

ENERGIZE SHROPSHIRE, TELFORD AND WREKIN
TRUSTEES' REPORT AND ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025



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Reference and Administrative Details

Trustees:

- P Havenhand (Chair) Appointed on 22/2/2024 and became Chair on 15/8/2024.
- L Izqueirdo (Senior Independent Director) Temporary Chair until 15/8/2024
- R Pritchard
- S Evans
- V Sugden
- K Parkash
- L Freudmann
- T Smith Appointed 21/11/24
- F Jones Appointed 21/11/24
- S Wells Appointed as Associate Director, currently with no voting rights, on 21/11/24
- R Sheldon Retired on 23/5/2024
- R Smith Retired 21st November 2024

Company Secretary: H Madden

Chief Executive: P Ezard

Senior Leadership Team (“SLT”)

- H Cade
- J Bradbury
- S O’Shea

Company Registration Number: 08066413

Charity Registration Number: 1148129

Principal Registered Office: Darwin House, 2 The Mount, Shrewsbury SY3 8HQ

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

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4AQ

Virgin Money, Jubilee House, Newcastle Upon Tyne, NE3 4PL

Comments from the Chair

Having taken the role of Chair in 2024, my view of the strength, passion, and capability of our Team at Energize, remains inspiring. Pete Ezard (CEO) is driving the organisation with his Senior Leaders to new heights. The ability the organisation has to drive programs that empower increasing numbers of people across Shropshire, Telford and Wrekin to improve their mental and physical health through movement, goes beyond what I thought possible with the size of the team.

Having attended both "This Girl Can Event" at Lilleshall and the "School Games" event in Shrewsbury, it was impossible not to be proud of not only the Energize team, but the wider support groups and individuals that make these events so impactful to those who participate and the comradery that exists in our County to come together under a unified effort to drive change.

2024 saw a review of the Energize Strategy. This led to some adjustments to enable a clearer focus on what's important to the organization's stakeholders. This was just one example of how our management team and Trustees work together. The Trustees continue to provide an excellent resource for Energize and the recent additions of Fiona Jones, Tim Smith and the introduction of Sue Wells as an Associate Trustee, will only add to the knowledge and expertise of our Board.

Energize remains well placed, not only financially, but through its well-earned reputation and its exceptional staff, to have an even greater impact in 2025. Working with Sport England and the further funding opportunities ahead will undoubtedly require the organization to be nimble, adaptable and flexible to deliver upon our evolving strategic aims.

A handwritten signature in black ink, appearing to read "Paul Havenhand". The signature is stylized with a large, looped 'P' and 'H'.

Chair, Paul Havenhand (at time of drafting)

Comments from the Chief Executive Officer

This year has been one of change for Energize Shropshire Telford and Wrekin, as we welcomed a new Chair and new trustees; reviewed our strategy and gave increased focus to our Place work.

After an initial period as a trustee we welcomed our new Chair, Paul Havenhand into post. Paul has given new energy to the role and has already established himself through effective leadership at Board level and supported the CEO and wider team.

We also welcomed two new trustees, Tim Smith and Fiona Jones, and also appointed Sue Wells as an associate trustee with a view to making her a full trustee after a short period of mentorship. All three have brought a breadth of skills and experience from across the public, commercial, voluntary and sports sectors. We know that these new appointments will drive our ambitions to tackle inequalities and build advocacy for the benefits of physical activity across our County.

Throughout the summer we took the opportunity to review and refine our strategic goals to demonstrate our ever-increasing commitment to system change. We continue to deliver high quality projects and programmes but with increasing focus on embedding and sustaining physical activity across education, health and community sectors. Moreover, using the insight and learning from our projects to crucially influence system change when working alongside colleagues from local authorities, the NHS and the voluntary sector.

We have ended the year with the two incredible opportunities to expand our Place work through additional investment from Sport England. Work has started across both local authorities at a planning and development level and we look forward to delivering against these plans from Autumn 2025.

I would like to thank both the Board and the team for the outstanding commitment to the ambitions of the organisation and the positive impact we are having on individuals and communities across Shropshire, Telford and Wrekin.

A handwritten signature in black ink, appearing to read "Pete Ezard".

Pete Ezard, Chief Executive

Trustees' Report

Objectives and Activities

The purposes of the charity as set out in its governing document.

The Objects of the Charity (as stated in the Articles of Association) are to promote community participation in healthy recreation for the benefit of the inhabitants of Shropshire, Telford and Wrekin and the surrounding area and in particular to provide, or to assist in providing, and to promote:

- (1) public facilities, amenities, equipment and services for healthy recreation;
- (2) facilities and services for recreational, sporting or other leisure time occupation in the interests of social welfare for the public at large or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities and services;
- (3) the improvement and preservation of good health and well-being through participation in healthy recreation;
- (4) education, training and coaching courses which promote physical health and fitness.

The main activities undertaken in relation to those purposes.

The main activities of Energize are all directly or indirectly aimed at influencing system change with the ultimate goal of eliminating inactivity across Shropshire, Telford and Wrekin. The goal to eliminate inactivity is grounded in the fact, as stated by the Chief Medical Officer, "If physical activity were a drug, we would refer to it as a miracle cure, due to the great many illnesses it can prevent and help treat."

But we know simply creating and delivering physical activities for people over limited time periods acts only as a sticking plaster to the endemic issue of so many people simply not moving enough with 22.9% of adults in our county classed as inactive (Sport England Active Lives Survey 2025).

