

Annual Report and Financial Statements

Year Ended 31st August 2024

*We have been teaching swimming
for over 100 years. From early
starters to Olympic hopefuls,
together we swim with the same
belief – to reach from one end of the
pool to the other. Old or young. Fast
or slow.*

If We Try. We Win.



Registered charity #1153439

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1. Legal and administrative information

| | |
|----------------------|---|
| Trustees | Becky Roberts Sue Falconer David Lynch Bob Menlove (Resigned 04/02/2024) Richard Rolls (Resigned 04/02/2024) Darren Whitt Michael Fowkes (appointed 3 October 2024) |
| Charity number | 1153439 |
| Charity name | Winchester City Penguins Swimming Club |
| Independent Examiner | Knight Goodhead Limited 7 Bournemouth Road Chandler's Ford Eastleigh Hampshire SO53 3DA |

2. Introduction

OUR VISION

“Water Working Well in Winchester”

OUR MISSION

“Together, by 2026 we’ll create a healthier, happier and more successful Winchester Swimming Community”

Our Objectives

1. As an Athlete centred, Coach led, Membership supported club, Winchester will be the premier swimming club in the region where swimmers grow within a friendly, inclusive, accessible and safe swimming journey.
2. Performance Swimming, Coaching and Teaching will underpin and be embedded in all that we do and how we do it.
3. Embrace the community spirit by encouraging primary school children in Winchester to be able to swim when they leave their school.
4. Continue to grow a fun and exciting Learn to Swim experience for all participants so that lifelong swimming is inevitable.
5. Build sustainable, supportive and proactive partnerships to enable aquatics and the associated partners to thrive in Winchester.

3. 2023-2024 summary

The 2023-2024 season saw the programme here at Winchester City Swimming Club continue to grow in size and quality despite the challenges of the trading year. Through the sheer hard work of coaches, teachers, management, volunteers and of course the swimmers themselves, we are proving that the potential for Winchester to be THE swimming hub of the South-East Region is a distinct possibility. Of course we are still on a journey, but there are real green shoots appearing within our pathway as well as within our superior learn to swim programme.

The club continues to offer an affordable and inclusive teaching programme for over 600 children, with a pathway into the competitive programme if chosen. The Head of Lessons has introduced a number of improvements this season, with member satisfaction remaining a priority.

The 2023-24 season witnessed the 2024 Paris Olympic Games, and for us in Winchester the 2023-24 season was one of the most successful competitive seasons ever. Winchester City Swimming Club saw growth, improvement and performance in all age groups from our youngest junior swimmers competing so well in the Junior Arena League to our senior swimmers competing at the 2024 Olympic Selection Trials.

Our hosted open meets (competition) programme continues to support the Charity financially as well as providing our swimmers the opportunity to race some of the country's best when they visit Winchester. In addition the club offered Club Championships, a series of 'Grand Prix' competition for younger swimmers, novice galas, Junior Leagues, Arena Leagues, Counties, Regions, Nationals and external open meets that now form our expanded competition structure. The number of competitions created logistical and creative challenges for our Coaching and Management team, and relied heavily on our dedicated volunteers.

The WCSC Community programme continued to grow, in spite of economic conditions and workloads. Led by our Schools Gala volunteer team we were once again able to provide an opportunity for the primary school children within our area to enjoy a morning of competition and fun in the water. The Inclusive Gala followed where fifty swimmers with additional needs experienced racing supported by our senior swimmers in the club.

With an objective for all primary age children to be able to swim 25m when they leave school we were able to extend our community programme this season and provide a series of free swimming lessons to vulnerable children and families within Winchester, and summer 'top up' lessons to children from 10 different schools.

Some challenges have temporarily derailed our progress this year. We continue to work with our partners and stakeholders to find solutions to pool closures. We don't own our own pool, I am not sure there are too many clubs in the country that do, so we have specifically tried to support, challenge and advise wherever we can. The challenges can be a number of things, availability of lifeguards, water quality, building environments and equipment failures, all of which are out of our control. We will continue to work closely with our partner pool operators to minimise disruptions in the coming season.

