provided an induction event for parents giving them access to basic sports training, enabling them to assist sports clubs at their child's school. This can also be an opportunity for parents to progress into paid job roles.	This academic year we have had a variety parents train as volunteers. These parents have gained access to our CPD calendar and have been taking full advantage of the training that has been on offer throughout the academic year.	
inspire+ Legacy Tour 2020/21	This year's Legacy Tour looked at both the Tokyo Olympic and Paralympic games with a primary focus on wellbeing and health. All member schools were offered the opportunity to be part of the inspire+ Legacy Tour.	This year's Legacy Tour saw 45 schools down to take part with 27 assemblies being delivered live via Teams. We look forward to delivering the Legacy Tour hopefully face-to-face again to all of our schools next year.	
Playground Leaders	This training programme has been delivered like no other this past year! We were pleased to offer virtual sessions of the course which went down superbly. Safe and suitable games during COVID-19 were very much appreciated, as were	The stats from the 2020/21 year are: Children's confidence and knowledge: 3,933.11% **INCREASE** Staff confidence and knowledge: 888.31% **INCREASE** *"Yes, I feel very confident in the training system and will be able to lead my*	

Initiative / Services	Description	Impact	
	videos for schools to use in their own time. Giving the staff confidence and knowledge of play and general playground leading and safety was great! Schools also wanted to have a couple of leaders trained in each class to work just in their class/bubbles. All staff have worked brilliantly this year during a difficult time as the course can be delivered virtually, face-to-face, pre-recorded videos	*playground leader team. Jack was an engaging and clear coach; the children really enjoyed his sessions and took a lot from it. Thank you."* Colsterworth Primary School TA *"Came away with lots of new ideas. It was an asset to be able to receive great ideas for more imaginative play, suggestions of ways for improvement and ideas to involve all children in active play."* Baston Primary School Midday Supervisor	
Specialist Coaches	inspire+ help to provide quality coaching at schools through a comprehensive range of sports, to support increased OSHL and support the upskill of teachers delivering PE curriculum as well as providing PPA cover.	43 schools have accessed the specialist coaching service, with the majority receiving some sessions for free as part of their inspire+ membership. Schools consistently and regularly request additional coaching services. Our specialist coaches provide teachers with the knowledge and guidance to improve and upskill their current PE experience. This year, on average: ➢ Pupil enjoyment has increased by 196% ➢ Pupil confidence has increased by 159% ➢ Teacher knowledge has increased by 65% ➢ Teacher confidence has increased by 92%	

inspire+ mentor programme	As usual, our mentors Sophie, Sam and Chris provided support and guidance to those at home and at school to help remove barriers to learning to support effective participation, enhance individual learning and raise aspirations. Fitness Mentoring focuses on balance, co-ordination, endurance, and flexibility, using these components of fitness to find new, fresh ways of getting physically active.	28 schools received the Well-Being and Fitness Mentoring programme, totalling over 450 pupils participating this year. *Fitness mentoring feedback:* *"Thank you so much Sophie! We really enjoy having you support our children; we feel that we see real improvements in the children's attitudes and confidence. Thanks again"* *"The Year 5's loved the session and the feedback so far has been really positive!"*	

Initiative / Services	Description	Impact	
COMMUNITY			
#HealthyHappy Active sports camps	This year our camp interventions were highly sought after by parents for Spring and Summer. Sessions were delivered by our inspire+ core staff to provide children with an insight into many different sports that they may otherwise not have the chance to take part in. All activity was done above and beyond Covid-19 Government guidelines, children enjoyed themselves immensely and were given back to their parents suitably tired! This year was also the first time in nearly 18 months that our Secondary Sports Leaders were able to assist and help organise an inspire+ event, so a massive well-done to them for their hard work and enthusiasm.	Thank you to all our member schools that offered their sites and premises to conduct the initiative Over 30 camp days delivered during the school holidays On average 30 children attended each day meaning over 900 places were taken	

Initiative / Services	Description	Impact	
#HAF / Move & Food	Move and Food was set up by inspire+ in October half term 2020, to provide fun physical activity combined with healthy snacks and a hot, nutritious meal. In the Spring and summer, LCC offered to fund these sessions through a national funded programme named Holiday Activity and Food clubs	The impact of the Move and Food initiative has been fantastic, 120 families took advantage of this in our October, December 2020, February 2021, and May 2021 The HAF club has since impacted largely, over 1500 places were taken in the Spring and Summer, with funding confirmed up until Christmas 2021. HAF clubs were ran in multiple venues around Grantham, along with clubs in Stamford and Long Sutton.	
Secondary School Summer Provisions	Transition summer schools was a new initiative ran in the Summer Holiday's for Year 6 students going to Priory Schools in the new 2021/2022 academic year.	We delivered team sports team building sessions and orienteering to allow them to meet other pupils, make friends and get used to the site. We supported Priory Ruskin, Priory LSST and Priory City School over three different weeks to deliver the sessions, seeing 250 children transition into their new school.	

Initiative / Services	Description	Impact	
Belton House Summer Provision	The Belton House Summer provision was a new event that ran very successfully through Summer 2021.	Every Tuesday afternoon the sessions would run 12pm-4.45pm for ages 2 and above. 2-5 year old sessions were 30 minutes long, 5 years and above were 45 minutes long. Over the 7 weeks 281 children took part in our sports sessions including, tag rugby, athletics, basketball, cricket. One of the days was spent as a sports play day, 9am-4pm where 190 children took part. All together seeing 473 children in 8 weeks.	
SECONDARY SCHOOL PROVISION			
Sports Leadership Academy	The Sports Leadership Academy has been running for 10 years and enables the leaders to make a real impact in their schools and local community. By working very closely with the local School Games Organisers, we can provide these leaders with great opportunities to positively impact sports within their schools and the local community.	Our ambassador Sam Ruddock held Friday "chit-chat" sessions with the Walton Academy cohort during Lockdown 3.0 (Jan-March 2021). He invited special guests such as Vicky Fleetwood (England Rugby) and Tammy Beaumont (England Cricket) to talk about their own sporting journeys and why coaches/volunteers were crucial to their success at the elite level. As restrictions eased and our sports camps could continue to run, we have had approximately 50 leaders deliver their first bunch of volunteering hours for the charity at these Summer and HAF Sports Camps. We know they are all looking forward to being welcomed back to our biggest volunteering event next year, which is the Mini Olympics in 2022.	

Initiative / Services	Description	Impact	
EDUCATION TEAM			
Health Check and PE forum	PE co-ordinators and/or head teachers are invited to join us at termly PE forum meetings and have had the opportunity to request individual support for their school in the form of a PE health check.	In recent years less schools used the health check service, but it remains available to any school requiring it. We are happy to discuss your current provision and how you can enhance PE and school sport in your school. The PE forums take place once per term and focus on up-to-date PE and sport news, resources, and guest speakers.	
Education and Apprenticeship Programmes	Inspire+ apprenticeship programmes are now in their fifth year of delivery. Working with our partners, Inspire Education Group (Formerly New College Stamford and Peterborough Regional College) we now offer a range of level 2-4 programmes to suit schools training needs. Our new level 4 Higher apprenticeship is being launched for 2021-22 year which brings more exciting prospects for those pursuing a career in the PE, Sport and Physical Activity sector. We also now offer an active wraparound care level 2 training programme (AWAC) for school-based learners.	Another hugely successful year saw over 90 apprentices complete and work towards their level 2 and level 3 Community Activator and Community Health Sport and Health Officer apprenticeships. The challenges that came with lockdown enabled our apprentices to support schools and pupils through this difficult time throughout the East of England with cohorts in East Riding, NE Lincs, Norfolk, Lincoln, Grantham, Boston & Stamford. Many of our apprentices have been employed by their schools and are subsequently moving onto higher apprenticeships to meet their career goals.	

Initiative / Services	Description	Impact	
ACTIVE WRAP AROUND CARE			
Uffington Reach for the Stars	Reach for the Stars was established in 2019 to provide wrap-around care for pupils at Uffington Primary School. The provision ensures that children are physically active, supporting them achieve the recommended daily physical activity levels.	Parent feedback “It is so encouraging to get them to do a recommended level of exercise, I think it sets them to establish healthy habits for life which has a positive effect for learning and all other areas of their lives. It also encourages teamwork and self-discipline.” “Both of my kids are much more settled and calmer and respectful. I think they play better together too. They come home feeling physically tired helping with them getting a good night's sleep.”	