So, the focus of all our work is to influence systems, namely education, health and communities, to change the way they operate, how they make decisions, use finances and work across the county. This will ensure physical activity is embedded in everything, from the beginning, to ensure everyone has an equal opportunity to be active in a way that suits them.

To create an evidence base and gain the relationships needed to even begin to influence these systems, we run many projects and programmes funded either by Sport England, Department for Education or other local or national partners. These cover all age ranges and areas of Shropshire, Telford & Wrekin. This work, which we have been involved in for many years, has now given us the opportunity to sit at the right tables and have the right senior connections to have a voice, be heard and start to influence.

We also have projects which will create system change themselves, for example the Get Yourself Active project, which will, amongst other things, aim to train every social worker to include physical activity in their support plans.

In addition to project work we offer infrastructure and funding support for voluntary and community sector organisations delivering physical activity or sport. We support clubs with safeguarding and welfare, we learn, adapt and share information and resources to support the sector to be as inclusive as possible and to take the necessary steps to be environmentally sustainable.

Our aims, including details of the issues we seek to tackle and the changes or differences we seek to make through our activities and how that will further our legal purposes.

As stated in our Strategy 2022-27, our purpose is to improve quality of life through the benefits of physical activity. Our initial ambition is to eliminate inactivity, first focusing on those who are inactive, as this is where we can gain the greatest positive impact.

The change we seek is a reduction in the number of people in Shropshire, Telford & Wrekin who are regarded as inactive.

Our strategies for achieving our stated aims and objectives.

During 2024, as we reached the halfway point of our strategy and the 5-year Sport England funding period, we engaged the full team and the board to review and update our strategic goals. As a result, we now have three strategic goals to support the remainder of the funding period from 2025 to 2027:

- **To tackle inequalities** | Focusing our efforts and resources on those who need it most.
- **To embed & sustain** | Supporting relevant organisations to embed physical activity into their culture, policies and futureproofing through workforce education.
- **To influence system change** | Sharing our learning to develop relationships and create opportunities to influence and ultimately change local systems.

The criteria or measures we use to assess success in the reporting period.

We have a Progress Report which is shared with the Board of Trustees on a quarterly basis. This report includes the following areas to monitor progress against our strategic goals:

- **Part One: Organisational Health.** This gives an update from the People Sub-Committee on the progress made with the People Plan.
- **Part Two: Operational Health.** This section provides an update from our operational plan – a relatively new document, covering key aspects of our work which is updated quarterly by all members of the team to reflect how our work is progressing against key measures.
- **Part Three: Programmes & Projects.** This information helps to outline the breadth and depth of the operational work being undertaken to help us work towards our strategic goals and our ambition of eliminating inactivity.

In addition, we report to Sport England on all aspects of our work on a six-monthly basis.

Achievements and performance

The main achievements of the charity including achievements against objectives set

The third year of our current strategy has seen great progress as some of our work really starts to become embedded, we can see several examples of noteworthy influence within the health and education systems.

As usual in our annual reports, we like to start with an update on our most important asset, our people.

Our People

On the Board, we appointed a new chair, Paul Havenhand in August, one trustee resigned, and two new trustees were appointed along with an associate trustee in November 2024.

After no resignations in our organisation since December 2022, we were very sad to lose Claire Mansfield, Active Schools Manager from the team at the end of the year. Claire made a huge contribution over her five years at Energize and we wish her all the best for her early retirement. We also ended the year, saying a temporary goodbye to Empowering Communities Manager, Amy Griffiths, as she left on maternity leave. Amy's replacement, Joe Doody has already joined us and is settling in well.

So, we are now a team of 12 employees plus Anna Martin who works with us part time as part of the joint green social prescribing project with Shropshire Wildlife Trust. Claire's replacement has been appointed and will join as Active Schools Manager from September 2025. We also have part time support from consultant Fran Taylor as our Finance Lead.

Within our People Plan, launched in April 2023, we have four key areas of focus to ensure we do everything we can do to have a happy and engaged team. Here are the highlights under each of these areas.

Recruit.

We focused on recruitment processes to increase the overall number of applications but also to increase the diversity of those interested in applying for roles at Energize. We were extremely pleased with the considerable number of high-quality applicants for both roles we advertised this year. This is testament to the positive external view of Energize as an organisation, the improved marketing of the job roles and quality of the roles on offer.

Understand.

Officevibe continues to be a very useful online platform to support monthly 1-to-1 meetings, goal setting, for giving positive feedback to colleagues and for weekly staff satisfaction surveys. The feedback from the surveys is reviewed and often used to structure discussions at 1-to-1s with line managers.

In addition, we use the feedback on a quarterly basis to support confidential conversations with our Mental Health Champion. All feedback is anonymised and shared with the People Sub-Committee for discussion and action planning. This ensures we have multiple ways to listen to our team, take on board feedback and implement necessary actions.

Retain.

A full review of pay and benefits took place over the last year with salary increases effective from April 2025 across the team. In addition, improvements were made to several policies including staff eyecare provision and the maternity policy.

Based on an idea from the team, a new award called the Triumph Trophy is now presented to the team member with the most votes on a quarterly basis. These votes also include team members receiving positive comments on a form they can keep. It is really helping us build peer appreciation across the team.

In addition to socials organised as and when by the team, we have quarterly team days which often incorporate a chance to get active, monthly team meetings usually focused on wellbeing and inclusion topics, and six-monthly board and team days.

Develop.

In addition to monthly 1 to 1s, we created development planners to support team and individual training or mentoring. These identify areas of strength and areas for appropriate development. We have completed a 360-degree feedback process across the whole team; this also helps us to understand individual development areas. And as we have a very healthy training and development budget, we have been able to support many team and individual development goals.