The 2023-2026 strategy was launched during the 2024 AGM. With continued careful management of the Charity's finances and on-going governance, pool availability and improving the Charity's offer to the local community, It has been an enormously busy and enriching year both in and out of the pool. Credit must go to all our Staff, Volunteers, Coaches and Teachers and of course most importantly our incredible swimmers, for making it so vibrant and enjoyable. Overall, the Charity finished an extremely busy year of activity in a good financial position with a strategy to form a strong foundation for the coming year ahead.

4. Governing instrument

The WCPSC Constitution acts as the governing instrument of the Charitable Incorporated Organisation.

5. Board of Trustees

The following have held office during the year:

- Becky Roberts (Charity Officer – Secretary)
- Sue Falconer (Charity Officer – Chair - February 2024 onwards)
- David Lynch (Charity Officer – Treasurer)
- Bob Menlove (Resigned 4th February 2024)
- Richard Rolls (Resigned 4th February 2024)
- Darren Whitt (Charity Officer – Chair - until February 2024, Deputy Chair from then onwards)

6. Role of the Trustees

The Trustees ensure that WCPSC is meeting its objectives, and in accordance with the constitution of the Charity and the Charity Commission guidance. The Trustees are volunteers but have the legal duty to comply with the Charities Act 2011 and take the lead on making and maintaining policies for the managerial and financial stability of the club. All Trustees are insured under our Swim England policy against Public & Products Liability, Professional Indemnity, and Management Liability.

Trustees are not typically involved in the day-to-day management of the Club. They may however hold a secondary volunteer position that supports the operations of the Charity. The Chief Executive Officer has responsibility for the management of the Charity's activities and the provision of the resources and facilities.

7. Management team and staffing

A management team oversees the operations of the Club. The following have held office during the year 2023-24:

- | | |
|-------------------|--|
| ● Grant Robins | Chief Executive Officer |
| ● Alison Crompton | Head of Finance |
| ● Ben Reid | Head Coach |
| ● James Swatton | Head of Lessons |
| ● Chris White | Head of Development (from November 2023) |
| ● Zoe Stemp | Assistant Head Coach |
| ● Gemma Campbell | Finance and Operations Executive (Role change from January 2024) |

Leavers through the year:

- | | |
|------------------|---------------------------------------|
| ● Donna Williams | Lessons Administration (July 2024) |
| ● Aidan Johnsonn | Age Group Support Coach (August 2023) |
| ● Tara Barkley | Head of Development (November 2023) |

In addition, the charity employs over 60 paid part time coaching or teaching staff to ensure the water experience for all is positive and progressive.

Volunteers play a major part in running the Charity and we are truly thankful for their engagement, positivity and support. This dedicated group fills a wide range of roles throughout the year. The roles are hugely impactful and include open meet administration, technical operation, team management, judging and timekeeping at galas, coordinating our community programme, fundraising, publicity and supporting the general operations of the club. Thank you so much for giving.

