

**Inspire Plus**

# Annual Report 2020

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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
<b>YOUNG PEOPLE</b>		
inspire+ Ambassador Sam Ruddock	<p>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.</p> <p>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.</p> <p>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!</p>	<p><i>"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."</i></p> <p><i>"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."</i></p> <p>About the virtual transition assemblies –</p> <p><i>"Children really enjoyed it. Pitched perfectly for the year 6 transition which is exactly our aim for the last remaining weeks with them."</i></p> <p><i>"I thought the messages you gave the children were easy to follow, powerful and so relevant."</i></p> <p><i>"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."</i></p>



<p>inspire+ Ambassador Sophie Allen</p>	<p>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.</p> <p>Sophie has led on the inspire+ Gifted &amp; 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.</p> <p>Alongside the mentoring programme she also delivered the FRIENDS wellbeing programme for the first time in both KS1 &amp; 2. Sophie also assisted with the launch of our new termly Fitness videos! During lockdown, Sophie delivered fitness mentoring &amp; virtual assemblies focusing on the 5 steps to wellbeing for the KS1 'bubbles'</p>	<p>Sophie delivered online assemblies to 28 of our schools during the lockdown period. She focused on the 5 steps to wellbeing for KS1</p> <p><i>"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"!"</i></p> <p><i>"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."</i></p> <p>She also led 10 schools through the Fitness Mentoring programme . As well as 10 schools through the Well-Being mentoring programme</p> <p>She delivered the FRIENDS wellbeing programme to 27 pupils across KS1 &amp; 2.</p>	
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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	<p>Sarah has been incredible during lockdown, engaging children with tours of her own home and farm, teaching about finding fun in workout outdoors.</p> <p>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.</p>	<i>"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."</i>	
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	<p>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.</p> <p>Unfortunately, Jonathan's tour of schools was cut short by lockdown where his competition took over. Many schools took this as a whole school project to come up with their own logo designs.</p> <p>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!</p>	






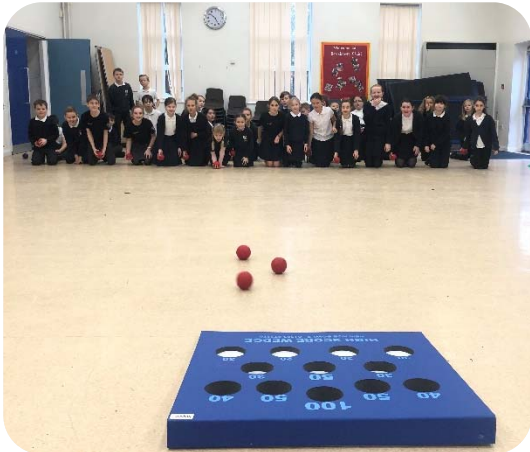
<p>Young Ambassador Programme (YAs)</p>	<p>The Young Ambassador Programme ranges from Bronze YA's in Key Stage 2 through to Platinum YA's in Key Stage 5.</p> <p>We are proud to deliver all aspects of this programme, which actively engages young people from Year 5 all the way through to Year 13 and forms a comprehensive part of our leadership pathway.</p> <p>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.</p>	<p>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.</p> <p>The Bronze Young Ambassadors also deliver the legacy tour assembly within school.</p> <p>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.</p> <p>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.</p>	
<p>KS1 Gifted and Talented Programme</p>	<p>The third year of the Gifted &amp; 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.</p>	<p>Lisa Ashcroft led the KS1 Gifted &amp; Talented Programme across 2 venues this year – Grantham &amp; Stamford.</p> <p>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!</p>	

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.









<p>Years 3 &amp; 4 Gifted &amp; Talented Programme</p>	<p>Children that were identified by their school as being Gifted &amp; Talented in sport were able to access the training sessions across terms 2, 3, &amp; 4</p> <p>The 5 sessions focused on: communication, teamwork, diet &amp; nutrition, biomechanics, fitness &amp; exercise and game play.</p> <p>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.</p>	<p>The year 3 &amp; 4 programme was led by both inspire+ ambassadors; Sophie Allen &amp; Sam Ruddock across 4 venues, Grantham, Peterborough, Stamford and Spalding.</p> <p>In total 89 pupils accessed the programme.</p>	
<p>Years 5, 6 &amp; 7 Gifted and Talented Programme</p>	<p>This Gifted and Talented Programme follows a similar format to what is offered to Year 3 &amp; 4, with the content being delivered to a standard that is engaging yet challenging for participants.</p> <p>The sessions included: psychology, biomechanics, strength &amp; conditioning, adaptive game play, diet &amp; nutrition and fitness testing.</p>	<p>This programme was again led by both inspire+ Ambassadors, Sophie Allen &amp; Sam Ruddock across 2 venues, Grantham and Stamford. In total 27 pupils accessed the programme.</p> <p>The 3<sup>rd</sup> 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 &amp; Sophie also delivered a physiology workshop in the afternoon, using British Cycling testing equipment, such as speed gates and counter-movement jump mats.</p>	