Other key achievements

- The [Creating Active Schools framework](#) (CAS) provides a whole system approach to school improvement and a structure for embedding physical activity into the heart of a school's ethos and culture. The programme started in November 2021 and to date we have supported 36 schools. The focus over the last year has been on developing relationships with Multi Academy Trusts (MATs) both to increase the capacity to benefit more pupils but also, we have learnt MATs have a greater influence to enforce stronger accountability within their schools. We now have two MATs—who understand the impact physical activity can have on wider school outcomes such as behaviour, wellbeing and attendance—who are fully engaged with the framework both of which have appointed their own CAS champions to deliver training across their academy primary schools.
- The [Opening School Facilities](#) programme was a government funded initiative aimed at increasing physical activity by enabling schools to open their facilities outside of regular school hours. Locally, the programme has had a significant impact across 18 schools. Participation has increased, especially among targeted groups, many schools have sustained activities beyond the initial funding, community relationships have been established and strengthened and overall, attendance, wellbeing and behaviour have all improved as has access to high quality physical activity opportunities throughout our local communities.
- The [School Games](#) programme has adapted over the last few years, and we have made significant changes aligning with the national outcomes as well as with our own strategy. We have categorised our events into 'Inspire,' 'Engage' and 'Compete.' This allows us the opportunity to offer a balance of events which include competitive and non-competitive activities. We are aiming to reach a wider audience across our events by targeting the least active children, tackling gender inequalities, providing opportunities for those who have special educational needs and/or disabilities (SEND) whilst still offering opportunities for gifted and talented pupils. Over the last year we ran a total of 6 county finals and 11 Engage and Inspire events for [Primary & Secondary](#) Schools across Shropshire, Telford & Wrekin.
- [Virtual Schools](#) are not schools in the traditional sense, but support mechanisms for looked after children and young people. We began building relationships with the two head teachers, one for each local authority area in 2022. In the last year we held an outdoor adventure event for 30 looked after children, facilitated a 3-day CPD course in partnership with Brightstar Boxing Academy for 10 secondary pupils, all of whom received a Level 2 Sport & Fitness Award and organised an archery event at Lilleshall where all 12 young people involved received a young leader award based on practical and theory work. The excellent news is funding has been secured till March 2026 and in addition we were able to attract £2000 in sponsorship from a local housing association.
- The [Elevate](#) strength and balance classes for those 60+ in Shropshire have now been going for nearly seven years. We've seen a strong year on year rise in healthcare referrals, supporting our goal to embed prevention within the health system. Primary care alone saw a remarkable 1022% increase in referrals.

However, at the time of writing the future of this proven programme is at risk due to lack of funding from the local authority. The project lead has seen this as an opportunity to look for more pathways to embed preventative measures into the healthcare system including developing a dedicated workforce trained in phase 4 (community-based) cardiac rehabilitation aimed at laying the groundwork for a community-driven cardiac rehab pathway, something which currently doesn't exist.

- Reconditioning pilot at Royal Shrewsbury Hospital. This three-month pilot took place in Ward 27 from Oct 24 to Jan 25. In collaboration with hospital and community teams, we deployed two specialist exercise instructors and a Physical Activity Clinical Champion nurse to work alongside the hospital's Movement Matters/Reconditioning Lead. This initiative aimed to reduce falls risk, improve patient mobility, prevent deconditioning, and support a smoother transition from hospital to community care through targeted exercise and education. Despite having many barriers to overcome including environmental challenges, cultural norms and understaffing, the instructors still managed 155 patient contacts and identified 34 patients as suitable for the falls pathway. So much learning came from this valuable project that it is helping us understand how to work with secondary care in the future.
- The Green Spaces Project aims to encourage people to access outdoor spaces and move more in nature and improve their overall health and well-being with over 530 people positively impacted from the programme delivery Phase 2 of this project has been focused on supporting 20 green activity providers to build their capacity, empowering others to apply to the SpaceHive Crowdfunder platform to develop their organisations capital infrastructure and accessibility, creation of a volunteer 'Nature Buddy' role and development of a range of fabulous videos created to inform and excite organisations and individuals about green spaces and activities.
- The All-In Short Breaks provision for special educational needs and disabilities (SEND) children and young people and their families contracted and supported 15 providers to deliver sessions during the last year. A total of 1575 sessions were delivered during the year, which along with paid staff were supported by 3705 hours of volunteer time enabling the opportunities to take place and provide the support the children and young people required to participate. Sessions ranged from horse riding and canoeing to youth clubs, dance, football, boxing, cycling and swimming. Surveys completed by the parent carers following participation in activities across the year resulted in an annual average of 4.79 out of 5.
- Safeguarding. Since the appointment of our Sport Welfare Manager in 2024, we have been able to significantly increase our support for local sports clubs and organisations. Leah regularly attends events and competitions, collaborating with the relevant national governing body representatives, she has trained as a Sport England Buddle Tutor so she can deliver training on all their resources, has created a quarterly sport welfare newsletter and is a key member of the regional and national Sport Welfare network.
- Donnington Place Based Working. Our decision to focus on Donnington was based on evidence and local insight. Surprisingly, Donnington has significantly worse health outcomes compared to the Telford & Wrekin borough and England averages with high rates of early death, lower life expectancy, high levels of deprivation, elevated levels of obesity in both children and adults and a sizeable proportion of residents reporting poor health or long-term illness. With only two days a week dedicated to Donnington, the Project Manager achieved an unbelievable amount in 9 months. Amy established a stakeholder group and organised regular meetings, collaborated with the local medical practice, schools, businesses, community groups, and Councillors, attended local events to make further connections, established the Telford & Wrekin Council Partner Working Group, organised community events and surveys to get public input and build a residents stakeholder group and finally worked with her colleagues at Energize to create two fantastic activity taster days for the local schools. The biggest achievement though was the decision by Sport England to invest significantly in Telford & Wrekin as it expands its Place Partnerships approach across England, which we know, in part, was down to the work already being demonstrated in Donnington.