FINANCIAL REVIEW

Principal funding sources

The majority of our funding has been generated through our school membership fees and our apprenticeship programmes. Currently primary schools receive Sport Premium funding from Government and the majority will use a proportion of this to fund their membership. The charity's services support schools meet targets set out by PE and Sport Premium funding grant. Another significant funding stream has been through delivering the PE, School Sport & Wellbeing and Community Sport & Health apprenticeships. Payments are made by our FE partner Inspire Education Group. The charity has also raised revenue through our specialist coach programme and our holiday provision of which the later was predominately funded through Holiday Activity Food, a national programme administered through the county council.

Policy on reserves

To ensure the medium to long term future of the charity the trustees recognise the need to hold reserves to allow for protection of our activities, of which the charity has pledged to continue regardless of if schools are in receipt of Government funding or not and to promote balanced, long term strategic planning. Trustees currently feel there is still sufficient level of risk associated with future funding, notably Sport Premium that warrants approximately 24 months of expenditure as unrestricted funds, within the general reserves. The reserves at the year end were £833,318 representing just short of 19 months of expenditure.

Financial results

Overall income for the year amounted to £798,682 (2020: £666,468) with an expenditure for the period of £560,251 (2020: £548,101). Net assets of the charity amounted to £833,318 (2020: £594,887) as at 31 August 2021.

PLANS FOR FUTURE PERIODS

The charity will continue to expand its apprenticeship programme through the introduction of a further apprenticeship course to complement the two that we currently deliver. This will be the level 4 'Sports Coach'.

We will also continue to diversify our income streams. The charity secured funds through Lincolnshire County Council to delivery holiday provision funded through Holiday Activity Food funding. This national funding has been confirmed for three years and will allow the charity to expand this provision into further areas and increase the age range of participants in partnership with the council.

We will continue to be mindful of the charity's aims when deciding future services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 19th September 2011 and registered as a charity on 2nd November 2011. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding ten pounds.

Recruitment and appointment of new trustees

The directors of the company are charity trustees for the purpose of charity law. Should the existing Trustees consider it necessary to appoint further Trustees, they would ensure that adequate training was provided and that any candidate would have the required skills in management and planning. The Charity has trustee indemnity insurance in place, in line with the memorandum of articles.

Trustee induction and training

New trustees are presented with an inspire+ induction pack that is now accessed via their trustee hub. This contains all relevant information published by the Charity Commission. Trustees are also periodically sent information about trustee training/awareness courses. Trustees complete a skills audit.

Organisational structure

The governing body is the board of trustees who are responsible for the administration and investment policy of the scheme. The Chief Executive, who is appointed by the trustees, manages the day to day operation under delegated authority.

Key management remuneration

The trustees consider the role and responsibilities of key management personnel and review the remuneration package in line with similar charitable entities. Annual appraisals and pay reviews on key management personnel are undertaken based on the individual's performance of their duties and fulfilment of the objectives of the charity in the period.

Risk Assessment

The Trustees' have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to major risks. The Trustees regularly meet and review the risks facing the Charity and the current safeguards in place. Individual risk assessments are in place for each of the charity's programmes. All specialist coaches and staff are DBS checked during their induction process.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07778125 (England and Wales)

Registered Charity number

1144507

Registered office

Kempton House
Kempton Way
Grantham
Lincolnshire
NG31 7LE

Trustees

Darren Joint	Engineer, Inspire+ Chair	
David Price	Safety Guidance	
Rod Tyler		
Simon Barter		
Christopher Game	Assistant Head/Director of Sport, Jack Hunt School	
Phillip Garner	Retired Public Health Specialist	
Tom Mountain	PGL General Manager	
Bijal Ladva	Specsavers	
Bill Lord	Headteacher	
William Robert Adams	County Councillor	Deceased 15 November 2021
Jenny Barnes	Head of student voice & insight	Appointed 1 February 2021

Gareth Hart	LCC	Appointed 1 September 2020
Rob Price	Alchemmy	Appointed 29 September 2020
Scott Bridgeman	Stagecoach	Appointed 1 February 2021
Sara Bird	CEO The Fatorexia Foundation	Appointed 1 February 2021

Company Secretary

Vincent Brittain

Chief Executive

Vincent Brittain

Staff

Chris Graves

Micky Walkden

Carl Blackman

Sophie Devonish

Samuel Ruddock

Jack Medley

Sharalyn Hayter

David Upton

Kai Willerton

Sacha Castell-Smith

Chris Wheaton

Kelsey Pakes

Kane Goswell

Jak Bratton

Steve Bull

Vincent Brittain

Independent Examiner

Paul Colcomb FCCA
Wright Vigar Limited
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Website

www.inspireplus.org.uk

Approved by order of the board of trustees on 1 March 2022 and signed on its behalf by:

Darren Joint Chairman of trustees, Inspire Plus (Registered Company Number 07778125)

Independent Examiner's Report to the Trustees of Inspire Plus (Registered Company Number: 07778125)

I report on the accounts for the year ended 31 August 2021 set out on pages 1 to 45.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Wright Vigar Limited

Paul Colcomb FCCA
Wright Vigar Limited
Chartered Accountants & Business Advisers
15 Newland
Lincoln
LN1 1XG

1 March 2022

Inspire Plus Statement of Financial Activities for the year ended 31 August 2021

INCOME AND ENDOWMENTS FROM:	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
Donations and grants		28,025	-	28,025	12,000
Investments	**3**	1,355	-	1,355	1,162
Other income	**4**	12,305	-	12,305	32,492
Charitable activities	**5**	756,997		756,997	620,814
Total incoming resources		798,682	-	798,682	666,468
EXPENDITURE ON:					
Charitable activities	**6**	560,251	-	560,251	548,101
Total expenditure		560,251	-	560,251	548,101
NET INCOME/(EXPENDITURE)		238,431	-	238,431	118,367
RECONCILIATION OF FUNDS					
Total funds brought forward		594,887	-	594,887	476,520
TOTAL FUNDS CARRIED FORWARD		833,318	-	833,318	594,887

Inspire Plus Balance Sheet at 31 August 2021 (Registered Company Number: 07778125)

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
CURRENT ASSETS					
Debtors	**10**	86,308	-	86,308	38,688
Cash at bank and in hand		820,068	-	820,068	605,242
		906,376	-	906,376	643,930
CREDITORS					
Amounts falling due within one year	**11**	73,058	-	73,058	49,043
NET CURRENT ASSETS		833,318	-	833,318	594,887
TOTAL ASSETS LESS CURRENT LIABILITIES		833,318	-	833,318	594,887
NET ASSETS		833,318	-	833,318	594,887
FUNDS	**12**				
Unrestricted funds				833,318	594,887
Restricted funds				-	-
TOTAL FUNDS				833,318	594,887

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 August 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 1 March 2022 and were signed on its behalf by:

Darren Joint - Chair

Inspire Plus Charity Number 1144507, Registered Company Number 07778125

Inspire Plus Statement of Cash Flow for the year ended 31 August 2021

	Notes	2021	2020
		£	£
Cash flows from operating activities:			
Cash generated from operations	**1**	213,491	122,001
Net cash provided by (used in) operating activities		213,491	122,001
Cash flows from investing activities:			
Interest received		1,335	1,162
Net cash provided by (used in) investing activities		1,335	1,162
Change in cash and cash equivalents in the reporting period		214,826	123,163
Cash and cash equivalents at the beginning of the reporting period		605,242	482,079
Cash and cash equivalents at the end of the reporting period		820,068	605,242

Inspire Plus Notes to the Statement of Cash Flow for the Year Ended 31 August 2021

1 Reconciliation of net income(expenditure) to net cash flow from operating activities

	Notes	2021	2020
		£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)		238,431	118,367
Adjustment for:			
Investment income		(1,335)	(1,162)
(Increase)/decrease in debtors		(47,620)	(10,661)
Increase/(decrease) in creditors		24,015	15,457
Net cash provided by (used in) operating activities	**1**	213,491	122,001

Inspire Plus Notes to the Financial Statements for the Year Ended 31 August 2021

1. STATUTORY INFORMATION

Inspire Plus is a Charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the Report of the Trustees.

The presentational currency of the charitable company is Sterling.