<p>Gifted and Talented Grant Scheme and Get Active Grant Scheme</p>	<p>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.</p>	<p>This year, 6 pupils accessed the gifted &amp; talented grant scheme to help with sporting equipment, club fees and transport to competitions.</p>	
<p>Paralympic Half-days</p>	<p>The aim of these sessions is to give pupils a chance to try a new inclusive sport.</p> <p>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.</p>	<p>In the academic year of 2019-20 there were 90 Paralympic half days booked with 42 of these being completed.</p> <p>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.</p> <p>Out of the 42 sessions that were completed there were 22 Boccia sessions and 20 NAK sessions.</p>	






<p>Mini Olympics</p>	<p>Whether it's rain or a global pandemic, the Mini Olympics always goes ahead! This year, the 13<sup>th</sup> 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!</p> <p>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.</p> <p>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.</p> <p>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!</p>	<p>The charity was blown away by the response from schools and families taking part to a far greater reach than 2500!</p> <ul style="list-style-type: none"> <li>• Our YouTube videos had 11,000 impressions throughout the day!</li> <li>• There was a total of 56 hours watched from the videos. 12 of these hours were done on learning and performing the mass dance!</li> <li>• Twitter posts throughout the day made over 7100 impressions!</li> <li>• The inspire+ website saw an increase of 306% in users to the site for the day!</li> </ul> <p><i>"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."</i> – Martson Thorold School.</p>	
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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.	<p>A total of 8 schools told us that they would be taking part in the event.</p> <p>The video had a total of 135 views within the first 24 hours of it being published.</p> <p>2 schools have provided numbers of pupils that took part totalling 208 plus 20 adults!</p> <p>Well done to everyone who took part in this annual event!</p>	
PGL Half day access	<p>Schools had the opportunity to take pupils to PGL in Caythorpe.</p> <p>Emphasis was placed around extending PE opportunities (OAA) and giving pupils access to outstanding facilities and instructors.</p>	<p>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.</p> <p>103 pupils this year got to visit PGL Caythorpe to experience the great outdoor adventure facilities and activities they have and deliver.</p> <p>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.</p>	
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	<p>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.</p>	



	<p>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.</p>	<p>Parent feedback from previous years included:  <i>"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."</i>  <i>"Thanks to all of you at inspire+ for the work you do. It really makes a difference."</i></p> <p>Pupil Feedback from previous years suggested that 100% of pupils enjoyed themselves on the trip and mentioned things like:  <i>"It made me feel more confident."</i>  <i>"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."</i>  <i>"This is the best place ever and I love it!"</i></p>	 
Balance Bikes	<p>Aimed at reception and key stage 1, balance bikes give children the opportunity to learn to ride a bike without the need for stabilisers.</p> <p>Each school received 10 fantastic balance bikes, helmets and resources. Staff training was also provided.</p>	<p>This year we continued to offer this bespoke package to our member schools.</p> <p>Schools used the balance bikes in numerous ways including;</p> <ul style="list-style-type: none"> <li>• PE lessons</li> <li>• Extra-curricular clubs</li> <li>• Intervention</li> <li>• Rewards</li> <li>• Playtime</li> </ul>	 







TEACHING STAFF			
PE, Sport and Leadership Conference	<p>inspire+ organise an annual conference, which provides the platform for teachers to develop their PE, Sport and Leadership provision.</p> <p>The conference launches the charity's programmes to the schools for the year with teachers receiving all the relevant documents they require.</p>	<p>Over 95% of the charity's schools attended with most bringing their PE Leads and Head Teachers.</p> <p>The conference was opened by guest speaker and ambassador for the charity Ben Smith.</p> <p>Workshops that were delivered included, Roots to Food, Real PE and England athletics FUNetics.</p>	
CPD Courses	<p>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.</p>	<p>31 CPD courses were facilitated throughout the year for schools.</p> <p>A total of 348 staff members applied for places on the courses.</p>	
The FA Girls School Football Partnership	<p>FA Girls Football Partnership is new this academic year. Inspire+ shares the FA's vision of giving every girl the opportunity to 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.</p>	<p>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.</p>	