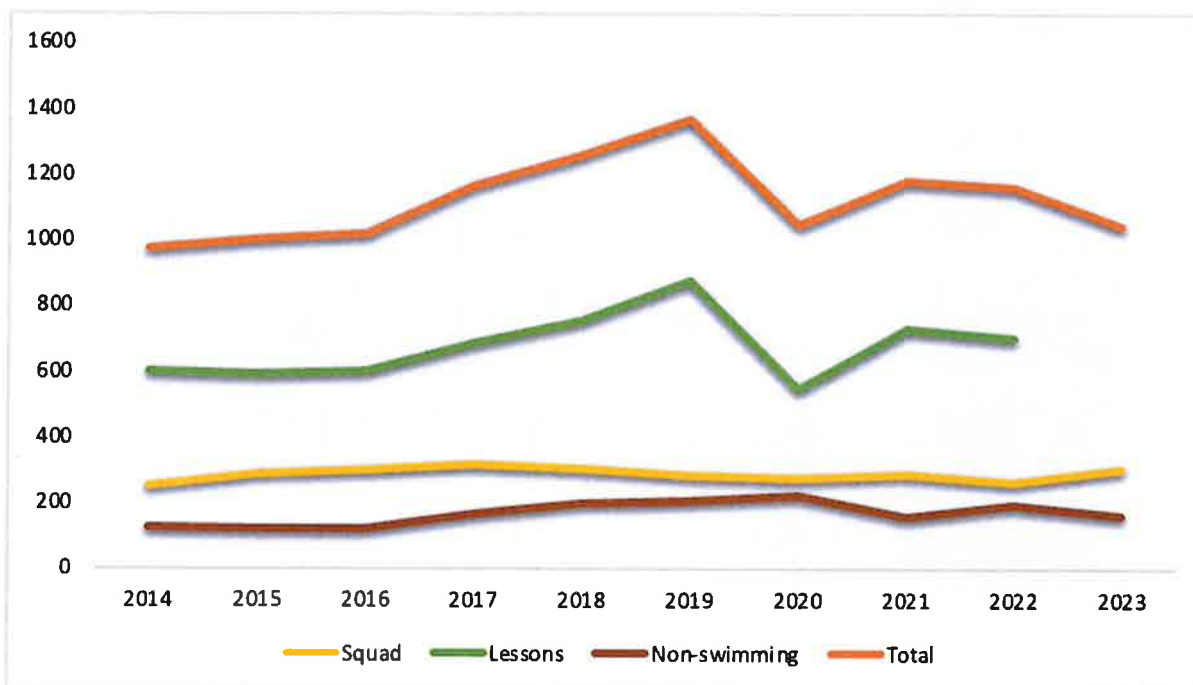
8. Membership

At the end of August 2024 the club had a total of 1,045 members.

The numbers in the competitive programme were 306, which is back up to pre-pandemic numbers.

We are still struggling to grow the lessons programme within the constraints of the current pool capacity and the end of season lessons numbers are slightly below that of last year at 577. The cost of living crisis and unreliability of pool facilities have been major factors in this stagnation.

The number of non-swimming members is consistent with last year at 162.



9. Major events timeline



10. Learn to Swim

The Lessons Programme has undergone a number of significant changes and evolutions over the past year, of which several are ongoing. One focal point through the year has been the continued stabilising and improvement of the facilities our programme uses on a daily basis. This has been achieved by building and maintaining stronger and more collaborative relationships with the pool management team at Kings School.

As a result, pool maintenance areas highlighted by the Head of Lessons have been acknowledged and acted upon by Kings' Site Team. Key areas such as pool plant room upgrades and operational streamlining have resulted in a reduction in unplanned and reactionary pool closures, which had previously caused significant reputational damage. Kings' multi-phased renovation plan is ongoing, with the next stage comprising an upgraded heat pump, which will enable more efficient heating and consequently, higher consistent water temperatures. It is important that these significant changes are celebrated and continually communicated, as the quality of the facilities we use will correlate directly with membership growth and retention.

Whilst the management of external relationships has been paramount, this has not detracted from our eagerness to also evolve internally. In February 2024, we made the decision to adopt the Swimming Teacher Association's Awards Scheme, the STA International Learn To Swim Programme. This decision was made as it provides more frequent opportunities to recognise and celebrate swimmers' achievements and progress, with more than 40 awards compared to our previous scheme's nine. This will decrease the length of time taken for the average swimmer to progress through a full award phase, ensuring our program continues to be progressive and positive. The first STA badges were awarded to swimmers in April 2024 and will continue to be given to swimmers at the end of each academic term.

Furthermore, August 2024 has seen our lessons team move to SwimBiz, a software package which is designed to replace numerous manual processes and spreadsheets in order to dramatically streamline its bookings and admin to improve efficiency. The initial phase of SwimBiz adoption comprised migration from the previous database and spreadsheets, along with the integration of our new awards framework for teachers' assessment of swimmers. Upon the conclusion of Autumn Term 2024, our lessons team will review SwimBiz's first phase and look towards further integration, including the exploration of an interactive online booking platform hosted on our website.

Whilst our team continues to work tirelessly, the simplification and, to an extent, automating of our booking and admin processes, has enabled us to begin to look at additional areas for which time and resources were previously lacking. One such area would be our social media and marketing has seen us utilise and engage with relevant online trends and initiatives such as National Drowning Prevention Week in June 2024 and a number of 'meet the team' features. We are confident that with sustained effort in this area, we will be able to grow our presence and reach.

