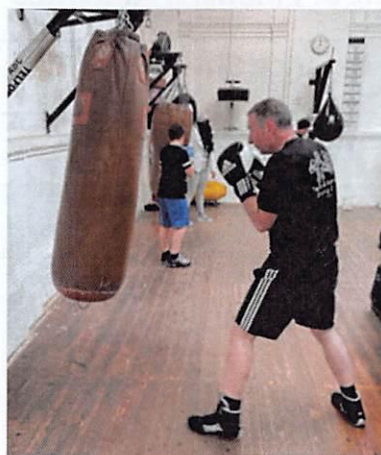


ENERGIZE SHROPSHIRE, TELFORD AND WREKIN

TRUSTEES' REPORT AND ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022



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Trustees' Report

The Trustees present their annual report together with the audited financial statements of the charitable company for the 1 April 2021 to 31 March 2022. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the charitable company qualifies as small, under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and Activities

The last year was once again overshadowed by the Covid pandemic and during this time Energize has continued to operate at full capacity adapting our response to local and national circumstances and guidance. We've also been working behind the scenes to develop a new strategy which will align even more closely with Sport England's 'Uniting the Movement' plans. We know that moving makes us all stronger and improves lives and our ambition is to work across our system with partners and other stakeholders to eliminate inactivity so that a healthy active lifestyle is a normal and easy habit for all.

2021/22 has therefore been a year of transition where we've tried to deliver projects and programmes with greater strategic intent. The following describes our progress...

1.0 INFLUENCING system leaders and decision makers to embed physical activity and moving more as a part of everyday life across our area

Action	Progress, achievement and learning for the future.
Support to schools: Universal & Targeted approach including webinars/bulletins/conference, PESSP Awards, Active Lives CYP Survey, Opening School Facilities (OSF), Creating Active Schools (CAS) Framework	<p>Engagement with schools is steadily increasing - both with participation in the Active Lives Survey and via e-mail, social media, and website interaction. The percentage of schools who agree to undertake the Active Lives Survey has increased from an average of 62% in 2020-21 to 76% this year. Those who actually completed the surveys has increased from an average of 74% in the academic year 2020-21 to 85% this year. Key learnings have been regular communication with schools to 'remind' them that the surveys need doing and when the deadline is but also to update them as they approach the deadline to confirm how many surveys have been completed.</p> <p>To better support schools, half termly newsletters have been themed around topics identified by PE leads. In addition, ad-hoc tactical e-mails are sent to schools around time sensitive resources or events. Having identified a number of primary and secondary schools who weren't engaging with our Mailchimp newsletters, direct e-mails have allowed us to reach these schools, increasing our e-mail engagement with</p>

	<p>primary and secondary schools to 51% and 71% respectively versus 36% and 46% for the academic year 2020-21.</p> <p>Opening School Facilities (OSF) - 96% of available funding was distributed to 32 schools across the county - 17 secondary and 15 primary schools. 8 of these secondary schools were targeted to receive more funding as they had higher numbers of free school meal pupils. All schools used the funding to re-establish and develop their extra-curricular offer with only two supporting community engagement. Timescales were challenging and restrictions around how the funding could be spent - specifically the fact that transport and support staff were not eligible criteria - meant some options for schools were limited. The programme helped to develop relationships with School Leadership Team (SLT) in secondary schools, which previously were harder to engage.</p> <p>12 schools have agreed to participate in the Creating Active Schools (CAS) national pilot. 7 target schools were identified based on Free School Meals (FSM) numbers, attainment, and attendance data. We ensured that at least one school from each School Games Organiser (SGO) area was included. These schools receive additional funding and capacity support. An additional 5 non-targeted schools are participating and managing the pilot independently to enable us to identify the impact of additional support. 9 whole school training sessions have been completed with 8 schools having developed their action plan for this year. Holding the whole school training session has ensured that all staff understand the vision and importance of the pilot, but a key learning has been recognising the challenges facing schools. It has been important to be realistic in target setting, in order for schools to feel success and embed physical activity into their ethos and culture.</p> <p>The decision was taken to not run the PE and School Sport Premium Awards due to the pressures still facing schools and the fact the West Midlands regional awards did not take place.</p>
A sustainable falls prevention exercise strategy	<p>In the last year the contract with Shropshire Council Public Health dept has been extended for a further two years and expanded to consider wider development of the pathway. As such Energize have begun to attend the new Falls Forum meetings organised by the Clinical Commissioning Groups (CCG). We have also been delivering updates to the Shropshire Social Prescribers every 6-8 weeks regarding both services, this has been a helpful demonstration of more joined up working, however, within the meetings the Falls Service lead can give off confused messages around the service. We have been keeping in touch with other members of the falls team, this had been working well although unfortunately there appears to be conflict within the falls team and miscommunication, which is then having a knock-on effect when developing a clear pathway between the services. We are still struggling with getting the evidence-based approach to be the recommended pathway from the falls team, we are considering how else this is presented and exploring further collaboration with similar schemes in England. We have also tried a range of approaches to strengthen the falls prevention pathway, including continuing the 8-week programme, enabling swifter access in key areas of the county (where the falls team operate), we are in the pilot stage of this and will monitor as we go. We have raised this with the commissioning team. They are aware of the challenges and will be progressing with talks with the CCG</p>

	<p>/ Integrated Care System. There has been engagement with other Active Partnerships (APs), largely Greater Manchester as they are producing some key work in this area. More talks are also needed between Shropshire and Telford services to understand both systems for falls prevention.</p>
<p>Life Chances: A pilot with social investment bonds to explore the potential of a self-sustaining specialist intervention for young people in Shropshire at risk of exclusion. Insight will influence Early Help commissioners and Sport England future investment strategy</p>	<p>Bright Star have performed very well during the first year of delivery. Targets for improving physical literacy have been met and positive outcomes for young people achieved which is enabling evidence to be provided to the Local Authority on the success of such provision. One thing we have learnt is that school based provision for children at risk of being excluded is very successful at identifying inactive children and the mix of alternative education with boxing skills has also been very successful in improving physical literacy skills.</p> <p>The pilot work linked to Maths and English Key Skills qualifications will enable us to show whether there has been any improvement in educational attainment within the subjects for those completing a qualification with Bright Star. If the pilot proves it delivers an increase in education attainment, this should influence the LA of the benefits to providing such an alternative provision.</p> <p>In the next year we are looking to work with Substance to create a stakeholder learning event to evidence and showcase the success of the programme which will hopefully enable further conversations and development of this type of provision and influence the inclusion of activity based alternative provision.</p>
<p>Creating, maintaining and progressing relationships with key local strategic partners incl. (but not limited to), University Centre Shrewsbury, Shropshire Council, T&W Council</p>	<p>Energize has continued to raise the profile of an active lifestyle through membership of voluntary and community sector networks and their associated connection with the emerging Integrated Care System for Shropshire, Telford & Wrekin. Covid has seen a much greater recognition of the role of the voluntary and community sector in preventative health and addressing inequalities and Energize has had some success encouraging physical activity to be everybody's business through the concept of a social movement and this is now a key feature of our future strategic approach. However, we are learning that it is our ability to be flexible and respond to need and current issues that brings us some of the best rewards. This can be difficult with limited capacity focused on projects. Consequently, we have revised our senior leadership team so that there is more emphasis on learning, sharing and adapting and on an approach that facilitates and supports system change by nurturing and empowering champions at all levels.</p>

2.0 EMPOWERING the local physical activity / sport and cultural sector to embrace diversity, encourage active lifestyles and tackle inequalities

Action	Progress, achievement and learning for the future.
<p>Deliver Life Chances programmes, with successful outcomes achieved for both referral model for school</p>	<p>The Life Chances programme has been successful in gaining the referrals required for the year with many schools referring new students into the programme for Yr. 2 due to the positive outcomes achieved. The project hit its target of physical literacy improvements for the Sport England investment by having 90 baseline surveys completed with improved scores for 66 young people at the mid-way point and 67</p>