		<p>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.</p> <p>2 of our Secondary Schools attended the Game of Our Own training in Nottingham, where they learnt the roles of a marketer and how to promote girls football within school.</p> <p>1 of our secondary schools attended the regional FA Secondary Teachers Award, sending one teacher.</p>	
<b>SCHOOL</b>			
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	<p>This year's Legacy Tour was based around the 2020 Tokyo Olympic and Paralympic games</p> <p>All member schools were offered the opportunity to be part of the inspire+ Legacy Tour.</p>	<p>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.</p> <p>Next year's tour will look at the new 2021 Olympic and Paralympic games!</p> <p>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!</p> <p>We look forward to delivering the Legacy Tour either face-to-face or virtually to all of ours schools next year.</p>	


<p>Playground Leaders</p>	<p>Following the successful introduction of in-school training, the charity continued to offer training to all member schools.</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>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.</p> <p>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 <b>increased</b> to an incredible 225%! A fantastic 50% increase from last years (2018/19) impact.</p> <p><i>"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!"</i> (Cliffedale Primary School new Playground Leaders)</p>	 
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Specialist coaches	<p>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.</p>	<p>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.</p> <p>Our specialist coaches provide teachers with the knowledge and guidance to improve and upskill their current PE experience.</p> <p>This year, on average:</p> <ul style="list-style-type: none"> <li>➤ Pupil enjoyment has increased by 78%</li> <li>➤ Pupil confidence has increased by 66%</li> <li>➤ Teacher knowledge has increased by 133%</li> <li>➤ Teacher confidence has increased by 122%</li> </ul>	
inspire+ mentor programme	<p>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.</p> <p>FRIENDS wellbeing and resilience programme was also delivered by Sophie Allen within schools</p> <p>Fitness Mentoring focuses on balance, co-ordination, endurance and flexibility. Using these components of fitness to find new,</p>	<p>20 schools received the Well-Being Mentoring programme, totalling 80 pupils participating in the programme.</p> <p>10 schools received the Fitness Mentoring programme totalling 126 children participating in the programme.</p> <p>2 schools had Sophie delivering FRIENDS resilience to their children across KS1 &amp; 2.</p> <p><i>Fitness mentoring feedback:</i>  <i>"Thank you so much Sophie! We really enjoy having you support our children; we feel that we see real improvements in the</i></p>	





	<p>fresh ways of getting physically active.</p> <p>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!</p>	<p><i>children's attitudes and confidence. Thanks again"</i></p> <p><i>Virtual mentoring feedback:</i>  <i>"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."</i> – Parent at home.</p>	
<b>COMMUNITY</b>			
<p>Olympic Sports Holiday Camps</p>	<p>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.</p> <p>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</p>	<p>This year we were unfortunately only able to hold camps in the October &amp; February half-term before COVID19 stopped camps for the rest of the year.</p> <p>How 2 weeks of camps were hugely successful though, with over 30 young children attending each day.</p> <p>Feedback from parents:</p> <p><i>"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."</i></p> <p><i>"My daughter aged 5 really enjoys her time here during the holidays, always excited to go, staff are always a pleasure - nothing is</i></p>	




	volunteers the chance to gain valuable experience working with young people in a sports camp environment. This includes group management and assistant coaching.	<i>too much trouble for them-a special shout out to Jack!"</i>	
Inclusive Sports for Care Homes	<p>This is a new initiative that we have started within local care homes.</p> <p>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.</p>	<p>This year we have worked with 2 care homes within Grantham, but we are aiming to work with more next year!</p> <p>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.</p> <p>Since the start of this programme we have provided 15 sessions.</p>	