- Parkinson's UK collaboration. In partnership with Parkinson's UK, Energize organised four "Physical Activity for People with Parkinson's" courses in February. These included three face-to-face sessions—delivered in North Shropshire, South Shropshire, and Telford—as well as one online training session. Over 60 participants attended from a range of groups, organisations, charities and clubs. These were the first courses of their kind to be delivered in Shropshire, Telford & Wrekin, and among the first nationally. Feedback was overwhelmingly positive. We are now supporting several of the attending organisations with applications for the Parkinson's UK Physical Activity Grant.

Office Move. During the last financial year, we were required to move premises. We had been hosted at The Guildhall, Shrewsbury by University of Chester since 2015 but in 2024, the University decided to no longer retain a permanent base within the town and therefore our hosting arrangement came to an end too. Having spent the few months prior looking at many potential options, in September 2024 we relocated the short distance to Darwin House; the birthplace of Charles Darwin now owned by a private investor, where we were very fortunate to secure an office large enough plus a breakout room. Due to the planning and organisational skills of the team, there was very little impact on work during this time, and we settled in quickly. Since then, we have been able to share our space to support other local not for profit community groups. This is something we aim to continue to get the best value from our commercial investment.

Future Plans

As we continue to work through our 2022-27 strategy, our vision to eliminate inactivity remains through a combination of our projects and our advocacy work to drive systemic change.

During 2025/26 we will start work on our Place Expansion and Place Universal Offer projects working collaboratively with partners across Telford & Wrekin and Shropshire local authority areas, respectively. This targeted approach to our work will allow us to engage key stakeholders across the County to meet our ambitions to embed physical activity across public, health and voluntary sectors and influence system change.

We will continue to deliver our other project areas including Elevate to support falls prevention pathways; Creating Active Schools and School Games to increase the number of young people being physically active; Green Social Prescribing to provide a different physical activity offer maximising the green space that exist across the County; and Get Yourself Active to support the health and social care sector.

Internally we continue to explore opportunities to support staff through our People Plan, with a focus on health and wellbeing. Equally our digital efficiency work has provided a platform for more effective stakeholder engagement and has subsequently provided solutions around capacity and stretch. We will continue to focus on providing a positive working environment for our staff and the development of processes that allow this to happen.

Finally, a Board Assessment will take place during 2025/26 and a review of Trustee roles and champions as we anticipate some changes across the year.

Finance 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 £135,000 - £170,000 was agreed prior to the start of the financial year under review. Due to changes in cashflow requirements, it has since been proposed that this should be in the region of £200,000.

Available free reserves as at 31st March 2025 were £240,077 (2024: £176,253) which is therefore sufficient. Whilst not formally designated, an amount of at least £40,000 continues to be held if required as a contribution towards the end of the 2022-27 systemic partner funding cycle.

We hold a designated reserve of £150,000 which has been set aside for organisational sustainability. Our specific plans for the use of our designated reserve has been earmarked for further discussion by our Board, as per our quarterly Board meeting held in May 2025.

Going Concern

As a System Partner with the Active Partnership network, Energize STW has secure funding to 31st March 2027 from Sport England. This coupled with the continued support from local strategic commissioners enables the Trustees to have a reasonable expectation that adequate resources are available to continue in operational existence up until that point. They have reviewed budgets and cash flow forecasts for a period of more than twelve months from the finalisation of these financial statements and for these reasons the going concern basis continues to be adopted in preparing the financial statements.

Structure, Governance and Management:

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 2025, 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 available upon request for the following:

- Audit Committee – Chaired by R Pritchard
- People Committee – Chaired by V Sugden

We also have the following:-

- Remunerations Committee (which meets annually)
- Nominations Committee (which meets whenever a new Trustee appointment is required).

Additionally, L Collins-Izquierdo champions Safeguarding and combines this with the role of Welfare and Safety Champion. K Parkash acts as a Board Champion in Equity, Diversity and Inclusion. Copies of our Diversity Policy and Diversity and Inclusion Action Plan can be viewed on our website at www.energizestw.org.uk. In summary, Energize Shropshire Telford & Wrekin (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. A Nominations Committee meets as required to act upon trustee recruitment and will when required call upon assistance from external consultants to ensure the Board consists of trustees that meet required skill sets and who represent the values of Energize STW.

In May 2024 R. Sheldon our former Chair retired from the Board and was replaced by L. Collins-Izquierdo as interim chair until the unanimous appointment of P Havenhand as Chair in August 2024. R. Smith also retired as per documented cyclical process in November 2024.

For the year ended 31st March 2025, the Board of Trustees appointed 2 new Trustees in total through an open process of recruitment. They also selected 1 Associated Director who will advance to become a full Trustee of Energize Shropshire Telford & Wrekin (Energize STW) following a period of induction, training and mentoring. 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 (currently A Speke), Telford & Wrekin Council (currently L Mills) and Sport England (currently G MacPherson)

Decision making within the organisation is undertaken in accordance with the Board's Delegations of Authority.