<p>exclusions and self-referrals from local clubs to improve physical literacy</p>	<p>young people having improved scores by the end of the year. The project also met the LA outcomes targets through qualifications gained by the young people. Additional outcomes through volunteer placements and school attendance increases will also add to the Local Authority outcomes.</p> <p>We have staggered the referral process for Yr. 2 to ensure young people can access the programme when it is most suitable for their needs and can offer a preventative option. This also ensures Bright Star are not dealing with large numbers of new young people all at the same time.</p> <p>Acknowledged that some of the young people will struggle to gain English and Maths qualifications and so investment has been made into the programme to offer option of gaining Functional Skills qualifications - this is being piloted.</p> <p>Due to how data is gathered and recorded by schools for attendance figures the referral form now includes the hours young people are on a timetable, along with the % of attendance. This will help to properly report on any changes to school attendance.</p>
<p>School Games: Virtual and face-to-face events including volunteer opportunities</p>	<p>The process to shift the structure of School Games from 'competitive' and 'gifted and talented' events to more inclusive, engaging and focusing on tackling inequalities has not been an easy task to undertake. Working with many School Games Organisers (SGO's) at the start of the academic year who were very much set in the original way of working it took a while to show the benefits of alternative events and the impact COVID has had on pupils - especially those that experience inequalities. However, looking back at the events organised and those that are planned for the future, it's clear to see that everyone is now aligned with the new focus and can see what a positive effect the shift to using physical activity to tackle school engagement has had. It started with the Year 7 transition events which were specifically for children who were less active and were non-competitive (something which had never done before), and the feedback from these events from pupils and staff was great which then helped with influencing the SGO's to show the positive effect the School Games can make. They gave the children the chance to try new sports and use teamwork/communication skills whilst being active. Not just county wide, but locally, SGO's are now running their own engagement events rather than sticking to only competitive. We still have a blended offer which locally is considered very important as there is still a need to cater for those pupils who are more gifted and talented, but we are pleased to have a better balance moving forward to addressing inequalities. School Games now aligns much more strongly with Energize future strategy which is significant progress from the start of the year.</p> <p>In the future we are working with SGO's and considering how we can further embed some of the approaches and support individual schools to integrate activities within their own provision.</p>
<p>Elevate & Long Term Health Condition: support & development.</p>	<p>A turbulent year overall, but one that has shown the resilience of the Elevate instructor team and the desire to continue helping older adults stay active and healthy has been key in them staying within the sector.</p>

	<p>Proposed Key Performance Indicators (KPIs) were adapted due to the pandemic and despite the need to pause some classes we have still managed to provide 32 classes, although the class numbers were dramatically reduced.</p> <p>214 people have accessed the service since we started, with 81% finishing the course. On average classes have had an 85% attendance rate. The average age is 79yrs. Predominantly there are more women accessing the classes and we continue to work on making the sessions more appealing to men.</p> <p>Referrals came from: 43% Self referral; 25% Elevate Instructors; 18% Social Prescribers; 5% Falls Team & Physios; 2% GPs; 2% Nurses; 2% Health Care Professionals; 2% Family; 1% Community resource.</p> <p>Reasons for referral; 63% felt unstable; 12% had a history of falls; 10% had a fear of falling; 9% were a falls risk; 6% had low bone density.</p> <p>98% of participants achieved what they wanted to get from the sessions which ranged from improved functional skills to connecting and socialising with others. Practical assessments proved that the project is having a positive impact on strength and balance.</p> <p>On average the timed up and go scores improved by 3 seconds. The 180 degrees turn improved by 80% meaning that the individuals balance had significantly improved, reducing their risk of falls.</p> <p>We are working hard trying to market and communicate the sessions – connecting with health system and the pathway but we have experienced difficulties here especially during the pandemic.</p> <p>We have also struggled with the data collection. IT has failed in some areas, so we are reviewing this and for the meantime going back to our original set up, which involves manual input which is time consuming in the office, but with a lack of resource for a better platform we are making do with what we have available to provide accurate results.</p> <p>We're working hard to support the instructors build their businesses – 7 now delivering, 1 discontinued relationship, 1 renewed relationship, 2 new instructors identified (1 started training, the other delayed due to work commitments in the NHS), 1 support instructor (now not going forward with qualification)</p>
Short Breaks commissioned provision - working as part of a consortium (Actio) to develop provision and gain additional funding	<p>We contracted 16 different organisations across the year to deliver term time, holiday, and weekend opportunities for special educational needs and disabled (SEND) children and young people. Within that time we also gained additional funding which enabled us to fund 9 other organisations to deliver additional opportunities during the summer holidays that were also available to those not eligible to be members of Shropshire Council's All In programme e.g. 18-25yr olds. We have</p>

	<p>consulted with families on numerous occasions in order to gain an understanding of what provision is wanted/required and to gain feedback on the provision in place.</p> <p>Through our Short Breaks work we have been able to support the contract with additional match funding which to date totals £181,645. This is a mix of gaining external funding to support additional provision, funding to support provider and service development, and various match funding and in-kind from the providers themselves such as facility hire, administrative and volunteer time.</p> <p>Through the programme this year there have been 252 individual children and young people who are registered All In members that have accessed 4697 hours of opportunities and 59 overnight stays. The number of individual children and young people accessing the provision is lower than we had hoped but recognise that there are still many barriers facing this cohort, which continues to include the impact of the pandemic.</p> <p>Working as a consortium of 3 different organisations brings with it many positives but also some challenges. There are many ideas and areas of work that the consortium is involved in which in turn can lead to a lack of time and focus on what we should be concentrating on and delivering. We have acknowledged this and have started work on a joint business plan which will provide us with the required direction and specific actions to be focusing on as individual organisations and as a whole consortium. As Energize we need to start thinking about our future involvement with the consortium and what that may look like.</p>
Adapting the training and education offer to make sure it aligns with emerging strategy and stakeholder needs. This may involve face to face and online offers.	<p>We have continued to provide our workforce with their training and educational needs throughout the year by ensuring we signpost them to up to date online training and opportunities. Face to face options have once again not been possible for much of the year. This had been challenging to obtain Key Performance Indicators (KPI's), as we have had to outsource a lot of training and realistically it has changed our approach for the future. We have learnt that providing online training does have a number of benefits especially within our county, e.g. time, travel, costs, etc. However, we recognise this does not suit all the workforce, so it is important to remember this going forward and as part of our empowering communities approach to addressing inequalities.</p>
Progress Green Social Prescribing bid in partnership – and enable implementation and learning programme to begin	<p>From the start of the Green Social Prescribing (GSP) in September 2021 engagement with the local population of Shropshire, Telford and Wrekin has been key to get an understanding of why people access green spaces but more importantly the barriers to certain communities. During the first 6 months of the project we have engaged the following:- Asian and Muslim Community, African and Afro-Caribbean Community, Sikh Community, Pregnant and new mums, patients with Long Term Conditions and Ex-forces/veterans.</p> <p>Barriers have included suitable outside venues for training, historical behaviour towards physical activity among certain cultures, poor mobility, lack of confidence and increased anxiety post COVID. Working with social prescribing link workers and community development officers, gaps in provision of outside activities have started to be identified and connections made with potential providers to bridge that gap. Current projects in planning stages are: Beginners cycling training (Level 1 and 2) for</p>