2. ACCOUNTING POLICIES

Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income, when it is probable that the amount will be received and when the amount can be quantified with reasonable accuracy. Donated goods and services are measured at the market value or cost that the gift would been to the charity.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Investment Income Recognition

Investment income is recognised when receivable and the amount can be measured reliably by the charity. This is normally upon the notification of the interest paid or payable by the bank.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Pensions

The charity operates a defined contribution pension scheme.

Fund Accounting

Unrestricted funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charitable company.

Government Grants

Grants relating to the Coronavirus Job Retention Scheme are recognised in full in the period in which the associated salary, national insurance and pension costs were incurred.

3. INVESTMENT INCOME

	2021	2020
	£	£
Deposit and current account interest	1,335	1,162

4. OTHER INCOME

	2021	2020
	£	£
Government grants	12,305	32,492

During the year, the charitable company received Coronavirus Job Retention Support grants amounting to £12,305. In the previous year, the charitable company received Coronavirus Job Retention Support grants amounting to £31,492; and the remaining £1,000 was a Business Lincolnshire Growth Grant.

5. INCOME FROM CHARITABLE ACTIVITIES

	2021	2020
	£	£
Core Activities	756,997	621,814
	756,997	621,814

6. CHARITABLE ACTIVITY'S COSTS

	2021	2020
Core Activities:	**£**	£
Direct costs	30,048	27,523
Support costs (see note 7)	530,203	520,578
	560,251	548,101

The charity paid £449 (2020: £250) in grants to individuals for equipment and coaching in the year.

7. SUPPORT COSTS

	2021	2020
	£	£
CPD	9,281	21,093
Wages	374,643	334,031
Social security	23,863	19,467
Pensions	22,785	19,064
Coaching and equipment	22,747	35,666
Travelling	14,609	16,666
Printing, postage and stationery	1,234	2,556
Telephone	1,132	1,268
Insurance	3,299	3,041
Accountancy fees	260	192
Professional fees	14,617	9,440
Independent examiner's fee	4,125	1,956
Website support and IT costs	7,503	14,226
Other management costs	23,219	36,560
Office rental	6,600	4,950
Bank charges	267	35
Sundry expenses	19	367

	530,203	520,578

8. TRUSTEES' REMUNERATION AND BENEFITS

There was no trustees' remuneration paid for their role as Trustee in the year ended 31 August 2021 or for the year ended 31 August 2020.

Trustees Expenses

There were no trustees' expenses paid for their role as Trustee in the year ended 31 August 2021 or for the year ended 31 August 2020.

9. STAFF COSTS

The average number of staff employed during the period was 18 (2020: 16).

	2021	2020
	£	£
Wages and salaries	374,643	334,031
Social security costs	23,863	19,467
Other pension costs	22,785	19,064
	421,291	372,562

Employees paid £60,000 or more

	2021	**2020**
£60,000-£69,999	1	1

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	78,556	5,457
Other debtors	7,752	33,231

	86,308	38,688

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	10,567	39,786
Accruals	52,025	7,515
Pension and social security	10,466	1,742
	73,058	49,403

12. MOVEMENT IN FUNDS

	At 31 August 2020	Net movement in funds	At 31 August 2021
	£	£	£
Unrestricted funds			
General fund	594,887	238,431	833,318
TOTAL FUNDS	594,887	238,431	833,318

Net movement in funds, included in the above are as follows:

General fund:	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	798,682	560,251	238,431
TOTAL FUNDS	798,682	560,251	238,431

13. MOVEMENT IN FUNDS (Continued)

	At 31 August 2019	Net movement in funds	At 31 August 2020
	£	£	£
Unrestricted funds			
General fund	476,520	118,367	594,887
	476,520	118,367	594,887

TOTAL FUNDS

Net movement in funds , included in the above is as follows:	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General Fund	664,468	548,101	118,367
	664,468	548,101	118,367

14. RELATED PARTY DISCLOSURES

During the period the charity received goods of £1,003 (2020: £1,500) from Safety Guidance Limited, a company in which director D Price is also a director. There was no balance due to Safety Guidance Limited at either year end.

During the period the charity paid trustee, R Tyler for services during the period, unrelated to his work as a trustee, amounting to £1,003 (2020: £3,579). There was a balance due to R Tyler at the year end of £nil (2020: £203).

Key management includes the Chief Executive, and two other members of the charity (2020: Chief executive only and two other members of the charity). The remuneration paid or payable to management for employee services is shown below:

Salaries for the year totalled £137,388 (2020: £136,950).

Employer's NI for the year totalled £14,470 (2020: £14,456).

Employer's pension contributions for the year totalled £12,394 (2020: £12,323).

Expenses reimbursed for the year totalled £1,549 (2020: £4,184.)

Nina Brittain, spouse of Chief Executive, Vincent Britain, was paid £3,389 for services during the year (2020: £nil).

INSPIRE PLUS

England & Wales - Charity number 1144507

Accounts

Inspire Plus

Annual Report 2020

Inspire Plus, Totemic House, Springfield Business Park,
Caunt Road, Grantham, Lincolnshire, NG31 7FZ

Year Ended 31 August 2020

Registered Charity
Number 1144507
Company Number
07778125

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Inspire Plus Trustees Report for the year ended 31 August 2020

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Chair's report

I'm really proud of the achievements that the charity has been able to make in what has been a challenging year for us all with Covid-19 bringing national lockdowns and restrictions from early 2020. Inspire+ has not wavered from its goal of supporting children be more active, happier and healthier and not let this pandemic be an excuse for failing in our mission, quite the contrary which I hope you agree when you read the impact report.

As always, we have so many programmes and initiatives provided to schools by the charity that I simply do not have the space to list them all in my report, but here are a few that the board and I wish to acknowledge.

During the first lockdown which saw the schools close to most children the charity were quick to think on their feet and adapt their delivery to ensure that all children were as active as possible regardless of whether they were in school as a result of parents being key workers or at home. This was achieved through our very creative online resources and on many occasions live streaming activities that not only got the children more active but focussed on their wellbeing. The charity was recognised at the 2020 Active Lincolnshire Sport & Physical Activity Awards winning the social media influencer award.

We delivered 31 continuous professional development courses aimed at school staff and volunteers and had nearly 350 registered to attend.

We proudly became an FA girls football hub and look forward to developing further this exciting programme aimed at embedding girls football opportunities and striving to support the FAs vision of giving every girl the opportunity to play football by 2024.

We were very proud to work in two elderly care homes providing inclusive sports that encouraged participants to be active and engage socially with others.

Our apprenticeship offer has expanded. We have become one of the largest providers of the PE and School Sport Apprenticeship programme which continues to grow and have now expanded delivery further into Norfolk. Our pass rates continue to be way above national average and related destinations continue to be impressive with apprentices securing jobs at their school or other schools or continuing their education and securing places at university, with many aspiring to become teachers and others landing related jobs at sports providers. We have created a new apprenticeship aimed at wraparound care in both schools and nurseries and are also offering the Community Sport & Health Officer apprenticeship of which many of our staff have been able to benefit from!

We continue to diversify our services and initiatives effectively but continue to meet the charity's objectives to advance education, particularly through PE and physical recreation for the benefit of young people under the age of 25 throughout England and Wales and in particular the county of Lincolnshire. We continue to be impressed with the inspire+ staff who really are making a huge difference to young people's lives through their dedication, enthusiasm and professionalism.

David Price (Chair)

OBJECTIVES AND ACTIVITIES

Objectives and activities

The charity's objectives are to advance education, particularly through PE and physical recreation to the benefit of young people under the age of 25 throughout England and Wales and in particular in the county of Lincolnshire.

Purpose and Aims

Our charity's purpose as set out in our memorandum of association is;

- To advance education, particularly through sport and physical recreation for the benefit of young people under the age of 25 through England and Wales and in particular the county of Lincolnshire.

The aims of our charity are achieved throughout supporting their Physical Activity, Well Being, Education and Community opportunities.

Ensuring our work supports our aims

We review our aims, objectives and activities each year in consultation with young people, schools, staff, trustees and partners. Our objectives have recently been refined due to extensive consultation and are now:

- Supporting High Quality PE & School Sport provision in schools
- To ensure young people meet recommended physical activity levels
- To commit to work with partners for the 'broader' wellbeing of young people
- Engage & equip the next generation of leaders/volunteers
- Sustainable High-Quality provision regardless of government funding

Who used and benefited from our services?

We worked with around 100 primary, secondary and SEN schools. A high concentration of the schools were located in South Kesteven. Others were in Lincolnshire, Peterborough, Grimsby, and around the Vale of Belvoir area.