Quarterly Board Meetings:

Meetings of the Trustee Board are conducted quarterly and Minutes recorded at each meeting.

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. Its Company Secretary is H Madden.

As a Charity and Company Ltd by Guarantee, Energize STW 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 with the UK Governance Code for Sport, without deviation. Where further work for compliance is required we have recorded this as part of an action plan and this is agreed with our Board. We regularly review our compliance with the Code and any failure to comply is identified as a risk needing mitigating action within our risk register stored within the RiskMate platform.

We recognise that all organisations operate within a risk environment associated with their strategic and operational objectives. The Board is confident that EnergizeSTW operates within the risk appetite of the Trustees and recognises that those relating to maintaining good governance, robust financial management and effective engagement with our partners and other stakeholders are fundamental.

- Policy and procedure documents are regularly reviewed and approved in rotation, including Financial Procedures, which are overseen by our Financial Management Consultant, annually Audited and approved at full Board level. Policies and procedures are captured for efficiency within 'umbrella documents' for Finance, Governance, Administration and Safeguarding.
- Terms of Reference for both sub-committees 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. Together with details of our pledges toward inclusion and the environment.

- We have established a Nominations Committee to further develop Board and 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 equality, diversity and inclusion policy.
- We use the expertise of our People Committee to review our staff satisfaction, motivation, wellbeing 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 and staff skills and regularly conduct review and development meetings with both Trustees and staff.
- Systems of Internal Control are reviewed, and Risk Management Policy and procedure are overseen at Audit Committee and presented to the wider Board for approval. Ongoing review of risk is carried out at Senior Leadership Level and mitigation reviewed by the Audit Committee and presented to the wider board along with an overview of other areas for consideration within board papers.
- The Trustee Board has oversight of and approves the Energize STW Strategy, which links directly to team and individual goals and workplans.
- Energize STW requires all Trustees, Company Secretary and staff to undertake induction and continuing professional development to familiarise themselves with the funding and the 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. 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 adhere to strategic goals which are detailed in a progress report presented at each quarterly Board meeting.

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 Chief Executive Officer. The Senior Leadership Team review financial progress quarterly and, quarterly trustee reports are communicated and discussed with the Audit Committee and wider Board. Annually our external Auditors review our financial statement. Annual financial reports are approved by the wider Board of Trustees.

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

Energize are an Active Partnership, membership of 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.

Key Risks

Energize STW continues to use a real-time risk reporting system. Strategic risks are identified and assessed, and systems, controls or procedures are put in place to manage them.

From the latest review, the highest risks were as follows

- Safeguarding incident/concern which may be related to actual abuse
- Risk of serious stretch. stress and capacity issues within the organisation
- Reduction in Funding
- Safeguarding incident/concern related to poor practice
- Significant loss of key staff / Board Members, CEO, SLT, Chair, Finance, SID

Working to support vulnerable children and adults continues to expose Energize to safeguarding issues and concerns. As such, policies and practices are continually reviewed and monitored through the Senior Leadership Team, Safeguarding Group and Board Champion for Safeguarding.

Through a combination of our new projects being developed and a reduction in staff through compassionate leave, maternity leave, and retirement we have incurred some capacity challenges in the second half of the year, but through a realignment of other roles we have overcome these challenges. However, we will continue to monitor stretch and capacity challenges throughout 2025/26.

The other three risks are within the top five but are moderate in their risk value. Alongside all our risks they continue to be monitored by the risk owner, the Senior Leadership Team, Audit Committee and full Board.

Trustees' Responsibilities Statement

The Trustees (who are also directors of Energize Shropshire, Telford and Wrekin) are responsible for preparing the Trustees' Annual Report, including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

The Trustees' Report is approved and authorised for issue by the Trustees and signed on their behalf by:

Linda Collins-Izquierdo

17/7/2025

.....
Linda Collins-Izquierdo
Acting Chair (at time of signature)

.....
Date

Independent Auditors Report:

Energize Shropshire Telford and Wrekin Audit Report Unqualified

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

Opinion

We have audited the accounts of Energize Shropshire Telford and Wrekin (the 'charitable company') for the year ended 31 March 2025 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 2025 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

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 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.

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

Signed:

Date:

Independent Auditors LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a charity under section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total year ended 31 March 2025 £	Total year ended 31 March 2024 £
Income:					
Donations and legacies	2	8,750	550,700	559,450	441,143
Charitable activities	3	196,759	247,257	444,016	448,226
Other trading activities	4	23,296	-	23,296	16,035
Investments		22,614	-	22,614	14,400
Total income		251,419	797,957	1,049,376	919,804
Expenditure:					
Charitable activities	5, 6	191,133	731,838	922,971	894,204
Total expenditure		191,133	731,838	922,971	894,204
Net income/(expenditure) before transfers		60,286	66,119	126,405	25,600
Transfer between funds	15	1,941	(1,941)	-	-
Net income/(expenditure) and net movement in funds		62,227	64,178	126,405	25,600
Reconciliation of funds:					
Total funds brought forward		331,209	129,906	461,115	435,515
Total funds carried forward	15	393,436	194,084	587,520	461,115

This statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on further in this document form part of these financial statements.

BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025 £	2024 £
Fixed Assets			
Tangible assets	11	<u>3,359</u>	<u>4,955</u>
Current Assets			
Debtors	12	84,290	43,736
Cash at bank and in hand		<u>655,887</u>	<u>480,003</u>
		<u>740,177</u>	<u>523,739</u>
Current Liabilities			
Creditors: amounts falling due within one year	13	<u>(156,016)</u>	<u>(67,579)</u>
Net current assets		<u>584,161</u>	<u>456,160</u>
Total assets less current liabilities		<u>587,520</u>	<u>461,115</u>
Net assets excluding pension asset or liability		<u>587,520</u>	<u>461,115</u>
Defined benefit pension scheme liability	14	<u>-</u>	<u>-</u>
Net assets		<u><u>587,520</u></u>	<u><u>461,115</u></u>
Funds of the charity			
Restricted funds			
Restricted income funds		<u>194,084</u>	<u>129,907</u>
	15	194,084	129,907
Unrestricted funds			
Designated funds	15	150,000	150,000
General funds	15	<u>243,436</u>	<u>181,208</u>
Total charity funds		<u><u>587,520</u></u>	<u><u>461,115</u></u>

Registered Company number: 08066413

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006. The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Linda Collins-Izquierdo

17/7/2025

.....
Acting Chair at date of signing

.....
Date

The notes on the following pages form part of these financial statements

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	126,405	25,600
Adjustments for:		
Depreciation of property, plant and equipment	3,537	5,017
Decrease/(Increase) in trade and other receivables	(40,554)	(4,268)
(Decrease)/Increase in trade and other payables	<u>88,437</u>	<u>(157,037)</u>
Net cash provided by operating activities	<u>177,825</u>	<u>(130,688)</u>
Cash flows from investing activities		
Payments for property, plant and equipment	<u>(1,941)</u>	<u>(555)</u>
Net cash used in investing activities	<u>(1,941)</u>	<u>(555)</u>
Net increase in cash and cash equivalents	175,884	(131,243)
Cash and cash equivalents at the beginning of the year	480,003	611,246
Cash and cash equivalents at the end of the year	<u>655,887</u>	<u>480,003</u>
Components of cash and cash equivalents		
Cash and bank balances	<u>655,887</u>	<u>480,003</u>
	<u>655,887</u>	<u>480,003</u>

The notes below form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

1.1. 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 £.

1.2. 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.

1.3. 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.

1.4. 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.

1.5. 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.

1.6 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.

1.7 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.

1.8 Taxation

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

1.9 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

1.10 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.

1.11 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.

1.12 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.

1.13 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.

1.14 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.

1.15 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.

NOTES 2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted	Restricted	Total	Total
	2025	2025	2025	2024
	£	£	£	£
Donations	-	550,700	550,700	424,893
Donated services and facilities	<u>8,750</u>	<u>-</u>	<u>8,750</u>	<u>16,250</u>
	<u>8,750</u>	<u>550,700</u>	<u>559,450</u>	<u>441,143</u>

	Unrestricted	Restricted	Total
	2024	2024	2024
	£	£	£
Grants and donations	-	424,893	424,893
Donated services and facilities	<u>16,250</u>	<u>-</u>	<u>16,250</u>
	<u>16,250</u>	<u>424,893</u>	<u>441,143</u>

Donated goods, facilities and services received	Total	Total
	2025	2024
	£	£
Office premises	7,500	15,000
IT subscription (see note 19)	<u>1,250</u>	<u>1,250</u>
	<u>8,750</u>	<u>16,250</u>

NOTES 3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Restricted	Total	Total
	2025	2025	2025	2024
	£	£	£	£
Grants	-	247,257	247,257	206,776
Strategic commissioning	<u>196,759</u>	<u>-</u>	<u>196,759</u>	<u>241,450</u>
	<u>196,759</u>	<u>247,257</u>	<u>444,016</u>	<u>448,226</u>

	Unrestricted	Restricted	Total
	2024	2024	2024
	£	£	£
Grants	-	206,776	206,776
Strategic commissioning	<u>241,450</u>	<u>-</u>	<u>241,450</u>
	<u>241,450</u>	<u>206,776</u>	<u>448,226</u>

NOTE 4 INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted	Restricted	Total	Total
	2025	2025	2025	2024
	£	£	£	£
Sponsorship and advertising	8,000	-	8,000	6,000
Other income	<u>15,296</u>	<u>-</u>	<u>15,296</u>	<u>10,035</u>
	<u>23,296</u>	<u>-</u>	<u>23,296</u>	<u>16,035</u>

	Unrestricted	Restricted	Total
	2024	2024	2024
	£	£	£
Sponsorship and advertising	6,000	-	6,000
Other income	<u>10,035</u>	<u>-</u>	<u>10,035</u>
	<u>16,035</u>	<u>-</u>	<u>16,035</u>

NOTE 5 ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Unrestricted	Restricted	Total	Total
	2025	2025	2025	2024
	£	£	£	£
Expenditure on charitable activities				
Direct programme expenditure	135,770	120,421	256,191	262,386
Direct staff costs	42,328	196,129	238,457	222,931
Grants made	-	-	-	36,174
	<u>178,098</u>	<u>316,550</u>	<u>494,648</u>	<u>521,491</u>
Support and governance costs				
Support staff costs	-	274,035	274,035	262,322
Premises expenses	7,500	12,696	20,196	15,000
Legal & professional fees	-	45,479	45,479	35,115
Subscriptions	-	30,460	30,460	6,603
Other office costs	1,998	18,946	20,944	21,628
Advertising and marketing	-	15,228	15,228	10,311
Staff training	-	7,282	7,282	4,197
Travelling	-	4,280	4,280	3,560
Sundry expenses	-	772	772	1,809
Depreciation	3,537	-	3,537	5,017
Governance costs	-	6,110	6,110	7,151
	<u>13,035</u>	<u>415,288</u>	<u>428,323</u>	<u>372,713</u>
Total expenditure 2025	<u>191,133</u>	<u>731,838</u>	<u>922,971</u>	
Total expenditure 2024	<u>239,304</u>	<u>654,900</u>		<u>894,204</u>