	<p>Muslim Ladies Group, Pregnant mums and new mums buggy walk, Growing project with Muslim ladies group, Active Waterways with Canal and River Trust and Shropshire Wildlife Trust and extending walking routes across the Borough for the Muslim Ladies Group. As part of the project, we have had some key insight already around the confidence of the physical activity instructors/leaders across the sector to engage with people with mild/moderate mental health conditions. A pilot is being explored with IAPT (Improving Access to Psychological Therapies) and Midland Partnership Foundation Trust (MPFT) following evidenced based programmes using physical activity addressing patient waiting lists accessing psychological services with IAPT. IAPT and the local Telford MIND have also collaborated with us to plan and deliver free online Mental Health for Sport and Physical Activity Awareness sessions to volunteers who offer green activities i.e. walk leaders/cycle leaders linking into social prescribing systems.</p>
Developing sports / activity provision for vulnerable young people to provide positive life experiences and social outcomes (previously known as satellite clubs)	<p>Following the end of the satellite club programme, we have developed 3 youth community pilot programmes in specific neighborhoods, this has involved an update to internal processes and project management and use of supporting data and insight to map priority places. The key achievement has been the degree of partner consultation involved to date.</p> <p>Over the past year, the main learnings from this project have been the importance of collaboration and understanding the challenges of place-based working. It has also highlighted the role we, as Energize, can play in empowering local community organisations. In future, we hope that this approach, whilst initially more time consuming, supports long term programme sustainability. Over the next 12 months, we expect all programmes to start delivery, engaging CYP at risk of offending/not in Employment, Education or Training (NEET) in positive activities and training, and upon completion, sustain elements of the programme, providing monitoring, evaluation and learning at the end of the funding agreement.</p>
Tackling Inequalities (TIF)/Together Fund (TOFU): distributing funds supporting inequalities and local provision	<p>Some impact figures that follow bring the Tackling Inequalities Fund to a close. 73 projects funded, over £147k distributed, addressing inequalities for 2676 project beneficiaries. 29 organisations were charities, 21 community/volunteer-led organisations, 15 social enterprises and 6 not-for-profit companies.</p> <p>50% beneficiaries reported increases in Mental wellbeing, 90% of people supported were more active, 75% had positive changes of attitudes towards physical activity.</p> <p>The greatest development in the programme has been the processes now put in place for Together Fund moving forward. We have now aligned grant giving programmes across the organisation incl: Actio (funding for short breaks provision for children and families with disabilities and complex needs), Commonwealth Games Fund, Youth Community Fund and Together Fund. We have streamlined roles across the Empowering Communities team to improve operational capacity and have highlighted further gaps in capacity which will inform the recruitment of another Empowering Communities Manager who will focus on supporting community groups working with those with long term health conditions.</p>

	We are regularly sharing our learning with Sport England (SE) to inform their Monitoring, Evaluation and Learning (MEL) processes, ensuring our reporting captures reliable insight/impact with a methodology in place to share with our stakeholders/partners too, enabling higher level strategic influencing.
Place based partnership work - connecting with community hub and social prescribing in Telford	<p>A total of 9 activities within a 20 mile radius of Lilleshall Sports Centre have been delivered including; Zumba, Boxing, Line Dancing, Multi-Sport SEND sessions, Cycling, Peer support 'Walk & Talk' sessions, Youth Active Gaming sessions, Dance, Cricket. 8 of the 9 sessions will be sustained in some shape or form with over 80 people having attended sessions to date.</p> <p>There have been some really interesting learnings that have come out of the Donnington Project and in utilising a place-based approach. From the evaluation undertaken, it is evident that place-based working has been a challenge for the majority of providers, the approach has pushed them to think about the real challenges and barriers to participation that residents in the Donnington area are facing. We are taking the learning from this forward in our Youth Community Pilots.</p>
'Adult Social Care project: Evolve into Spring	We supported local Evolve CiC to develop a telephone advisory service and sharing of relevant resources as well as supporting Adult Social Care staff with webinars; produced learning report to share with stakeholders; developing relationships with key partners and nurturing the workforce to create opportunities that will be fundamental to self-employed exercise instructors working with this audience going forward.

3.0 INSPIRING a more collaborative movement approach which also recognises the unique role of Energize

Action	Progress, achievement and learning for the future.
Develop 3-to-4-year sustainable business plan and budget incl. finances: internal & external reporting	We have been recognised as a 'system partner' and the Active Partnership for Shropshire and Telford & Wrekin working with others to deliver the Sport England 'Uniting the Movement' strategy and as such have secured 5-year investment to 2027. We have also developed a new strategic plan which aims to start to eliminate inactivity, encouraging access to physical activity to be everyone's business and making an active lifestyle a habit for all. This investment and our strategic plan have enabled Energize to reprofile our 5-year budgets to provide some consistency of approach and to concentrate more of our time on building the movement and encouraging a learning culture.
Develop and begin to implement an Energize 'network/movement' plan to improve collaboration, shared learning and encourage leadership from our community	A lot has happened between May 2021 when we first discussed the concept of a movement and March 2022. We have run 5 Positive Conversations workshops, facilitated many discussions with senior leaders and managers in Shropshire Council, Telford & Wrekin Council, Integrated Care System Shropshire, Telford & Wrekin (ICS STW), we have had 2 live presentations of the concept on webinars: Sept 21 - ICS STW Wellbeing Festival and Jan 22 County-Wide event for those living in social housing. We have created a brand name which has been recognised and

<p>Pilot a 'movement' entry offer which enables local people to have positive conversations about physical activity</p>	<p>accepted widely and latterly adopted as #TogetherWeMove main hashtag for Shropshire Council Keep on Moving Shropshire Festival - May 22.</p> <p>We have learnt that we need to put more time and resource behind this and to gain organisation-wide support for the approach. It has been a small part of our overall role in 2021/2 but there is still positive support for the idea which we feel can be built on if we retain momentum. Some additional senior leadership capacity has been identified to support this, but we also need to bring team, Board and partners along.</p>
<p>Lead brand development and appropriate marketing/communication plans</p>	<p>Created marketing strategy and planning process for Active Partnerships. This has been shared with the Active Partnership (AP) network and used by at least 7 other APs. Further support on this process has been given to those APs. This process has also helped our learning on how others progress this area of work. Also led and completed brand value review. Logo and wider brand usage refresh currently underway to be completed early in 2022/3. During time of building new strategy, which has taken place across whole of 2021/2, marketing and communications have been on an ad hoc basis but have covered all projects and programmes as well as supporting national and regional campaigns. In addition, as a clear strategy emerged, we have been able to review and then restructure the website to better meet the needs of our audiences from 2022 onwards. Creation of a new marketing strategy will follow on as an element of new strategy implementation in 22/23.</p> <p>We have learnt how we can really engage more with certain audiences through targeted and planned work, reviewed on quarterly basis. For example, through our schools engagement work. This has resulted in increased numbers of schools engaging with Energize and provides a great process for us to use going forward incorporating all the school games work too. Another piece of learning has been that not everyone has same understanding, or places same value on marketing and communications, therefore it can be challenging to get everyone on the same 'page' to create plans and collaborate on implementation. When we have a clear marketing strategy and SMART plans, we will have clearer goals to measure against going forward.</p>
<p>Session visits & case studies created</p>	<p>Case studies or snap shots of key points from projects have been created for Opening Schools Facilities, Schools engagement events, Green Social Prescribing, Life Chances and 7 separate video sessions completed as part of the Empowering Communities video project. This is due to be released in 2022 but will also provide us with a huge amount of content to use in meetings and on social media throughout the coming year.</p> <p>We were massively affected by covid during this time in terms of not being able to visit as many sessions and projects as we would have liked. Also, during this period, the Empowering Communities team was established and starting to understand their roles including who would undertake session visits and how this information would be collated and shared. The end product should be worth the</p>

	wait, but we should also explore other ways of generating high quality content in the future.
Team and People development	In response to Uniting the Movement and learning around impact and sustainability Energize has been going through a transition to a new strategy which has the intent to inspire collaborative and shared learning and insight in order to influencing system change. Together with changes to working practices which have been accelerated by covid pandemic and lockdown this has required a refresh of Board and senior leadership team. We are learning that the change we are looking to implement cannot be rushed through and the transition we started last year is likely to continue into 22/23 as we aim to increase capacity in the organisation, develop a 'people plan' and launch our new strategic approach and refreshed brand.
Safeguarding - Maintain high standards of safeguarding practice across all delivery and commissioned/funded programmes including communication of best practice.	<p>We now have a deputy safeguarding lead to support the work we do. We have continued to support external organisations to ensure they have the necessary safeguarding policies and procedures in place. Our website has been updated throughout the year along with various promotion of safeguarding through our social media channels. Any safeguarding or welfare concerns reported to us during the year have been dealt with appropriately.</p> <p>We will continue to work towards our Implementation Plan that will be set out and agreed with our Board and Child Protective in Sport Unit (CPSU) for the coming year. As with the last year this will also be an organisation wide Implementation Plan for safeguarding rather than just Children and Young People (CYP) focused. We have learnt what is required to undertake the Adult Safeguarding Framework through the Ann Craft Trust (ACT) and will be looking to complete it this year.</p>
Undertaking associated consultancy work to support local projects and generate unrestricted income to align with and to support Energize capacity	<p>Energize has been successful in supporting a significant multi-sport facility enhancement at Allscott Sport & Social Club with the financial assistance of Football Foundation and Sport England (£625k investment into a £2.4million project). As well as supporting the club's growth (particularly for women and girls) there is also potential to connect in community groups and enabling access for those with long term health conditions and older populations. Energize have also supported the creation of an outdoor sports facility strategy for T&W Council which complements the playing pitch strategy update completed last year. Already there are plans for parks Tennis improvements and potential for Bowls and Netball facility developments too. We have learnt there is a need to facilitate conversations around improved spaces and places to be active but in future Energize will limit involvement to guidance and advice - connecting in other industry expertise as appropriate.</p>