It is a conservative estimate that 15,500 young people accessed at least one of our services or initiatives during the academic year.

How our services deliver public benefit?

Our main activities currently are delivered to young people through the support and services we provide schools.

Public Benefit

In setting objectives and planning activities, the trustees have given careful consideration to the Charity Commissions general guidance on public benefit and confirm that they have complied with their duty in section 17 of the Charities Act 2011 in ensuring that the Charity fulfils both the “benefit aspect” and “public aspect” required. This is evidenced by the attached report.

Activities, Achievements & Performance

Initiative / Services	Description	Impact	
YOUNG PEOPLE			
inspire+ Ambassador Sam Ruddock	Sam's visits have this year focused on his recent exploits in track cycling, telling the children all about his experiences at the 2020 World Championships in Milton, Canada. Sam delivered his new secondary school intervention called "Aspire to Inspire" to three schools during 2020. It has been created to help those that are struggling in school, to positively change behaviour, attitudes, emotional well-being and self-esteem in Key Stage 3 and Key Stage 4. During lockdown, Sam also conducted virtual assemblies with Year 6 "bubbles" that were in school. He focused on transition from primary to secondary, reminding pupils to be brave for the future. He also challenged pupils with the musical, literacy skills with Sam's Rap Jam challenge!	*"The children have spoken really positively about their sessions and in my afternoon PE session some were teaching the rest of the class what they had learnt, which was great to see."* *"Thank you so much for an incredible afternoon. The children that went from my class came back thrilled and full of tales of the fun they had with you.* About the virtual transition assemblies – *"Children really enjoyed it. Pitched perfectly for the year 6 transition which is exactly our aim for the last remaining weeks with them."* *"I thought the messages you gave the children were easy to follow, powerful and so relevant."* *"I enjoyed listening to Sam this morning, this has helped me gain confidence about going into Year 7. It's good to know that everyone is worried about the same things as me."*	

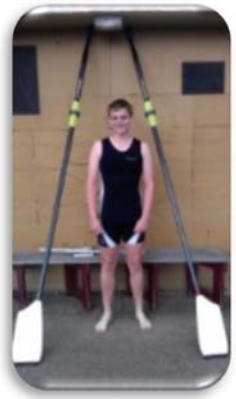
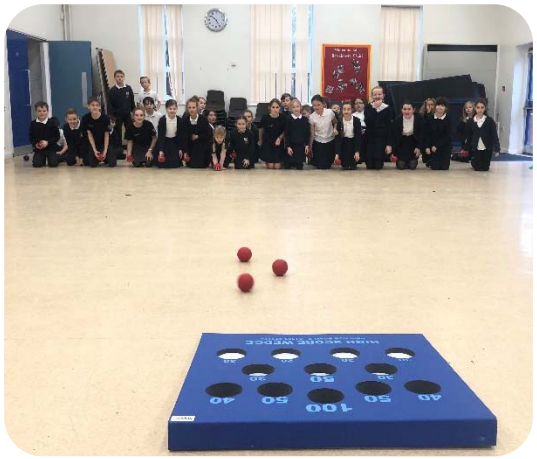
inspire+ Ambassador Sophie Allen	This year, Sophie visited our newer core schools. Each school received a half day session which was focused on Girls in Sport, Achieving your Goal. Sophie has led on the inspire+ Gifted & Talented programmes alongside the inspire+ mentoring programme(s) working with specific groups of children. Sophie also led the fitness mentoring programme, focusing on components of fitness to get children active. This programme involved 6 visits per school for 6 children of the school's choice. Alongside the mentoring programme she also delivered the FRIENDS wellbeing programme for the first time in both KS1 & 2. Sophie also assisted with the launch of our new termly Fitness videos! During lockdown, Sophie delivered fitness mentoring & virtual assemblies focusing on the 5 steps to wellbeing for the KS1 'bubbles'	Sophie delivered online assemblies to 28 of our schools during the lockdown period. She focused on the 5 steps to wellbeing for KS1 *"Thank you so much for the assembly on Wednesday. It was lovely to meet you and it was very uplifting. We all really enjoyed it and the children have a good understanding of the points that you made. It was lovely to have a "visitor"!"* *"Thank you so much for our virtual assembly this morning! The kids loved it and the staff have all come and said to me how amazing you are and that it was brilliant so thank you! (Some of the teachers have learnt something new this morning - how to use Teams!) Once again, thank you, we can't wait for you to come into school and meet all the children in person."* She also led 10 schools through the Fitness Mentoring programme . As well as 10 schools through the Well-Being mentoring programme She delivered the FRIENDS wellbeing programme to 27 pupils across KS1 & 2.	

inspire+ Ambassador Ben Smith	Before lockdown descended upon us, Ben was in training to complete the next stage of his 401 Challenge, which was to cycle between all 50 states of America, 14,000 miles in 104 days!	The attempt to trek the USA has been postponed until next year but Ben was still able to engage with our schools with his own message, to ask children to reach out to their friends and find ways of talking and working with each other from home.	
inspire+ Ambassador Sarah Outen MBE	Sarah has been incredible during lockdown, engaging children with tours of her own home and farm, teaching about finding fun in workout outdoors. Using her own Instagram and Twitter accounts, has been conducting her own assemblies on being calm and present, using the many stories she has about her adventures.	*"Sarah has an amazing impact on the children, she has a very natural way of connecting with the children and capturing their attention, she has them in the palm of her hand."*	
inspire+ Ambassador Jonathan Broom-Edwards	As well as his own assemblies in the autumn and winter term in 2019, Jonathan has been pro-active in setting the children challenges during the 2020 spring and summer terms during lockdown. This was specifically a competition to design a logo for his new mascot called "Torch". The winners would receive signed GB kit from Jonathan and the winner of the winners would have their design printed on Torch's T-shirt	Jonathan's interactive assembly this year were themed on body language and how we can use body language to understand how friends might be feeling and offer them support. Unfortunately, Jonathan's tour of schools was cut short by lockdown where his competition took over. Many schools took this as a whole school protect to come up with their own logo designs. Chloe from St. John's was one winner and she earned herself a signed Great Britain t-shirt, which was virtually presented to her by Jonathan himself!	

Young Ambassador Programme (YAs)	The Young Ambassador Programme ranges from Bronze YA's in Key Stage 2 through to Platinum YA's in Key Stage 5. We are proud to deliver all aspects of this programme, which actively engages young people from Year 5 all the way through to Year 13 and forms a comprehensive part of our leadership pathway. Bronze Young Ambassadors support their pe coordinates deliver initiatives to their class mates, lead assemblies, advertise new clubs, health initiatives and report on school team results.	We have seen an increase in the number of Young Ambassadors at all levels within our area. We have trained over 190 Bronze Young Ambassadors which have then gone on to help lead a variety of activities within their schools such as looking after equipment, assisting with lunch time clubs, and helping set up for PE sessions. The Bronze Young Ambassadors also deliver the legacy tour assembly within school. The BYA programme this year was developed by work booklets that helped shape the programme for the pupils to plan and evidence the work they do in school supporting the fellow pupils. Senior Young Ambassadors this year have been trained and delivering the Sports Cadets Pilot from Youth Sport Trust, this has run successfully with consistent attendance from both young children and Senior Young Ambassadors alike.	
KS1 Gifted and Talented Programme	The third year of the Gifted & Talented Programme for KS1 pupils, delivered by our extremely experienced athletics and FUNdamentals coach, was held in three locations to provide opportunities to as many children as possible.	Lisa Ashcroft led the KS1 Gifted & Talented Programme across 2 venues this year – Grantham & Stamford. In total 20 pupils attended across the 2 venues focusing on the FUNdamental movements. Parents of the children were also invited to stay and learn, getting involved with their youngsters!	

	Each course consisted of 6 sessions and parents were invited to stay to view the sessions, assist their children and learn about the importance of FUNdamental movements. The programme is based around a set of 12 core activities which are designed to test and develop a child's ability in the following important areas (as well as others): balance, control and stability, leaping and landing, coordination and rhythm, single arm throwing, speed, foot-eye coordination, hand-eye coordination, spatial awareness, two arm throwing, agility. sporting values of teamwork, respect, honesty, passion, determination & self-belief are also explored and elaborated.		