With membership satisfaction being a priority, continued development of our staff is also important to us. We are proud of the fact that we have cultivated a love of teaching and an eagerness to continually improve and develop, as evidenced by the fact that of our active teaching team, 35 of 38 are now Level 2 qualified. Furthermore, we are beginning to see a greater crossover and collaboration between our squads and lessons team, with eight members of National and Youth Squad actively participating members of the teaching team in the lessons programme. This is something we should and will continue to cultivate, as expertise and firsthand swimming experience is something which sets us apart from other lessons providers and gives us an identity.

We are grateful to all the lessons team - teachers and helpers - that put so much energy into our lessons programme.

11. Community Programme

The Club prides itself in its community programme and ongoing commitment to make swimming accessible and enjoyable for every child, promoting the values of inclusivity, healthy competition and active lifestyles for young people. As a charity the aim is for every child to be able to swim 25m before leaving primary school.

The numbers below are non-member participants during the reporting year:

- 278 in galas
- 5 integrated in lessons
- 113 in school swimming
- 19 on school booster course

The community programmes are funded by sponsorship gained from local organisations and business. WCSC is grateful to Winchester Round Table for their support as main sponsor this season.

The Annual Primary schools Gala and Inclusive Gala are two significant community events hosted by the club. This year's 22nd Primary Schools Gala offered 280 children from 23 local primary schools an opportunity to experience a morning of competition and fun in the water, followed shortly by The Inclusive Gala for a record number of 40 swimmers with additional needs. For many this was their first experience of competition in a pool. The aim is to foster a love for the sport in a supportive and fun environment. Both galas are dependent on volunteers from the club, and sponsorship from local organisations and business.



As we look to solidify and strengthen our lessons programme, we also wish to broaden our horizons as we increase our community provision, for which there is a significant overlap with lessons. August 2024 saw our lessons programme work in partnership with St Swithuns School to provide a series of free swimming lessons to vulnerable children and families within Winchester, from 10 different schools. The success of this endeavour has enabled us to build a dialogue with the school, with whom we are now hopeful we can continue to work with on an ongoing basis for similar projects annually.

WCSC are also working together with the Friends of The Family fotfwinchester.org, a Winchester charity, to provide swimming lessons for vulnerable children on a weekly basis, through lessons integrated within our main lessons programme.

In addition WCSC provided curriculum swimming lessons to two local schools, Kingsworthy Primary school and Stanmore Primary school over the course of the summer term.

12. Development and Performance Swimming Programme

The 2023-24 season was one of big significance in the world of swimming. It was the year of the 2024 Paris Olympic Games with swimmers up and down the country dreaming of Olympic selection.

For us in Winchester the 2023-24 season was one of the most successful seasons ever. Winchester City Swimming Club saw growth, improvement and performance in all age groups from our youngest junior swimmers competing so well in the Junior Arena League to our senior swimmers competing at the 2024 Olympic Selection Trials.

We broke many milestones for our club during this campaign. We ran an overseas training camp for our performance swimmers which paid dividends as we saw Winchester City Swimming Club climb to be the second placed club in the Hampshire County Championships and consolidate our position in the Premier Division of the National Arena League Southern Division.

As well as domestic racing, we had swimmers travel for training and competition internationally in Luxembourg, Spain, France, Sweden, Romania, Portugal, Turkey and Italy.

I would like to congratulate all the swimmers, coaches and parents on your efforts, values and achievements, it is a real privilege to lead such a fantastic group of people.

I would like to express my thanks to the Trustee Board and our team of amazing volunteers who contribute so much to helping our amazing club run. Without all of your help the club would be nowhere near as successful as it is, your time and expertise is extremely appreciated.

Coaching Staff

One of the major highlights that we achieved during the 2023-24 was having a complete staff of coaches. Chris White was appointed as Head of Development in November 2023 and has been instrumental in helping upskill our junior swimmers resulting in four swimmers from the Age Group Squad qualifying for their first Summer Nationals in August 2024.

We also supported Swim England by facilitating both Level 1 and Level 2 Coaching courses in which many of our members got both qualified as coaches or were upskilled from Level 1 to Level 2 coaches.

This year our Coaches continued to support our swimmers with the expertise and experience needed, they invested their time in improving themselves through Continuous Professional Development (CPD) and qualifications.

We appreciate the coaching team who work so hard to deliver our swimming programme for all our members.

Membership

Over the 2023-24 season, our membership of swimmers in our squad programs grew to 306 by August 2024, which is a high since the COVID 19 pandemic.