Comments from the Chief Executive

The 2021/22 year has probably been our busiest and most varied since we established Energize as the lead development body for physical activity and sport across Shropshire and Telford & Wrekin in 2005. Of course we have seen the debilitating impacts of the Covid pandemic and it's restrictions on communities but we also started to see a greater interest in both encouraging an active lifestyle and also a recognition that we need to do more to address the inequalities that exist in our communities. At Energize we have realigned our future plans to the Sport England 'Uniting the Movement' strategy and our emphasis on eliminating inactivity has already drawn significant interest from colleagues across the health and social care and wider voluntary and community sectors. There is clearly a greater recognition of the need to invest in prevention and much interest in our assertion that an active lifestyle is everyone's business. As we have drawn closer to the summer of 2022 the excitement for the Commonwealth Games coming to Birmingham and the West Midlands region has also become ever more evident. At Energize, and following commitment from our main funders including Sport England, we have been able to strengthen our team and refresh our Board and our aspiration to one day eliminate inactivity. If you're interested in joining us and learning from trying things please follow and join #TogetherWeMove.

Chris Child
Chief Executive

Comments from the Chair

The post pandemic year 2021/22 saw continued dislocation to many of the institutions and organisation Energize works with within the Shropshire Telford & Wrekin region, however the tenacious approach exhibited by all members of the Energize team ensured programmes were delivered and targets achieved. During this period, we had the difficult and complicated task of bidding for our next tranche of funding from our principal stakeholder Sport England, who acknowledged the need to have a more long-term approach to funding linked to a different strategic direction across all the active partnership network. The senior leadership team came up trumps and we were awarded a settlement that provided funding to enable our work to continue unabashed. Linked to the funding Energize was required to look at its strategic direction and align this with that of Sport England's in its requirement to "build a movement" – I can report this new strategy document was finalised and has now been launched as **#TogetherWeMove**. Our finances remain in good order, however with the caveat the current cost of living crisis will impact on some areas of our charity but we continue to monitor income and expenditure accordingly. Our current CEO Chris Childs has been at the helm of Energize for the past 12 years and navigated the organisation through some challenging times, for this myself and the board are eternally grateful. However, Chris has decided to retire from his position as CEO and so the search is now in progress for his successor who can lead Energize as it embarks on its most ambitious strategy thus far. Finally, I must thank all of those Board Members present and past for the work they have done and the time they have given so selflessly in assisting the Energize executive and senior leadership team in the continuance of their duties.

Ray Sheldon
Chair

Financial Review

RESERVES POLICY:

The Board continually review Energize's Reserves Policy. It has been identified that reserves should be held for the following reasons:

- To provide a buffer in relation to income streams that are particularly volatile;
- To fund restricted cashflow deficits which arise at certain points during the year;
- To cover other operational commitments, notably staffing costs which are not fully funded through grants received;
- To offer the ability to seize unexpected new initiatives; and
- To give some shelter from unplanned adverse events.

A free reserve range of £85,000 to £100,000 was agreed.

Available free reserves as at 31st March 2022 were £153,103 (2021: £110,128) which is in excess of the current agreed range. The Board have already designated additional funds for the intended sustainability project following their review and is anticipating increasing this designation over the coming year.

GOING CONCERN

In December 2021, Energize was informed that its most recent bid for 5-year System Partner funding to 31st March 2027 from Sport England was successful. In addition to the continued support from local strategic commissioners, the Trustees have reviewed budgets and cash flow forecasts for a period of more than twelve months from the finalisation of these financial statements and have a reasonable expectation that adequate resources are available to continue in operational existence for the foreseeable future. For this reason the going concern basis continues to be adopted in preparing the financial statements.

Structure, Governance and Management

Reference and Administrative Details:

Registered Charity Name:	Energize Shropshire Telford & Wrekin
Charity Registration Number:	1147861
Company Registration Number:	08066413
Principal Registered Office:	The Guildhall, Frankwell Quay, Shrewsbury, Shropshire SY3 8HQ

The Trustees, who are also the Directors for the purpose of Company Law, who served year Commencing 1st April 2021 and Ended 31st March 2022, are as follows:-

M. Brady – Resigned from Board 22/10/2021
 K. Dobson – (SID until 29/7/2021)
 F. Fortune
 C. Hinks - Resigned from Board 05/10/21
 L. Izqueirido (Senior Independent Director from 29/7/2021)
 B. Nicholls – Resigned from Board 22/10/2021
 R. Sheldon – (Chair)
 R. Smith
 N. Weller – Resigned from Board 25/4/22

Auditor: Independent Auditors LLP, Shrewsbury Business Park, Shrewsbury SY2 6LG

Governance Framework:

Energize Shropshire, Telford & Wrekin (Energize STW) is a company limited by guarantee; the registration numbers are shown above. Energize STW was incorporated on May 11th 2012 and registered as a Charity on 27th June 2012. Energize STW is governed by its Memorandum and Articles of Association, as amended in September 2012, October 2015, November 2017, November 2018 and November 2020.

During the year ended 31st March 2022, Energize STW continued to be governed by a Board of Trustees, as listed above, who also act as the Directors for the purposes of Company Law. The Board of Trustees meets every quarter to discuss the strategic direction and financial condition of the charity, ensure its core aims and objectives are met in the most efficient way and to take account of any risks to the charity and to make sure that all legal obligations are satisfied. Additionally, the following sub-committees meet on a quarterly basis to discuss specific areas of performance or compliance, which is then fed back to the wider board for their full understanding and approval. Terms of reference are hyperlinked herewith:-

- Audit Committee
- People Committee
- Operational Performance
- Remuneration Committee (which meets annually)

Customer Sub-Committee Additionally a trustee takes responsibility for Equity & Diversity and Safeguarding. Copies of our [Diversity Policy](#) and Diversity Action Plan can be viewed on our website at www.energizestw.org.uk.

In summary, Energize STW is an equal opportunity employer who seeks to recruit a workforce with diverse backgrounds and skills. Energize STW makes its services available to all and will go out of its way to educate its staff in order to maintain these values and open up opportunities to all. Energize records and publicly documents the ethnicity, gender and other key characteristics of its Board and staff.

The Champion Roles for each Trustee and the Terms of Reference for each sub-committee are regularly reviewed and approved at Board level. The Nominations Committee was re-established this year to examine the recruitment of Trustees with the support of an executive search team from Perrett Laver Ltd.

At the AGM of October 2021 R. Sheldon was reappointed as Chair for a further year and K. Dobson retired by rotation in accordance with the Articles and was re-appointed to serve a further 1 year. B. Nicholls retired at the end of his term and during the year three trustees stepped down from their positions on the Board for personal reasons.

For the year ended 31st March 2022, the Board of Trustees therefore consisted of an average of 6 Trustees from the public, private and voluntary sectors. None of these Directors/Trustees receives any remuneration for their time or efforts other than reimbursement of out of pocket expenses. None of the Trustees has any personal pecuniary beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up of the company.

In addition to the Trustees there are nominated Observers (with no voting rights) from Shropshire Council, Telford & Wrekin Council and Sport England.

Decision making within the organisation is undertaken in accordance with the Board Reserve Powers and Delegations of Authority.

Quarterly Board Meetings:

Meetings of the Trustee Board are conducted quarterly and minuted to that effect.