Years 3 & 4 Gifted & Talented Programme	Children that were identified by their school as being Gifted & Talented in sport were able to access the training sessions across terms 2, 3, & 4 The 5 sessions focused on: communication, teamwork, diet & nutrition, biomechanics, fitness & exercise and game play. Sessions were both practical and theory based. Parents were able to stay and watch the sessions, and handouts were provided with the information from the sessions for the children to take home.	The year 3 & 4 programme was led by both inspire+ ambassadors; Sophie Allen & Sam Ruddock across 4 venues, Grantham, Peterborough, Stamford and Spalding. In total 89 pupils accessed the programme.	
Years 5, 6 & 7 Gifted and Talented Programme	This Gifted and Talented Programme follows a similar format to what is offered to Year 3 & 4, with the content being delivered to a standard that is engaging yet challenging for participants. The sessions included: psychology, biomechanics, strength & conditioning, adaptive game play, diet & nutrition and fitness testing.	This programme was again led by both inspire+ Ambassadors, Sophie Allen & Sam Ruddock across 2 venues, Grantham and Stamford. In total 27 pupils accessed the programme. The 3rd and final session saw a full day trip during February half term at Walton Girls School, Grantham. Roots to Food delivered a cookery lesson, focusing on nutrition for sport, Sam & Sophie also delivered a physiology workshop in the afternoon, using British Cycling testing equipment, such as speed gates and counter-movement jump mats.	

Gifted and Talented Grant Scheme and Get Active Grant Scheme	inspire+ support pupils identified by the school as Gifted and Talented. If kit, transport, or club membership fees were a barrier to reach their potential then schools were able to access funding support for the child's family to help get them physically active and achieving their potential.	This year, 6 pupils accessed the gifted & talented grant scheme to help with sporting equipment, club fees and transport to competitions.	
Paralympic Half-days	The aim of these sessions is to give pupils a chance to try a new inclusive sport. These sessions are also designed to promote inclusion for all in a fun and interesting way as well as raising awareness of the Paralympics. These sessions were delivered by Carl, our inclusive sport coach.	In the academic year of 2019-20 there were 90 Paralympic half days booked with 42 of these being completed. Around 3,135 pupils took part in these 42 sessions. Of the 3,135 only 470 said they had heard of either Boccia or New Age Kurling (NAK). That therefore means that 2,665 pupils have taken part in a sport that they said they have never heard of. Out of the 42 sessions that were completed there were 22 Boccia sessions and 20 NAK sessions.	

Mini Olympics	Whether it's rain or a global pandemic, the Mini Olympics always goes ahead! This year, the 13th inspire+ Mini Olympics was delivered virtually via the website and our social media channels. With the help of all of our staff and coaches, we were able to provide one of our best Mini Olympics ever! This was the first time that the event was made available to all, with all content made accessible for an entire week on our website. It was an incredible success and we were staggered by the response from everyone. Our team and our young ambassador steering group created videos for our standout Olympic and Paralympic stations, alongside our ambassadors who contributed their own videos of good luck and encouragement. We hope we achieved a new milestone this year, allowing everyone to take part and enjoy their own Mini Olympics experience, at school or at home!	The charity was blown away by the response from schools and families taking part to a far greater reach than 2500! • Our YouTube videos had 11,000 impressions throughout the day! • There was a total of 56 hours watched from the videos. 12 of these hours were done on learning and performing the mass dance! • Twitter posts throughout the day made over 7100 impressions! • The inspire+ website saw an increase of 306% in users to the site for the day! *"The videos were a great support and the children enjoyed seeing the familiar faces of the Sports Ambassadors. Our heartfelt thanks to all of those involved as they did brilliantly during these challenging time to allow the event to still go ahead."* – Martson Thorold School.	

inspire+ Mass Participation Event	Our 2020 Mass Participation Event was delivered virtually to schools. The entire team combined forces like Marvel's Avengers to create a "Zoom" style workout, based on 9 different sports for the children to try and have fun with.	A total of 8 schools told us that they would be taking part in the event. The video had a total of 135 views within the first 24 hours of it being published. 2 schools have provided numbers of pupils that took part totalling 208 plus 20 adults! Well done to everyone who took part in this annual event!	
PGL Half day access	Schools had the opportunity to take pupils to PGL in Caythorpe. Emphasis was placed around extending PE opportunities (OAA) and giving pupils access to outstanding facilities and instructors.	19 schools booked a PGL Half Day but unfortunately only 8 schools were able to access prior to COVID-19 cancellations. Schools would not normally be able to access PGL for half a day, this is thanks to their inspire+ membership. 103 pupils this year got to visit PGL Caythorpe to experience the great outdoor adventure facilities and activities they have and deliver. A lot of schools used this programme to reward children for attainment, good work, behaviour or to support children develop skills such as teamwork, communication and increase confidence.	
PGL Access Weekend (year 6-7 transition)	Schools had the opportunity to select pupils to attend a special weekend at PGL, staffed by inspire+. The weekend is aimed at pupils in year 6 to help aid	41 Primary School children were due to attend the weekend from across our core schools. Unfortunately, the weekend had to be cancelled due to COVID-19. The weekend will be available again next year.	

	transition from primary school to secondary school. Schools had the discretion on pupils chosen, with reasons ranging from being a Young Ambassador, attainment, good behaviour, students with low self-confidence or students who have never experienced outdoor education before, which may have been due to financial restrictions.	Parent feedback from previous years included: *"I've been meaning to write for a few weeks just to say thanks so much for the PGL Access weekend that you organized on 27/28th April. Our daughter really enjoyed herself and got a lot out of it."* *"Thanks to all of you at inspire+ for the work you do. It really makes a difference."* Pupil Feedback from previous years suggested that 100% of pupils enjoyed themselves on the trip and mentioned things like: *"It made me feel more confident."* *"It helped me to make new friends I will go to school with and made me less worried about going as I know more people."* *"This is the best place ever and I love it!"*	
Balance Bikes	Aimed at reception and key stage 1, balance bikes give children the opportunity to learn to ride a bike without the need for stabilisers. Each school received 10 fantastic balance bikes, helmets and resources. Staff training was also provided.	This year we continued to offer this bespoke package to our member schools. Schools used the balance bikes in numerous ways including; • PE lessons • Extra-curricular clubs • Intervention • Rewards • Playtime	

TEACHING STAFF			
PE, Sport and Leadership Conference	inspire+ organise an annual conference, which provides the platform for teachers to develop their PE, Sport and Leadership provision. The conference launches the charity's programmes to the schools for the year with teachers receiving all the relevant documents they require.	Over 95% of the charity's schools attended with most bringing their PE Leads and Head Teachers. The conference was opened by guest speaker and ambassador for the charity Ben Smith. Workshops that were delivered included, Roots to Food, Real PE and England athletics FUNetics.	
CPD Courses	A comprehensive programme of primary school courses delivered locally and nationally, were coordinated for member schools. Courses were aimed at supporting all school staff to deliver high quality PE and Sport in their schools.	31 CPD courses were facilitated throughout the year for schools. A total of 348 staff members applied for places on the courses.	
The FA Girls School Football Partnership	FA Girls Football Partnership is new this academic year. Inspire+ shares the FA's vision of giving every girl the opportunity to play football play football by 2024. The partnership allows staff and children to attend CPD events as well as the opportunity to set up the pathway to reach the goal of giving girls the opportunity to play football by 2024.	The FA Girls Football Partnership is a new strand to our offer, offering CPD for both students and staff. This year, 18 teachers and apprentices attended the FA Primary Teachers Award at Poplar Farm Primary School. We had 15 School staff and apprentices attend the FA Disney Active Play Through Story Telling and Disney After School club at New College Stamford, this training was designed to lead into a lunch time club and after school with a Disney theme.	

		inspire+ also successfully applied to become a Wildcats centre, in partnership with Long Bennington FC to create a bridge for girls to gain confidence to join a football club environment. 2 of our Secondary Schools attended the Game of Our Own training in Nottingham, where they learnt the roles of a marketeer and how to promote girls football within school. 1 of our secondary schools attended the regional FA Secondary Teachers Award, sending one teacher.	
SCHOOL			
Minibus	inspire+ secured access to a minibus to ensure pupils can access sports fixtures/events.	No schools accessed this support to provide transport to a sporting event this year, largely due to COVID19 stopping sporting events.	
TOP Swimming	This initiative funds 50% of an additional qualified school swim teacher to work with non-swimmers to ensure children meet the KS2 requirement.	Schools continue to access this programme that is proven to support the development of targeted pupils.	