NOTE 6 ANALYSIS OF INCOME AND EXPENDITURE BY FUND PROVIDER

	Sport England £	Local Authority £	Other public sector income £	Non public income £	Total £
Income					
Revenue grants	703,699	26,800	66,281	1,177	797,957
Commissioning	-	181,866	14,403	-	196,269
Sponsorship	-	-	-	8,000	8,000
Other	-	5,854	-	41,296	47,150
Expenditure					
Direct programme expenditure	(39,694)	(155,355)	(59,803)	(1,339)	(256,191)
Staff costs	(463,275)	(33,800)	(15,417)	-	(512,492)
Grants made	-	-	-	-	-
Premises expenses	(12,696)	-	-	(7,500)	(20,196)
Legal & professional fees	(45,479)	-	-	-	(45,479)
Subscriptions	(30,460)	-	-	-	(30,460)
Other office costs	(18,946)	(44)	-	(1,954)	(20,944)
Advertising and marketing	(15,228)	-	-	-	(15,228)
Staff training	(7,282)	-	-	-	(7,282)
Travelling	(4,280)	-	-	-	(4,280)
Sundry expenses	(772)	-	-	-	(772)
Capital expenditure	-	-	-	(3,537)	(3,537)
Governance costs	(6,110)	-	-	-	(6,110)
Total surplus/(deficit) 2025	59,477	25,321	5,464	36,143	126,405
Total surplus/(deficit) 2024	(23,211)	29,275	(5,349)	24,885	25,600

NOTE 7 ANALYSIS OF GRANTS PROVIDED

Activity or programme	Grants to Institutions	Total	Total
	2025	2025	2024
	£	£	£
Tackling Inequalities/Together Fund		-	24,924
Gen22		-	11,250
	<u>-</u>	<u>-</u>	<u>36,174</u>

NOTE 8 NET INCOME BEFORE TRANSFERS

	2025	2024
	£	£
This is stated after charging:		
Auditors' remuneration	<u>6,040</u>	<u>4,882</u>

NOTE 9 TRUSTEE REMUNERATION AND EXPENSES

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

	2025	2024
	Number	Number
Number of trustees paid expenses	2	2
	£	£
Total expenses reimbursed to trustees	71	161

The nature of the reimbursed expenses related to travel. No charity trustee was paid or received any remuneration or other benefits in the year.

NOTE 10 STAFF COSTS

	2025 £	2024 £
Salaries	450,892	429,567
National Insurance	40,616	37,169
Pension costs	20,984	18,519
Total	<u>512,492</u>	<u>485,255</u>

	2025 £	2024 £
Total employee benefits received by key management personnel	<u>204,153</u>	<u>197,605</u>

	2025 Number	2024 Number
Average headcount	13	13.6

NOTE 11 TANGIBLE FIXED ASSETS

	Computer equipment £
Cost	
At beginning of year	43,501
Additions	<u>1,941</u>
At end of year	<u>45,442</u>
Depreciation	
At beginning of year	38,546
Charge for the year	<u>3,537</u>
At end of year	<u>42,083</u>
Net Book Value	
At 31 March 2025	<u>3,359</u>
At 31 March 2024	<u>4,955</u>

NOTE 12 DEBTORS

	2025	2024
	£	£
Trade debtors	58,987	10,134
Prepayments and accrued income	25,303	33,602
	<hr/>	<hr/>
	84,290	43,736
	<hr/> <hr/>	<hr/> <hr/>

NOTE 13 CREDITORS

	2025	2024
	£	£
Trade creditors	4,128	3,243
Other taxes and social security	22,979	11,337
Other creditors	2,845	5,784
Accruals and deferred income	126,064	47,215
	<hr/>	<hr/>
	156,016	67,579
	<hr/> <hr/>	<hr/> <hr/>

	2025	2024
	£	£
At beginning of year	40,271	157,094
Released to income in year	(40,271)	(343,188)
Deferred in year	118,060	226,365
	<hr/>	<hr/>
At end of year	118,060	40,271
	<hr/> <hr/>	<hr/> <hr/>

NOTE 14 PENSION COMMITMENTS

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.

The amount included in the pension cost charge in relation to contributions payable by the Charitable Company to the fund was £20,984 (2024: £18,519).

NOTE 15 MOVEMENT IN FUNDS – YEAR ENDING 2025

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Restricted funds					
Sport England - Systemic Partner	101,045	550,700	(513,867)	(1,941)	135,937
Sport England - Delivery Partner	(5,841)	73,348	(64,326)	-	3,181
Sport England - Sport Welfare	17,136	53,251	(38,928)	-	31,459
Sport England - Moving Communities	-	26,400	(26,400)	-	-
Green Social Prescribing	-	60,970	(56,207)	-	4,763
SIP Data & Insight	17,567	-	-	-	17,567
Falls Prevention	-	20,925	(20,925)	-	-
Patient Flow Capacity	-	5,311	(5,311)	-	-
Other restricted grants	-	7,052	(5,875)	-	1,177
	129,907	797,957	(731,839)	(1,941)	194,084
Unrestricted funds					
General fund	181,208	69,553	(16,803)	9,478	243,436
Designated funds:					
Local authority work	-	181,866	(174,329)	(7,537)	-
Sustainability project (investment in people)	150,000	-	-	-	150,000
	331,208	251,419	(191,132)	1,941	393,436
Total funds	461,115	1,049,376	(922,971)	-	587,520