Compliance and Strategy:

Upon appointment, all Trustees sign an [Engagement Agreement](#) that sets out the duties and commitment expected of a Trustee during their period of appointment. Separate agreements are signed by the Chair and each Board Champion. Furthermore, each Trustee is asked to sign a [Conflicts of Interest](#) document each year and to update this at each quarterly Board meeting and is also required to sign and adhere to a [Directors Code of Good Conduct](#).

Energize STW can confirm that there have been no significant declarations of conflicts of interest during the past year.

The Company does not recognise any individual Director as a person of 'Significant Influence or Control'.

The Board is supported by Energize STW's Chief Executive and operational staff team, who conduct day to day business.

As a Charity and Company Ltd by Guarantee Energize aims to achieve high standards of Governance and we ensure that this happens in the following ways:-

- We can evidence how we meet the criteria detailed within the UK Governance Code for Sport, without deviation. We regularly review our compliance with the Code and include this review as a regular agenda item at Audit Committee level. The Code was revised in 2021 and the Board are conversant with the changes and future plans to address.
- Policy and procedure documents are annually reviewed and approved in rotation, including Financial Procedures, which are overseen by our Financial Management Consultant, annually Audited and approved at full Board level.
- Terms of Reference for each sub-committee, including Audit Committee, are reviewed and approved at Board level at least every other year and sometimes more frequently as the need arises.
- Energize STW publicly displays, through its website, copies of our key financial accounts; strategy; Governance Structure and Review; Articles of Association; Equity & Diversity policy and diversity review.
- We have established a Nominations Committee to further develop Board recruitment and oversee the future Chair recruitment. The Nominations Committee is Chaired by either the Board Chair or the Senior Independent Director depending upon the role to be recruited. We base our recruitment of trustees upon a regularly reviewed skills matrix and in accordance with our equity and diversity policy.
- We use the expertise of our People Committee to review our staff and volunteer satisfaction / motivation and remuneration and rewards policies. We continually monitor staff satisfaction through OfficeVibe questionnaires, one to one meetings and engage in the Active Partnerships annual satisfaction survey to benchmark our results with similar organisations.
- We review Trustee skills and conduct review and development meetings with both Trustees and staff annually. An independent Board review was also conducted in 2021 by Wellmeadow Consulting. As a result of this the Board have;
 - Returned to holding Board meetings in person wherever possible
 - Taken more active 'ownership' of the strategy and made sure it progresses as a matter of urgency
 - Reviewed and refreshed terms of reference for the Board and individual Trustees ensuring that new members can make the requisite commitment

- Recruited a new group of Board members with a diversity of appropriate backgrounds and skills
- Systems of Internal Control are reviewed and [Risk Management Policy](#) and procedures are overseen at Audit committee level and presented to the wider Board for approval. Ongoing review of risk is carried out at Senior Management Level and mitigation reviewed by the Audit Committee champion and presented to the wider board along with an overview of other areas for consideration within a performance dashboard.
- The Trustee Board has oversight of and approves the Energize STW Strategy, which feeds into a team Operational Plan. The Strategy was updated in 2021 with the support of external consultant David Parry of Wellmeadow.

Energize STW requires all Trustees, Company Secretary and staff to undertake induction and continuing professional development to familiarise themselves with the funding and delivery environment in which the company operates; to set out their respective roles and responsibilities; and to ensure accountability and compliance with statutory Charity and Company Law and opportunities to attend training sessions to further enhance understanding and compliance are offered to both Trustees and the operational team.

Energize STW can show defined purpose, mission and values, which are reviewed and developed through consultation with both Trustees and staff.

Quality and Control:

Energize STW has Identified Key Performance Indicators which feed into a Performance Dashboard which is reported quarterly to Board.

We adhere to internal and external control processes, including those which effectively monitor financial control. Independent Auditors were re-appointed by the Board as our external Auditors for the year. The appointment of Auditors is approved annually and reviewed regularly. Financial Statements are reviewed at monthly management accounts level with the Senior Management Team, quarterly through trustee reports with the Audit Committee and wider Board and annually by our external Auditors. Annual financial reports are approved by the wider Board or Trustees.

There were no significant lapses in data security during the reported year.

Energize is an Active Partnership and as such a member of the Active Partnerships national federation which helps us both to share experiences and insight and also learn from others as well as working collaboratively when required. However, it does not interfere with the organisation's independence.

Principal risks and uncertainties

Using the Charity Commission Guidelines Energize has identified its major risks to be as follows.

Governance Risks

- A significant amount of work has been progressed with Board, team and key local partners to ensure that a new strategy with clear direction has been approved and implemented and a focussed implementation plan with appropriate performance management is now being developed.
- Whilst Energize has recently recruited some new Board members with greater diversity of backgrounds there is a risk that the staff team make up does not reflect the diverse communities that it serves and it is important that progress in this area is embedded. In order to tackle this risk the organisation continues to work to reach out to local communities and promote opportunities to them whilst also developing internal practices. As such a range of staff (led by the CEO) have engaged with a year long 'Leading for Renewal' education programme with Inclusive Employers CiC.
- Like many organisations Energize risks losing continuity if it loses key people – and this has been identified as key during the transition year of 2022. A new Senior Leadership and staff structure has been put in place to mitigate the risk and work continues to share key tasks and understanding of the strategy.

Operational Risks

- There is a risk of Energize experiencing mission creep and progressing work which is inconsistent with the ambition to eliminate inactivity or demonstrate how the work improves lives. The senior leadership team has been restructured and includes a Head of Performance and Learning to ensure this risk doesn't materialise and further investment and time will be dedicated to ensuring data and insight inform future plans and projects which Energize engages with.
- Energize is operating in a new way with an ambitious new strategy and this has the potential to create the risk of stress and stretch for staff, particularly the new Senior Leadership Team. There are plans in place to bring in additional capacity both by increasing head count but also by employing temporary expertise where necessary. Decision making and excellent communication / teamwork will also be key areas for development within the organisation in future.
- Diversifying income is always a matter which warrants attention from time to time, especially as Sport England have increased funding for the next five years. However although some sources of income have reduced during the pandemic others have also materialised and Energize also has plans (and funds in reserve) to explore this further over the coming years.
- The Coronavirus outbreak and its associated changes in national strategy as well as Energize's flexible working environment potentially places staff Wellbeing in the focus. In response Senior Leadership Team and Board have developed a hybrid working policy to support maintenance of a positive, safe and healthy work environment. A people plan is also being developed and supported by Roots HR consultants.

Financial Risks

- Energize has been growing its reserves in accordance with its policy and will shortly be considering the approach to investing to grow as an organisation and achieve increased impact and longer-term sustainability – the 'designated' reserves fund has been increased this year to fund appropriate sustainability plans in the future.

- Senior Leadership Team and Audit Committee have regularly reviewed the income and expenditure forecasts since the Coronavirus outbreak and revised likely levels of fees and charges within future strategy. This potentially could have resulted in an increased dependency on core Sport England funding but it has also enabled the organisation to engage with new partners both tactically and operationally and become involved in supporting pandemic issues like growing inequalities and also future recovery plans.