Parent Volunteer Programme	inspire+ provided an induction event for parents giving them access to basic sports training, enabling parents to assist sports clubs at their child's school. This can also be an opportunity for parents to progress into paid job roles.	This academic year we have had 3 parents train as volunteers. These parents have gained access to our CPD calendar and have been taking full advantage of the training that has been on offer throughout the academic year.	
inspire+ Legacy Tour 2019/20	This year's Legacy Tour was based around the 2020 Tokyo Olympic and Paralympic games All member schools were offered the opportunity to be part of the inspire+ Legacy Tour.	This year's Legacy Tour saw 42 schools down to take part with 33 assemblies being delivered before lockdown. Each schools Bronze Young Ambassadors took a leading role again. Thank you to everyone who took part and a massive well done to all the BYA's that had a chance to lead their assemblies. Next year's tour will look at the new 2021 Olympic and Paralympic games! There will be two assemblies, schools that completed their assembly in 2020 will have an assembly with new elements but still based around the Olympics and Paralympics. Whereas schools that did not get to complete their assembly in 2020 will have a slightly updated but almost identical assembly that they were meant to deliver in 2020! We look forward to delivering the Legacy Tour either face-to-face or virtually to all of ours schools next year.	

Playground Leaders	Following the successful introduction of in-school training, the charity continued to offer training to all member schools. Schools receive 6x1 or 3x2 hour training sessions with their chosen group of pupils. Pupils get themselves a Playground Leader Training booklet to fill out during the course. This training can also incorporate working with the school's teaching assistants, PE apprentices and midday, lunchtime supervisors. At the end of the training the pupils get rewarded with a certificate and a Playground Leader Training cap. After they complete the course, they will be able to deliver new fun activities for other pupils during playtimes and lunchtimes. The tutor of the course will give the school an option in coming into the school to deliver an assembly on Playground Leader Training, as well by presenting the certificates and caps to the trained leaders.	All the schools that have accessed the Playground Leader Training in 2019/20 have gone down well. With all the pupils who completed the training passed the course. They are now leading playground games in their schools for children through fun, active and exciting activities. Last year, the impact on the pupils who completed the training - increased their knowledge, confidence and enjoyment were 175%. This year, the impact on pupils who did the training have **increased** to an incredible 225%! A fantastic 50% increase from last years (2018/19) impact. *"The tutor made the training fun and enjoyable. We have learnt so much from the course and can't wait to start teaching games to the young children at our school!"* (Cliffedale Primary School new Playground Leaders)	

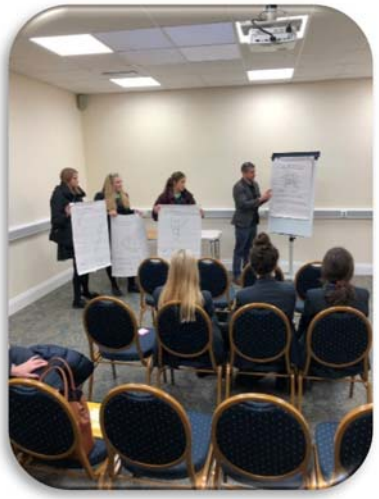
Specialist coaches	inspire+ help to provide quality coaching at schools through a comprehensive range of sports, to support increased OSHL and support the upskill of teachers delivering PE curriculum.	A total of 40 Primary Schools have accessed the specialist coaching service, with the majority receiving some sessions for free as part of their inspire+ membership. Schools consistently and regularly request additional coaching services. Our specialist coaches provide teachers with the knowledge and guidance to improve and upskill their current PE experience. This year, on average: ➢ Pupil enjoyment has increased by 78% ➢ Pupil confidence has increased by 66% ➢ Teacher knowledge has increased by 133% ➢ Teacher confidence has increased by 122%	
inspire+ mentor programme	Our mentors; Sophie, Sam and Chris provided support and guidance to young people with the aim to help remove barriers to learning in order to support effective participation, enhance individual learning and raise aspirations. FRIENDS wellbeing and resilience programme was also delivered by Sophie Allen within schools Fitness Mentoring focuses on balance, co-ordination, endurance and flexibility. Using these components of fitness to find new,	20 schools received the Well-Being Mentoring programme, totalling 80 pupils participating in the programme. 10 schools received the Fitness Mentoring programme totalling 126 children participating in the programme. 2 schools had Sophie delivering FRIENDS resilience to their children across KS1 & 2. *Fitness mentoring feedback:* *"Thank you so much Sophie! We really enjoy having you support our children; we feel that we see real improvements in the*	

	fresh ways of getting physically active. During lockdown, well-being mentoring continued to engage children at school and in their own homes. Eight schools accessed this offer and thank you to the teachers who collaborated with us on this fabulous effort!	*children's attitudes and confidence. Thanks again"* *Virtual mentoring feedback:* *"That was a really positive workshop for Martha to do, I think. The Zoom meet-ups - and e-assembly things like this morning - have definitely lifted Martha's mood this last week." – Parent at home.*	
COMMUNITY			
Olympic Sports Holiday Camps	Our holiday sports camps engage those participating in a variety of Olympic and Paralympic sport, giving children opportunities to be active in a structured and fun environment. Sessions delivered by our inspire+ core staff provide children with an insight into many different sports that they may otherwise not have the chance to take part in. Our camps follow Ofsted guidelines and we pride ourselves on the quality we provide for participants. The camps also give our Young Ambassador and Sports Leadership Academy volunteers the chance to gain valuable experience working with young people in a sports camp environment. This includes group management and assistant coaching. Leadership Academy	This year we were unfortunately only able to hold camps in the October & February half-term before COVID19 stopped camps for the rest of the year. How 2 weeks of camps were hugely successful though, with over 30 young children attending each day. Feedback from parents: *"The set up and staff have again been wonderful. Matthew has thoroughly enjoyed this last week and always wanted to come. It was also lovely to hear that those that met Matthew last year have seen a difference in his behaviour since we have now got a better control of his ADHD."* *"My daughter aged 5 really enjoys her time here during the holidays, always excited to go, staff are always a pleasure - nothing is*	

	volunteers the chance to gain valuable experience working with young people in a sports camp environment. This includes group management and assistant coaching.	*too much trouble for them-a special shout out to Jack!"*	
Inclusive Sports for Care Homes	This is a new initiative that we have started within local care homes. The aim is to provide more inclusive sports for elderly people within the community. Inclusive sports have many benefits from keeping active to allowing people to engage socially with others.	This year we have worked with 2 care homes within Grantham, but we are aiming to work with more next year! We have also offered local schools the chance to be part of these sessions within the care homes. We have had 3 schools, so far, show interest in attending these sessions. Since the start of this programme we have provided 15 sessions.	

Sports Cadets	Sports Cadets is a new programme that inspire+ has recently ran a pilot for and will be continuing into the new year. Sports Cadets aims to be a physical activity club with a strand of uniformed services, promoting a strong mental wellbeing.	Sports Cadets is a new community initiative we have been piloting on behalf of Youth Sport Trust. The Pilot ran for 6 weeks and was well attended throughout with 8-14 in attendance each week. This programme has been fully inclusive of all that inspire+ offers. Sessions are led by an apprentice with assistance from our Senior Young Ambassadors, who all have enjoyed running the sessions and working with the children. We intend on running Sports Cadets into next academic year and expanding the programme across various areas in which we work within.	
Website	In early 2019, we gave our website a new lick of paint and completely re-branded ourselves as a charity. The website now contains information about all inspire+ services and initiatives, as well as online booking forms for our holiday sports camps. Schools can inform parents of their PE and Sport provision to pupils by linking the inspire+ website to the school's website. www.inspireplus.org.uk	Since partnering with local design company Nettl, our vision of turning inspire+ into a known brand has truly become a reality through the new website and branding material, which we hope you like. Our website usage has grown and grown through the past few years, with now all of our sports camps bookings been made through the new website.	
Secondary School Provision			
Sports Leadership Academy	The Sports Leadership Academy has been running for 10 years and enables the leaders to make a real	This academic year we have had 295 leaders engaged within the sports leadership academy, attending 22 Festivals	

	impact in their schools and local community. By working very closely with the local School Games Organisers, we are able to provide these leaders with great opportunities to positively impact sports within their schools and the local community. We coordinate and run National Governing Body sports courses, which will help introduce them to those sports and enable them to coach, officiate and lead a group in that chosen sport. Throughout the year we offer a wide range of volunteering opportunities for the leaders to assist and play a part in, these include local school festivals, inspire+ sports camps, local sports clubs' programmes and other community events.	and community events across the year. These community events included the Downtown Christmas Extravaganza, Swimarathon and the Santa fun run amongst others. During the October half term, all year 9 students were trained in safeguarding, hockey, indoor athletics, badminton and inclusive sports as the start of their journey. Some have since undertaken cheerleader training. Throughout February half term, 13 of our sports leaders completed the level 1 Sports Leader Qualification course. Learning the key leadership skills in order to complete the course and deliver effective sessions to young children Below are some quotes from some of our leaders- Sophie Allison- 'I've really enjoyed the programme as it's allowed me to be a part of a community which inspires and helps others, as well as meet new people.' Dion Comerford- 'It has been a great experience learning new skills and more experience on how to conduct a session' Benjamin Summers- 'I've really enjoyed meeting new people and being given responsibility'	