Purposes and restrictions in relation to the funds:

Restricted funds:

Sport England – Systemic and Delivery Partner

Prior to April 2022, Sport England ran an invited investment process as part of their 10 year Uniting the Movement strategy to establish a portfolio of system partners to develop and create opportunities for all people to take part in sport and physical activity. Energize STW was selected to join this portfolio to deliver a series of projects designed to achieve a set of defined goals. In addition to funding agreed support and infrastructure costs, a particular focus has been agreed in relation to insight and learning. The delivery element funds school games and active lives survey costs. The programme commenced 1st April 2022 and runs until 31st March 2027. The transfers between funds relate to reallocation of capacity costs to better reflect activity during the period.

Sport England – Sport Welfare

Funding gained from Sport England linked to a new national network of 'Sport Welfare Officers' (SWOs). Our Sport Welfare Officer leads on the delivery of a range of welfare and safeguarding related functions. Providing National Governing Bodies of sport and sports clubs with Shropshire, Telford & Wrekin with appropriate support, advice and guidance to ensure good welfare practices and safer club environments for all participants.

Sport England – Moving Communities

As part of Place development we received the Moving Communities platform which allows us to access physical activity data and insight across our County. The platform is designed by 4 Global Consulting and its cost was fully funded by Sport England.

Green Social Prescribing

Project in partnership with Shropshire Wildlife Trust funded predominantly by Shropshire County Council UKSPF. 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.

SIP Data & Insight

A project funded by Shropshire County Council and delivered in partnership with Community Resource, Hands together Ludlow, Shropshire youth Association and Qube, with Energize as the host organisation.

Falls Prevention Pathway

Subsidised through Shropshire Public Health and in collaboration with our key partners within the 'Falls Pathway', this fund enhanced our falls prevention efforts. Its purpose was to explore and support the implementation of a more efficient and seamless process by adopting a co-ordinated approach through the falls pathway.

Patient Flow Pilot

Funding through Shrewsbury and Telford Hospital NHS (SATH). This programme's aims were to reduce falls risk for inpatients through educating both patients and staff on safe, effective and appropriate exercise and by so doing reduce the length of hospital stay and the subsequent deconditioning of individuals.

Other Restricted Grants

Any legacy funds or new funds with a value of less than £5,000.

Designated Funds

Sustainability Project – The total fund at the year end was £150,000. This fund is yet to be drawn on but it is anticipated that this will be utilised in year ending 31st March 2026.

Local Authority and Commissioning Work

The organisation undertakes a number of projects which are commissioned by local authorities and other public bodies. 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. The transfers represent support costs required and agreed for the delivery of the projects.

MOVEMENT IN FUNDS – YEAR ENDING 2024

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Restricted funds					
Sport England - Systemic Partner	117,609	424,893	(449,671)	8,214	101,045
Sport England - Delivery Partner	17,942	28,252	(42,258)	(9,777)	(5,841)
Sport England - Sport Welfare	-	26,153	(8,462)	(555)	17,136
Sport England - Together Fund	-	24,924	(24,924)	-	-
Sport England - Places & Spaces	-	16,247	(16,247)	-	-
Gen22	-	16,250	(16,250)	-	-
Life Chances	-	53,426	(53,426)	-	-
Green Social Prescribing	-	16,169	(21,518)	5,349	-
SIP Data & Insight	14,355	19,200	(15,988)	-	17,567
Other restricted grants	-	6,155	(6,155)	-	-
	149,906	631,669	(654,899)	3,231	129,907
Unrestricted funds					
General fund	185,609	58,739	(39,184)	(23,956)	181,208
Designated funds:					
Local authority work	-	229,396	(200,121)	(29,275)	-
Sustainability project (investment in people)	100,000	-	-	50,000	150,000
	285,609	288,135	(239,305)	(3,231)	331,208
Total funds	435,515	919,804	(894,204)	-	461,115

NOTE 16 ANALYSIS OF NET ASSETS BETWEEN FUNDS

2025	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	3,359	-	3,359
Debtors	52,686	31,604	84,290
Cash at bank and in hand	458,280	197,607	655,887
Creditors	(120,889)	(35,127)	(156,016)
Defined benefit pension scheme liability	-	-	-
	<hr/>	<hr/>	<hr/>
Funds	<u>393,436</u>	<u>194,084</u>	<u>587,520</u>

2024	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	4,955	-	4,955
Debtors	15,085	28,651	43,736
Cash at bank and in hand	354,181	125,822	480,003
Creditors	(43,013)	(24,566)	(67,579)
	<hr/>	<hr/>	<hr/>
Funds	<u>331,208</u>	<u>129,907</u>	<u>461,115</u>

NOTE 17 RECONCILIATION OF NET DEBT

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash and cash equivalents	480,003	175,884	655,887
	<hr/>	<hr/>	<hr/>
Net debt	<u>480,003</u>	<u>175,884</u>	<u>655,887</u>

NOTE 18 COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Not later than 1 year	13,715	400
Later than 1 year and not later than 5 years	<u>14,715</u>	<u>-</u>
	<u>28,430</u>	<u>400</u>

NOTE 19 RELATED PARTY DISCLOSURES

During the year, one Trustee made available at no cost the use of risk management software. The value of this was £1,250.

There were no other 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.