External Risks

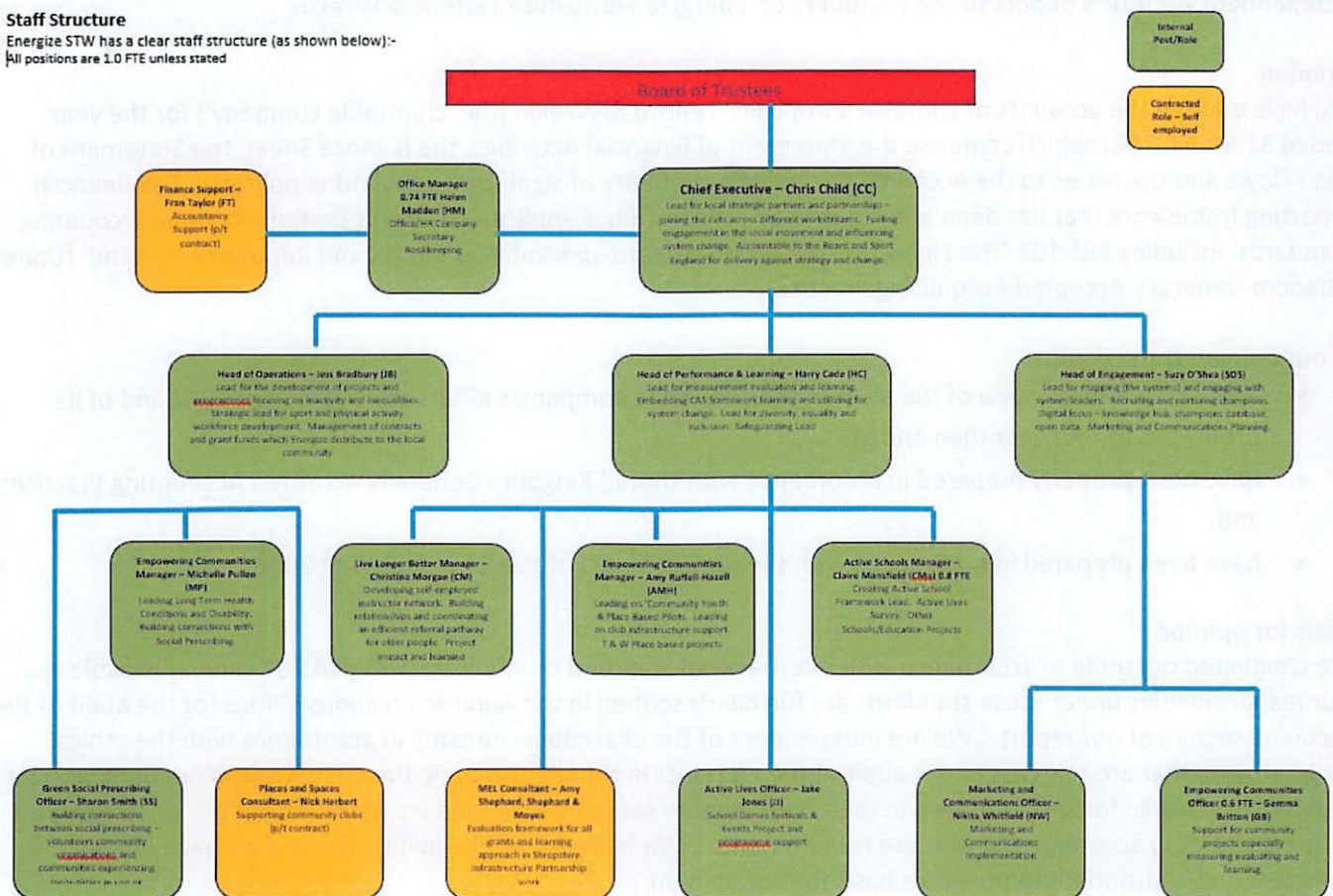
- Working to support vulnerable children and adults exposes Energize and our delivery partners to increased likelihood of adverse incidents including safeguarding and data protection. Policies and practices in these key areas continue to be monitored with oversight from Board and all staff are receiving support / training to incorporate into their daily routines as relevant. The area continues to be monitored closely by Senior Leadership Team in concert with Board Champion for Safeguarding and an annual plan is reviewed by NSPCC Child Protection in Sport Unit too.
- There is always a danger that Energize, as it aims to influence other policy and strategy, becomes removed from the very communities it serves. However, through our individual project work (eg Short Breaks for Children and families with disabilities, School Games, Satellite Clubs, Falls Prevention for Older Adults and especially the Tackling Inequalities and preparation for distributing the Together Fund) Energize have remained in close contact with many of the more at-risk communities which enables us to continue to be responsive and a trusted partner for local strategic commissioners. We have also undertaken some mapping of local inequalities and overlaid our project intervention data so that we can be even more focussed and targeted in future.

Compliance and Legal Risks

- Continuing to ensure compliance with the variety of governance codes remain a challenge especially while Energize Trustee Board has reduced in number over the last year. As a result the number of sub committees has been reduced to ensure critical ones are sustained and some Board members have doubled up on groups while recruitment and induction of new Trustees has taken place to fill the gaps with appropriate expertise. A detailed induction plan is also being undertaken to ensure new Board members can contribute whilst understanding their overall responsibilities. It is envisaged that individual roles and a programme of training can be offered to meet needs by the Autumn.

Staff Structure

Energize STW has a clear staff structure (as shown below):-
All positions are 1.0 FTE unless stated



Independent Auditors Report

Energize Shropshire Telford & Wrekin Audit Report Unqualified

Independent Auditor's Report to the Members of Energize Shropshire Telford & Wrekin

Opinion

We have audited the accounts of Energize Shropshire Telford & Wrekin (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the Notes to the Accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its profit/loss 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 Standard on Auditing (UK) (ISAs(UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts 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 accounts in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out below, 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.

Audit Report Unqualified

accounting unless the trustees intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

We have been appointed under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that the 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 accounts.

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

- Inquiry of management, those charged with governance and the company's solicitors around actual and potential litigation and claims;
- Inquiry of company staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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

Use of this report

This report is made solely to the 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 of the 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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathon Dale BA (Hons) FCA, Senior Statutory Auditor

For and on behalf of Independent Auditors LLP, Chartered Accountants and Statutory Auditors

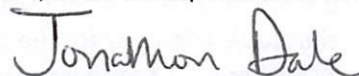
Emstrey House North

Shrewsbury Business Park

Shrewsbury

Shropshire

SY2 6LG



25 NOVEMBER 2022

Audit Report Unqualified

Other information

The other information comprises the information included in the trustees' report and accounts, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate and proper accounting records have not been kept, or returns adequate for the audit have not been received from branches not visited by us; or
- the accounts 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 prepare the accounts in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement found in the trustees' report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, 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

Energize Shropshire Telford & Wrekin
Statement of Accounts

for the year ended 31 March 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
	Notes				
Income and endowments from:					
Donations and legacies	4	15,023	189,690	204,713	210,000
Charitable activities	5	198,420	527,770	726,190	338,322
Other trading activities	6	7,483	-	7,483	5,510
Total		220,926	717,460	938,386	553,832
Expenditure on:					
Charitable activities	7	167,643	719,503	887,146	527,888
Total		167,643	719,503	887,146	527,888
Net income	10	53,283	(2,043)	51,240	25,944
Transfers between funds		7,957	(7,957)	-	-
Net income before other gains/(losses)		61,240	(10,000)	51,240	25,944
Other gains and losses					
Net movement in funds		61,240	(10,000)	51,240	25,944
Reconciliation of funds:					
Total funds brought forward		154,185	10,000	164,185	138,241
Total funds carried forward		215,425	-	215,425	164,185

Energize Shropshire Telford & Wrekin Balance Sheet

at 31 March 2022

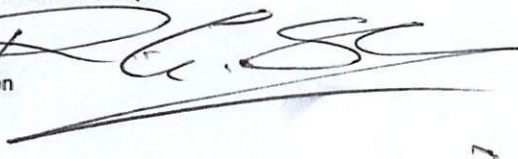
Company No. 08066413	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	13	7,322	4,057
		<u>7,322</u>	<u>4,057</u>
Current assets			
Debtors	14	16,340	60,057
Cash at bank and in hand		510,475	419,208
		<u>526,815</u>	<u>479,265</u>
Creditors: Amount falling due within one year	15	(299,811)	(299,144)
Net current assets		<u>227,004</u>	<u>180,121</u>
Total assets less current liabilities		<u>234,326</u>	<u>184,178</u>
Creditors: Amounts falling due after more than one year	16	-	-
Net assets excluding pension asset or liability		<u>234,326</u>	<u>184,178</u>
Defined benefit pension scheme liability		(18,901)	(19,993)
Total net assets		<u>215,425</u>	<u>164,185</u>
The funds of the charity			
Restricted funds	18		
Restricted income funds		-	10,000
		<u>-</u>	<u>10,000</u>
Unrestricted funds	18		
General funds		160,425	114,185
Designated funds		55,000	40,000
		<u>215,425</u>	<u>154,185</u>
Reserves	18		
Total funds		<u>215,425</u>	<u>164,185</u>

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

Approved by the board on 27 October 2022

And signed on its behalf by:

R.G. Sheldon
Trustee



**Energize Shropshire Telford & Wrekin
Statement of Cashflow**

for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	51,240	25,944
Adjustments for:		
Depreciation of property, plant and equipment	3,563	3,127
Decrease/(Increase) in trade and other receivables	43,717	(45,874)
(Decrease)/Increase in trade and other payables	(426)	139,992
Net cash provided by operating activities	98,094	123,189
Cash flows from investing activities		
Payments for property, plant and equipment	(6,827)	(1,780)
Net cash used in investing activities	(6,827)	(1,780)
Net increase in cash and cash equivalents	91,267	121,409
Cash and cash equivalents at the beginning of the year	419,208	297,799
Cash and cash equivalents at the end of the year	510,475	419,208
Components of cash and cash equivalents		
Cash and bank balances	510,475	419,208
	510,475	419,208

Energize Shropshire Telford & Wrekin
Notes to the Accounts

for the year ended 31 March 2022

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Energize Shropshire Telford and Wrekin meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Going concern

Having considered future plans and forecast financial budgets, the Trustees confirm that they are not aware of any material uncertainties with regard to the Charitable Company's ability to continue as a going concern for the foreseeable future and therefore have prepared these financial statements on the going concern basis.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Energize Shropshire Telford & Wrekin

Note to the Accounts

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income. In relation to grants, the balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the Charitable Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

Taxation

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

Energize Shropshire Telford & Wrekin

Notes to the Accounts

Tangible fixed assets and depreciation

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

Computer equipment	33% Straight line
Fixtures and fittings	25% Straight line

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less.

Trade and other creditors

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

Financial instruments

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

Pension costs

Defined contribution plan

The Charitable Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Defined benefit plan

The Charitable Company contributes to the Shropshire County Pension Fund ("The Fund" or "the Scheme") on behalf of one of its employees. The Fund is a defined benefit scheme providing a pension and lump sum benefits at retirement based on final salary and length of service (both defined in the Scheme Rules). The Scheme is a multi-employer scheme and whilst it is not possible to separately identify its share of the underlying assets and liabilities, the Charitable Company is required to contribute towards the deficit on the Scheme.

2 Company status

Energize Shropshire, Telford and Wrekin is a company limited by guarantee registered in England and Wales and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income and endowments from:			
Donations and legacies	15,000	195,000	210,000
Charitable activities	77,343	260,979	338,322
Other trading activities	5,510	-	5,510
Total	97,853	455,979	553,832
Expenditure on:			
Charitable activities	73,970	453,918	527,888
Total	73,970	453,918	527,888
Net income	23,883	2,061	25,944
Transfers between funds	(7,289)	7,289	-
Net income before other gains/(losses)	16,594	9,350	25,944
Other gains and losses:			
Net movement in funds	16,594	9,350	25,944
Reconciliation of funds:			
Total funds brought forward	137,591	650	138,241
Total funds carried forward	154,185	10,000	164,185

4 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Grants and donations	23	189,690	189,713	195,000
Donated services and facilities	15,000	-	15,000	15,000
	15,023	189,690	204,713	210,000
Donated goods, facilities and services received				
			Total 2022 £	Total 2021 £
Office premises			15,000	15,000
			15,000	15,000

5 Income from charitable activities

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Grants	4,000	527,770	531,770	260,979
Strategic commissioning	178,305	-	178,305	56,201
Consultancy	16,115	-	16,115	19,777
Training and education	-	-	-	1,365
	<u>198,420</u>	<u>527,770</u>	<u>726,190</u>	<u>338,322</u>

6 Income from other trading activities

	Unrestricted	Total 2022	Total 2021
	£	£	£
Sponsorship and advertising	6,000	6,000	5,000
Fundraising	25	25	115
Other income	1,458	1,458	395
	<u>7,483</u>	<u>7,483</u>	<u>5,510</u>

7 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
<i>Expenditure on charitable activities</i>				
Direct programme expenditure	149,607	117,025	266,632	39,469
Direct staff costs	-	127,648	127,648	117,105
Grants made	-	183,343	183,343	85,662
<i>Support and governance costs</i>				
Support staff costs	(1,092)	221,349	220,257	205,416
Premises expenses	15,000	-	15,000	15,000
Legal and professional	-	26,473	26,473	24,782
Other office costs	565	20,656	21,221	23,065
Advertising and marketing	-	9,243	9,243	6,589
Staff training	-	1,246	1,246	1,156
Travelling	-	1,747	1,747	1,033
Sundry expenses	-	873	873	314
Depreciation	3,563	-	3,563	3,127
Governance costs	-	9,900	9,900	5,170
	<u>167,643</u>	<u>719,503</u>	<u>887,146</u>	<u>527,888</u>

8 Analysis of income and expenditure by fund provider

	Sport England	Local Authority	Other public sector income	Non public income	Total 2022
	£	£	£	£	£
Income					
Revenue grants	580,031	36,100	15,581	89,748	721,460
Commissioning	-	178,305	-	-	178,305
Sponsorship	-	-	-	6,000	6,000
Other	-	-	-	32,621	32,621
Expenditure					
Direct programme expenditure	(50,181)	(152,427)	-	(64,024)	(266,632)
Staff costs	(293,442)	(26,512)	(15,581)	(12,370)	(347,905)
Grants made	(157,843)	-	-	(25,500)	(183,343)
Premises expenses	-	-	-	(15,000)	(15,000)
Legal and professional	(26,473)	-	-	-	(26,473)
Other office costs	(20,656)	(565)	-	-	(21,221)
Advertising and marketing	(9,243)	-	-	-	(9,243)
Staff training	(1,246)	-	-	-	(1,246)
Travelling	(1,747)	-	-	-	(1,747)
Sundry expenses	(873)	-	-	-	(873)
Depreciation	-	-	-	(3,563)	(3,563)
Governance costs	(9,900)	-	-	-	(9,900)
	<u>-</u>	<u>34,901</u>	<u>-</u>	<u>16,339</u>	<u>51,240</u>

9 Analysis of grants

Activity or programme	Grants to Institutions	Total 2022	Total 2021
	£	£	£
Tackling Inequalities	183,343	183,343	86,024
	<u>183,343</u>	<u>183,343</u>	<u>86,024</u>
Activity or programme	Activities undertaken directly	Total 2022	Total 2021
	£	£	£
Tackling Inequalities	183,343	183,343	86,024
	<u>183,343</u>	<u>183,343</u>	<u>86,024</u>

10 Net income before transfers

	2022	2021
	£	£
This is stated after charging:		
Auditors' remuneration	3,978	3,900

11 Trustee remuneration and expenses

One or more of the trustees has been paid expenses in the current or prior periods.

	2022	2021
	Number	Number
Number of trustees paid expenses	1	1
The nature of the reimbursed expenses	During the year expenses were reimbursed to trustees for travel (2021: IT subscriptions).	
	£	£
Total expenses reimbursed to trustees	75	144

12 Staff costs

	2022	2021
	£	£
Salaries and wages	302,718	280,895
Social security costs	24,729	22,133
Pension costs	20,458	19,493
	<u>347,905</u>	<u>322,521</u>

Included above in pension costs is the movement on the pension liability of £1,092 (2021: £1,800).

See note 17.

No employee received emoluments in excess of £60,000.

	£	£
Total employee benefits received by key management personnel	<u>176,945</u>	<u>153,852</u>

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

	2022	2021
	Number	Number
Average headcount	<u>11</u>	<u>10</u>
	<u>11</u>	<u>10</u>

13 Tangible fixed assets

	Computer equipment	Fixtures and fittings	Total
	£	£	£
Cost or revaluation			
At 1 April 2021	28,778	5,967	34,745
Additions	6,827	-	6,827
Disposals	-	(5,967)	(5,967)
At 31 March 2022	<u>35,605</u>	<u>-</u>	<u>35,605</u>
Depreciation and impairment			
At 1 April 2021	24,720	5,967	30,687
Depreciation charge for the year	3,563	-	3,563
Disposals	-	(5,967)	(5,967)
At 31 March 2022	<u>28,283</u>	<u>-</u>	<u>28,283</u>
Net book values			
At 31 March 2022	<u>7,322</u>	<u>-</u>	<u>7,322</u>
At 31 March 2021	<u>4,058</u>	<u>-</u>	<u>4,058</u>

14 Debtors

	2022	2021
	£	£
Trade debtors	7,854	50,618
Prepayments and accrued income	8,486	9,439
	<u>16,340</u>	<u>60,057</u>

15 Creditors:

amounts falling due within one year

	2022	2021
	£	£
Trade creditors	27,327	3,663
Other taxes and social security	17,969	19,954
Other creditors	(192)	62
Accruals and deferred income	254,707	275,465
	<u>299,811</u>	<u>299,144</u>

- 16 Grant and contract income has been deferred when specific criteria attached to the terms and conditions of the service delivery has not been met at the year end.