		Joseph Scott- 'It has been a really good experience so far, it's good to meet new and to help take a session at events' Eleni Alkiviades- 'I've enjoyed helping the community through this programme	
Business Skills Academy	The Business Skills Academy linked local businesses with our Sports Leadership Academy students. Students attended a conference where 5 local businesses ran workshops in different areas key to applying for jobs; including CV writing, body language, being professional and researching companies. Following this, these students could apply and go through an application process to take on work experience at one of the businesses from the conference.	This year all 6 of our secondary schools attended the Business Skills Academy. 67 Students from our schools, did workshops on interview techniques, CV writing and apprenticeship myths amongst others. BGB Innovation, Specsavers, Viking Signs and inspire+ delivered the workshops. Students were then offered the opportunity to apply for work experience within one of these companies.	

Education Team			
Health Check and PE forum	PE co-ordinators and/or head teachers are invited to join us at termly PE forum meetings and have had the opportunity to request individual support for their school in the form of a PE health check.	After a busy year in 2017/18 less schools used the health check service, but it remains available to any school requiring it. We are happy to discuss your current provision and how you can enhance PE and school sport in your school. The PE forums take place once per term and focus on up to date PE and sport news and views.	
Apprentices	Our PE and School Sport apprenticeship is now in its third year of delivery. We provide the training for New College Stamford. Our apprentices give schools the opportunity to improve the quality of PE and school sport provision and participation.	Another hugely successful year saw over 80 apprentices and work-based learners qualify as PE and school sport apprentices gaining their NVQ Level 3 awards in supporting the delivery of PE and school sport and Employer's Awareness. This year we look set to train up to 100 new apprentices and work-based learners in the east of England with cohorts in East Riding, NE Lincs, Norfolk, Lincoln, Grantham, Boston, Stamford & Northants.	
Level 3 NVQ	inspire+ are pleased to be able to offer their NVQ Level 3 programme for current school employees. Our work-based learning programme continues into the new academic year with a new cohort due to start before Christmas.	Our first cohort of work-based learners completed their training this summer after 18 months of work completed whilst working in their schools or coaching companies. This included 2 of our inspire+ staff who really enjoyed the course. If you have any support staff who might be interested in this course please let us know.	

FINANCIAL REVIEW

Principal funding sources

The majority of our funding has been generated through our school membership fees. Currently primary schools receive Sport Premium funding from Government and the majority will use a proportion of this to fund their membership. The charity's services support schools meet targets set out by the Sport Premium programme. Another significant funding stream has been through delivering the PE and School Sport Apprenticeship programme. Payments are made by our two FE partners Boston College and New College Stamford. The charity has also raised revenue through our specialist coach programme and our holiday sports provision. The charity continues to receive a relatively small amount of funding from a local Grantham business which is gratefully received. The company also support the charity with its HR and Payroll functions.

Policy on reserves

To ensure the medium to long term future of the charity the trustees recognise the need to hold reserves to allow for protection of our activities, of which the charity has pledged to continue regardless of if schools are in receipt of Government funding or not and to promote balanced, long term strategic planning. Trustees have carried out an extensive risk analysis and feel currently there is currently sufficient level of risk associated with future funding, notably Sport Premium that warrants approximately 24 months of expenditure as unrestricted funds, within the general reserves. The funds of the Charity at the year-end are £594,887 (2019: £476,520) which amounted to almost 108.5% of the expenditure in the period. All funds held by the Charity at the year-end are unrestricted.

Financial results

Overall income for the year amounted to £666,468 (2019 : £664,308) with an expenditure for the period of £548,101 (2019: £527,895). Net assets of the charity amounted to £594,887 (2019: 476,520) as at 31 August 2020.

PLANS FOR FUTURE PERIODS

The charity will continue to expand its apprenticeship programme and anticipates growing both numbers of schools and locations it will be delivered to. In light of future funding streams being put into question over the uncertainty of Brexit the charity is looking to diversify its income streams further; extension of our holiday sports programme and offering wrap around care in schools are two services that will be offered directly to parents. We will continue to be mindful of the charity's aims when deciding future services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 19th September 2011 and registered as a charity on 2nd November 2011. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding ten pounds.

Recruitment and appointment of new trustees

The directors of the company are charity trustees for the purpose of charity law. Should the existing Trustees consider it necessary to appoint further Trustees, they would ensure that the adequate training was provided, and that any candidate would have the required skills in management and planning. The Charity has trustee indemnity insurance in place, in line with the memorandum of articles.

Trustee induction and training

New trustees are presented with an inspire+ induction pack. This contains all relevant information published by charity commission including 'The trustee what you need to know and what you need to do' and 'The essential trustee: 6 main duties'. Trustees are also periodically sent information about trustee training/awareness courses. Trustees complete a skills audit.

Organisational structure

The governing body is the board of trustees who are responsible for the administration and investment policy of the scheme. The Chief Executive, who is appointed by the trustees, manages the day to day operation under delegated authority.

Key management remuneration

The trustees consider the role and responsibilities of key management personnel and review the remuneration package in line with similar charitable entities. Annual appraisals and pay reviews on key management personnel are undertaken based on the individual's performance of their duties and fulfilment of the objectives of the charity in the period.

Risk Assessment

The Trustees' have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to major risks. The Trustees regularly meet and review the risks facing the Charity and the current safeguards in place. Individual risk assessments are in place for each of the charity's programmes. All specialist coaches and staff are DBS checked during their induction process.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07778125 (England and Wales)

Registered Charity number

1144507

Registered office

Totemic House
Springfield Business Park
Caunt Road
Grantham
Lincolnshire
NG31 7FZ

Trustees

David Price-	Inspire+ Chair, SKDC	
Rod Tyler		
Jon Clack-	Head, Great Ponton Primary School	Resigned 6 January 2020
Simon Barter-		
Christopher Game-	Assistant Head/Director of Sport, Jack Hunt School	
Les Stewart-	Retired, former PE teacher & SSCo	Resigned 22 April 2020
William Robert Adams-	County Councillor	
Phillip Garner-	Public Health Specialist	
Darren Andrew Joint-	Engineer	
Tom Mountain	PGL General Manager	
Bijal Ladva	Specsavers	
Bill Lord	Headteacher	
Jenny Barnes	Head of student voice & insight	Appointed 1 February 2021
Gareth Hart	LCC	Appointed 1 September 2020
Rob Price	Alchemmy	Appointed 29 September 2020
Scott Bridgeman	Stagecoach	Appointed 1 February 2021
Sara Bird	CEO The Fatorexia Foundation	Appointed 1 February 2021

REFERENCE AND ADMINISTRATIVE DETAILS (Continued)

Company Secretary

Vincent Brittain

Chief Executive

Vincent Brittain

Staff

Chris Graves
Micky Walkden
Carl Blackman
Sophie Allen
Jonathan Clack
Samuel Ruddock
Jack Medley
Alan Grantham
Sharalyn Hayter
Danny Hall
David Upton
Karlie Fincham
Thomas Berridge
William Stacey
K Loftus
Mark Gibbin
Jade White
Vincent Brittain

REFERENCE AND ADMINISTRATIVE DETAILS (Continued)

Independent Examiner

Paul Colcomb FCCA
Wright Vigar Limited
Chartered Accountants & Business Advisers
15 Newland
Lincoln
Lincolnshire
LN1 1XG

Website

www.inspireplus.org.uk

Approved by order of the board of trustees on 24 May 2021 and signed on its behalf by:

David Price Chairman of trustees, Inspire Plus (Registered Company Number 07778125)

Independent Examiner's Report to the Trustees of Inspire Plus (Registered Company Number: 07778125)

I report on the accounts for the year ended 31 August 2020 set out on pages 1 to 45.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Wright Vigar Limited

Paul Colcomb FCCA
Wright Vigar Limited
Chartered Accountants & Business Advisers
15 Newland
Lincoln
LN1 1XG

24 May 2021

Inspire Plus Statement of Financial Activities for the year ended 31 August 2020

		Unrestricted fund	Restricted fund	2020 Total funds	2019 Total funds
INCOME AND ENDOWMENTS FROM:	Notes	**£**	**£**	**£**	**£**
Donations		12,000	-	12,000	24,000
Investments	3	1,162	-	1,162	952
Other income	4	32,492		32,492	-
Charitable activities	5	620,814	-	620,814	639,356
Total incoming resources		666,468	-	666,468	664,308
EXPENDITURE ON:					
Charitable activities	6	548,101	-	548,101	527,895
Total expenditure		548,101	-	548,101	527,895
NET INCOME/(EXPENDITURE)		118,367	-	118,367	136,413
RECONCILIATION OF FUNDS					
Total funds brought forward		476,520	-	476,520	340,107
TOTAL FUNDS CARRIED FORWARD		594,887	-	594,887	476,520

Inspire Plus Balance Sheet at 31 August 2020 (Registered Company Number: 07778125)

	Notes	Unrestricted fund £	Restricted fund £	2020 Total funds £	2019 Total funds £
CURRENT ASSETS					
Debtors	10	38,688	-	38,688	28,027
Cash at bank and in hand		605,242	-	605,242	482,079
		643,930	-	643,930	510,106
CREDITORS					
Amounts falling due within one year	11	49,043	-	49,043	33,586
NET CURRENT ASSETS		594,887	-	594,887	476,520
TOTAL ASSETS LESS CURRENT LIABILITIES		594,887	-	594,887	476,520
NET ASSETS		594,887	-	594,887	476,520
FUNDS	12				
Unrestricted funds				594,887	476,520
Restricted funds				-	-
TOTAL FUNDS				594,887	476,520

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2020.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 August 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 24 May 2021 and were signed on its behalf by:

David Price - Chair

Inspire Plus Charity Number 1144507, Registered Company Number 07778125

Inspire Plus Statement of Cash Flow for the year ended 31 August 2020

	Notes	2020 £	2019 £
Cash flows from operating activities:			
Cash generated from operations	1	122,001	150,145
Net cash provided by (used in) operating activities		122,001	150,145
Cash flows from investing activities:			
Interest received		1,162	952
Net cash provided by (used in) investing activities		1,162	952
Change in cash and cash equivalents in the reporting period		123,163	151,097
Cash and cash equivalents at the beginning of the reporting period		482,079	330,982
Cash and cash equivalents at the end of the reporting period		605,242	482,079

Inspire Plus Notes to the Statement of Cash Flow for the Year Ended 31 August 2020

1 Reconciliation of net income(expenditure) to net cash flow from operating activities

	Notes	2020	2019
		£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)		118,367	136,413
Adjustment for:			
Investment income		(1,162)	(952)
(Increase)/decrease in debtors		(10,661)	(9,056)
Increase/(decrease) in creditors		15,457	23,740
Net cash provided by (used in) operating activities	1	122,001	150,145

Inspire Plus Notes to the Financial Statements for the Year Ended 31 August 2020

1. STATUTORY INFORMATION

Inspire Plus is a Charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the Report of the Trustees.

The presentational currency of the charitable company is Sterling.

2. ACCOUNTING POLICIES

Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income, when it is probable that the amount will be received and when the amount can be quantified with reasonable accuracy. Donated goods and services are measured at the market value or cost that the gift would been to the charity.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Investment Income Analysis

Investment income is recognised when receivable and the amount can be measured reliably by the charity, this is normally upon the notification of the interest paid or payable by the bank.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Pensions

The charity operates a defined contribution pension scheme.

Fund Accounting

Unrestricted funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charitable company.

Government Grants

Grants relating to the Coronavirus Job Retention Scheme are recognised in full in the period in which the associated salary, national insurance and pension costs were incurred.

3. INVESTMENT INCOME

	2020	2019
	£	£
Deposit and current account interest	1,162	952

4. OTHER INCOME

	2020	2019
	£	£
Government grants	32,492	-

During the year, the charitable company received Coronavirus Job Retention Support grants amounting to £31,492. The remaining £1,000 relates to Business Lincolnshire Growth Grant.

5. INCOME FROM CHARITABLE ACTIVITIES

	2020	2019
	£	£
Core Activities	621,814	639,356
	621,814	639,356

6. CHARITABLE ACTIVITY'S COSTS

	2020	2019
Core Activities:	£	£
Direct costs	27,523	50,085
Support costs (see note 5)	520,578	477,810
	548,101	527,895

The charity paid £250 (2019: £438) in grants to individuals for equipment and coaching in the year.

7. SUPPORT COSTS

	2020	2019
	£	£
CPD	21,093	16,033
Wages	334,031	293,622
Social security	19,467	24,303
Pensions	19,064	13,924
Coaching & equipment	35,666	44,478
Travelling	16,666	24,327
Printing, post and stationery	2,556	4,242
Telephone	1,268	822
Insurance	3,041	3,050
Accountancy fees	192	330
Professional fees	9,440	9,967

Independent examiner's fee	1,956	1,900
Website support	14,226	15,554
Other management costs	36,560	21,010
Office rental	4,950	4,216
Bank charges	35	32
	367	-
	520,578	477,810

8. TRUSTEES' REMUNERATION AND BENEFITS

There was no trustees' remuneration paid for their role as Trustee in the year ended 31 August 2020 or for the year ended 31 August 2019.

Trustees Expenses

There were no trustees' expenses paid for their role as Trustee in the year ended 31 August 2020 or for the year ended 31 August 2019.

9. STAFF COSTS

The average number of staff employed during the period was 16 (2019: 11).

	2020	**2019**
	£	£
Wages and salaries	334,031	293,622
Social security costs	19,467	24,303
Other pension costs	19,064	13,924
	372,562	331,849

Employees paid £60,000 or more

	2020	**2019**
£70,000-£79,999	-	1
£80,000-£89,999	1	-

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade debtors	5,457	2,768
Other debtors	33,231	25,259
	38,688	28,027

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	39,786	30,449
Accruals	7,515	1,900
Pension creditor	1,742	1,237
	49,043	33,586

12. MOVEMENT IN FUNDS

	At 31 August 2019	Net movement in funds	At 31 August 2020
	£	£	£
Unrestricted funds			
General fund	476,520	118,367	594,887
TOTAL FUNDS	476,520	118,367	594,887

Net movement in funds, included in the above are as follows:

General fund

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	666,468	548,101	118,367
TOTAL FUNDS	666,468	548,101	118,367

13. MOVEMENT IN FUNDS (Continued)

	At 31 August 2018 £	Net movement in funds £	At 31 August 2019 £
Unrestricted funds			
General fund	340,107	136,413	476,520
TOTAL FUNDS	340,107	136,413	476,520

Net movements in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	664,308	527,895	136,413
TOTAL FUNDS	664,308	527,895	136,413

14. RELATED PARTY DISCLOSURES

During the period the charity received goods of £Nil (2019: £400) from Viking Signs Limited, a company in which director D Joint is also a director. There was no balance due to the company at the year end (2019: £Nil).

During the period the charity received goods of £1,600 (2019: £1,500) from Safety Guidance Limited, a company in which director D Price is also a director. There was a balance due to R Tyler at the year end of £400 (2019: £300).

During the period the charity paid trustee, R Tyler for services during the period, unrelated to his work as a trustee, amounting to £1,537 (2019: £3,579). There was a balance due to R Tyler at the year end of £203 (2019: £Nil).

Key management includes the Chief Executive, and two other members of the charity (2019: Chief executive only and two other members of the charity). The remuneration paid or payable to management for employee services is shown below:

Salaries for the year totalled £136,950 (2019: £130,416).

Employer's NI for the year totalled £14,456 (2019: £13,662).

Employer's pension contributions for the year totalled £12,323 (2019: £7,721).

Expenses reimbursed for the year totalled £4,184 (2019: £3,378).