Sports Cadets	<p>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.</p>	<p>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.</p> <p>We intend on running Sports Cadets into next academic year and expanding the programme across various areas in which we work within.</p>	
Website	<p>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.</p> <p>Schools can inform parents of their PE and Sport provision to pupils by linking the inspire+ website to the school's website.</p> <p><a href="http://www.inspireplus.org.uk">www.inspireplus.org.uk</a></p>	<p>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.</p> <p>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.</p>	
<b>Secondary School Provision</b>			
Sports Leadership Academy	<p>The Sports Leadership Academy has been running for 10 years and enables the leaders to make a real</p>	<p>This academic year we have had 295 leaders engaged within the sports leadership academy, attending 22 Festivals</p>	

	<p>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.</p> <p>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.</p> <p>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.</p>	<p>and community events across the year. These community events included the Downtown Christmas Extravaganza, Swimarathon and the Santa fun run amongst others.</p> <p>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.</p> <p>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</p> <p>Below are some quotes from some of our leaders-</p> <p>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.'</p> <p>Dion Comerford- 'It has been a great experience learning new skills and more experience on how to conduct a session'</p> <p>Benjamin Summers- 'I've really enjoyed meeting new people and being given responsibility'</p>	 
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		<p>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'</p> <p>Eleni Alkiviades- 'I've enjoyed helping the community through this programme'</p>	
Business Skills Academy	<p>The Business Skills Academy linked local businesses with our Sports Leadership Academy students.</p> <p>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.</p> <p>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.</p>	<p>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.</p>	

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 19<sup>th</sup> September 2011 and registered as a charity on 2<sup>nd</sup> 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](http://www.inspireplus.org.uk)

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

A handwritten signature in black ink, appearing to read 'D. Price', with a horizontal line extending from the end of the signature.

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
	Notes	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM:</b>					
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
<b>Total incoming resources</b>		666,468	-	666,468	664,308
<b>EXPENDITURE ON:</b>					
Charitable activities	6	548,101	-	548,101	527,895
<b>Total expenditure</b>		548,101	-	548,101	527,895
<b>NET INCOME/(EXPENDITURE)</b>		118,367	-	118,367	136,413
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		476,520	-	476,520	340,107
<b>TOTAL FUNDS CARRIED FORWARD</b>		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 £
<b>CURRENT ASSETS</b>					
Debtors	10	38,688	-	38,688	28,027
Cash at bank and in hand		605,242	-	605,242	482,079
		<u>643,930</u>	<u>-</u>	<u>643,930</u>	<u>510,106</u>
<b>CREDITORS</b>					
Amounts falling due within one year	11	<u>49,043</u>	<u>-</u>	<u>49,043</u>	<u>33,586</u>
<b>NET CURRENT ASSETS</b>		<u>594,887</u>	<u>-</u>	<u>594,887</u>	<u>476,520</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>594,887</u>	<u>-</u>	<u>594,887</u>	<u>476,520</u>
<b>NET ASSETS</b>		<u>594,887</u>	<u>-</u>	<u>594,887</u>	<u>476,520</u>
<b>FUNDS</b>	12				
Unrestricted funds				594,887	476,520
Restricted funds				-	-
<b>TOTAL FUNDS</b>				<u>594,887</u>	<u>476,520</u>

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:

A handwritten signature in black ink, appearing to read 'D. Price', with a long horizontal flourish extending to the right.

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

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

## **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 have 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**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Deposit and current account interest	<u>1,162</u>	<u>952</u>

## **4. OTHER INCOME**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Government grants	<u>32,492</u>	<u>-</u>

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
	<hr/>	<hr/>
	621,814	639,356
	<hr/>	<hr/>

## 6. CHARITABLE ACTIVITY'S COSTS

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

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
	<u>367</u>	<u>-</u>
	<u>520,578</u>	<u>477,810</u>

## 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).

	<b>2020</b>	<b>2019</b>
	£	£
Wages and salaries	334,031	293,622
Social security costs	19,467	24,303
Other pension costs	<u>19,064</u>	<u>13,924</u>
	<u>372,562</u>	<u>331,849</u>
Employees paid £60,000 or more		
	<b>2020</b>	<b>2019</b>
£70,000-£79,999	-	1
£80,000-£89,999	1	-

**10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2020</b>	<b>2019</b>
	£	£
Trade debtors	5,457	2,768
Other debtors	33,231	25,259
	<hr/>	<hr/>
	<b>38,688</b>	<b>28,027</b>
	<hr/>	<hr/>

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

**12. MOVEMENT IN FUNDS**

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

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

General fund

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

### 13. MOVEMENT IN FUNDS (Continued)

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

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

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

#### **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).