Movement of the deferred income	2022	2021
	£	£
At 1 April	269,936	124,784
Deferred	501,345	452,339
Released	(531,674)	(307,187)
At 31 March	<u>239,607</u>	<u>269,936</u>

17 Pension commitments

Defined contribution plans

The Charitable Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charitable Company in an independently administered fund.

	2022	2021
	£	£
The amount included in the pension cost charge in relation to contributions payable by the Charitable Company to the fund	<u>10,125</u>	<u>10,183</u>

Defined benefit plans

The Charitable Company contributes to the Shropshire County Pension Fund ("the Fund" or "the Scheme") on behalf of one of its employees. The Fund is a defined benefit scheme providing pension and lump sum benefits at retirement based on final salary and length of service (both as defined in the Scheme Rules). The Scheme is a multi-employer scheme and whilst it is not possible to separately identify its share of the underlying assets and liabilities, the Charitable Company is required to contribute towards the deficit on the Scheme.

As at the 31st March 2019, the Scheme was 84% funded (based on the assumptions which underpinned the last Triennial Valuation of the Fund as at that date) and a deficit recovery period of 20 years, effective from 1st April 2019, has been put in place. From April 2020 levels are set at 20.8% which includes 3.4% in respect of the deficit and 0.8% McCloud estimated cost.

In accordance with section 28.11A and 28.13A of FRS102 the Charitable Company recognises a defined benefit pension plan liability on its Statement of Financial Position. The liability is calculated by reference to the expected salary increases and remaining working lives of members before they reach pensionable age over the deficit period and using the current level of inflation as at the balance sheet date.

	2022	2021
	£	£
The total contribution payable by the Charitable Company to the Fund in the period amounted to	<u>10,334</u>	<u>9,310</u>

The state of the financial position pension liability is determined as follows:

	2022	2021
	£	£
At 1st April 2021	19,993	21,793
Element of Employer's contribution in the period towards deficit	(1,852)	(1,816)
Movement in estimated liability in the period	<u>760</u>	<u>16</u>
At 31st March 2022	<u>18,901</u>	<u>19,993</u>

18 Movement in funds

	At 1 April 2021	Incoming resources (including other gains/losses) £	Resources expended £	Gross transfers £	At 31 March 2022 £
Restricted funds:					
Restricted income funds:					
Sport England - Primary Role	-	189,690	(181,263)	(8,427)	-
Sport England - Children & Young People	-	167,543	(167,543)	-	-
Sport England - Coaching/Workforce development	-	38,258	(38,258)	-	-
Sport England - Tackling Inequalities	-	66,890	(66,890)	-	-
Sport England - Opening School Facilities	-	91,542	(91,542)	-	-
Sport England - B2022 Commonwealth Games: National Legacy	-	18,000	(18,000)	-	-
Sport England - Moving Communities	-	8,108	(8,108)	-	-
Life Chances	10,000	59,750	(70,220)	470	-
Evolve into Spring	-	7,100	(7,100)	-	-
Sport Council Trust Company Grant	-	29,998	(29,998)	-	-
Green Social Prescribing	-	15,581	(15,581)	-	-
PSI Elevate	-	25,000	(25,000)	-	-
Total	10,000	676,879	(678,922)	(7,957)	-
Unrestricted funds:					
General funds	114,185	42,621	(20,239)	23,858	160,425
Designated funds:					
Sustainability project	40,000	-	-	15,000	55,000
Local authority projects	-	178,305	(147,404)	(30,901)	-
Total	40,000	178,305	(147,404)	(15,901)	55,000
Revaluation Reserves:					
Total funds	164,185	897,805	(846,565)	-	215,425

Purposes and restrictions in relation to the funds:

Restricted funds:

Sport England - Primary Role	This provides financial support to enable the effective delivery of the Active Partnership's core specification and covers back office costs.
Sport England - Children & Young People	This encompasses the previously known Active Lives, Primary School Support, School Games and from 1st April 2021, Satellite Clubs funding. To work with Young people in schools and creating community and educational links.
Sport England - Coaching/Workforce development	A programme designed to fund the development of a skilled multi-sport coaching/workforce network. Use of local insight to provide meaningful support where needed.
Sport England - Tackling Inequalities	The fund exists to support community groups who themselves support people and communities whose activity levels have been most adversely affected by the covid pandemic.
Sport England - Opening School Facilities	This fund exists to help to reduce the negative impact of coronavirus and the reopening of school facilities.
Sport England - B2022 Commonwealth Games: National Legacy	Fund provided as part of the measurement, evaluation and learning strategy to reach those children and young people involved in the School Games who need it most, to inspire positive experiences and accelerate local collaboration.
Sport England - Moving Communities	This project is to help Active Partnerships to understand the performance of leisure centres and has been developed by the Active Partnerships National Team, the Moving Communities team lead by 4Global Consulting Limited and Sport England.
Life Chances	The Chances programme, co-developed by Substance, Sport England, Life Chances Fund and Big Issue invest is to create new opportunities to empower young people to get active and re-engage with education and skills provision - with the focus being on young people from lower socio-economic backgrounds and those with an offending record and/or low school attendance.
Evolve into Spring	Funded by Shropshire County Council to offer low level, gentle and fun physical activity through a telephone advisory service for older people wanting to stay or become active into Spring 2021.
Sport Council Trust Company Grant	Funding linked to National Sports Centres. This funding was awarded to invest in organisations that provide activities targeting inactive, hard to reach people, children and young people. Projects would primarily be within a 20 mile radius of Lilleshall National Sports Centre. Funding initially awarded September 2020 through to 31st March 2021 but was extended to 31st December 2021.

Green Social Prescribing	Project in partnership with Shropshire Wildlife Trust funded from a variety of sources, including NHS Community Trust fund, Shropshire County Council and Telford & Wrekin Council. To support more accessible, appealing and safe green activities to help people get outside, finding the right kind of activities to benefit people's individual needs and the raising of awareness of existing activities with development of opportunities for diverse groups and those with mental health difficulties.
PSI Elevate	Additional funding from Shropshire County Council to cover costs through to the end of March 2022 in relation to the "Elevate at Home Programme" created to keep people active within their own homes due to the number of people shielding in response to the pandemic.
Designated funds: Sustainability project	In October 2020, as part of the overall review of the charity's reserves, the Board agreed to earmark funds available of £40,000 for a future sustainability project. It is expected that a total amount of £100,000 is required in order to undertake this work and so further funds when they become available are to be earmarked with the intention to commence this project in 2023.
Local authority projects	The organisation undertakes a number of projects which are commissioned by local authorities. Whilst these are not restricted funds, due to the public nature of the activities the charity is keen to ensure transparent and clear reporting of the relevant financial transactions. Accordingly designated funds are set-up to report these.

19 Analysis of net assets between funds

	Unrestricted funds £	Total £
Fixed assets	7,322	7,322
Net current assets	227,004	227,004
Defined benefit pension scheme liability	(18,901)	(18,901)
	<u>215,425</u>	<u>215,425</u>

20 Reconciliation of net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash and cash equivalents	419,208	91,267	510,475
	<u>419,208</u>	<u>91,267</u>	<u>510,475</u>
Net debt	<u>419,208</u>	<u>91,267</u>	<u>510,475</u>

21 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2022	2022	2021	2021
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
Within one year	-	662	-	-
In the second to fifth years inclusive	-	-	-	662
	<u>-</u>	<u>662</u>	<u>-</u>	<u>662</u>

22 Related party disclosures

There were no related party transactions during the year.

Controlling party

The Charitable Company is limited by guarantee and has no share capital; thus no single party controls the Charitable Company.