2023-24 Season Highlights

Our season was full of so many highlights and I have tried to capture many of them below:

British Championships / Olympic Trial Swimmers

- Pravin Mahendrakumar – Men's 100m & 200m Breaststroke *reached final of 100m Breaststroke
- Benjamin Dinsdale – Men's 100m Breaststroke
- Sophie Hamilton – Women's 100m Breaststroke
- Aidan Stanbrook – Men's MC 100m Freestyle
- Max Tamlin – Men's 200m & 400m Freestyle



Aquatics GB Summer Championships 2024

- Max Tamlin – 400m Freestyle (DNC)
- Pravin Mahendrakumar – 50m Breaststroke (5th) *final, 100m Breaststroke (3rd) *final, 200m Breaststroke (5th) *final
- Megan Thorpe – 200m Freestyle (9th) *final, 400m Freestyle (19th), 800m Freestyle (7th)
- Sophie Hamilton – 50m Breaststroke (19th), 100m Breaststroke (25th)
- Aidan Stanbrook – Men's MC 50m Freestyle (11th)



Swim England Summer Championships 2024

- Maxim Smith – 400m IM (37th)
- Keison Kei – 200m Backstroke (DNC)
- Matthew Stewart – 400m Freestyle (12th), 800m Freestyle (10th), 1500m Freestyle (5th)
- George Barfield – 50m Breaststroke (27th), 100m Breaststroke (24th), 200m Breaststroke (24th)
- Arthur Grundy – 50m Breaststroke (16th), 100m Breaststroke (12th)
- Max Tamlin – 200m Freestyle (DNC)
- Ben Hatfield – 100m Freestyle (DNC), 200m Freestyle (DNC), 50m Backstroke (DNC), 100m Backstroke (DNC), 200m Backstroke (DNC)
- Amelia Webb – 200m Breaststroke (29th)
- Isabella Knight – 200m Backstroke (32nd)
- Megan Thorpe – 50m Freestyle (27th), 100m Freestyle (18th), 200m IM (6th) *final
- Emily Ainsworth-Fletcher – 50m Backstroke
- Alice Whyte – 200m Backstroke (21st), 200m IM (19th)
- Alexandra Rolls – 50m Butterfly (12th), 100m Butterfly (9th) *final
- Amy Robson-Garth – 100m Breaststroke (DNC)
- Eva Johnson – 100m Breaststroke (DNC)
- Emily Menlove – 200m Freestyle (DNC), 400m Freestyle (DNC), 800m Freestyle (DNC)
- Sophie Hamilton – 200m Breaststroke (26th)
- Sienna Goodale – 200m Butterfly (20th)
- Mia Goodale – 200m Freestyle (17th)

- Aidan Stanbrook – MC 200m IM (7th) *final, MC 100m Butterfly (4th), MC 100m Backstroke (4th)



Swim England Winter Short Course Championships 2023

- 5 Qualifiers & 1 National Champion (Pravin Mahendrakumar, Men's 100m Breaststroke).

Swim England South-East Summer Regionals 2024

This season's summer regionals took place over 4 weekends and across 3 pools in our region. Two weekends in Winchester, one weekend in Crawley and one weekend in Wycombe. This was my second regionals as Head Coach of Winchester and I was delighted with the progression shown as a club.

We had 44 qualifiers who competed in 155 events. We are in one of the biggest and toughest regions in the country, this is an outstanding achievement from all of our swimmers.

Over the course of the competition, we had 37 final swims and a total of 15 medals (6 Gold, 4 Silver & 5 Bronze). This is a massive improvement from last season where in 2023 we had 28 final swims and 11 medals.



Swim England South-East Winter Regionals (Short Course) 2023

Winter Regionals saw us with the highest number of qualifiers from all the Hampshire Clubs (33) and achieved a total of 9 medals (4 Gold, 4 Silvers and 1 Bronze).

2024 Hampshire County Championships

The county championships were a huge success with our club rising to 2nd place in the County. Our swimmers achieved 108 medals which was an improvement from the 72 achieved in the previous season and we were able to field 2 relay teams in every event.



Team Competitions (National Arena League & National Junior Arena League)

Both the National Arena League and the Junior Arena Leagues provide a great opportunity for us to test ourselves against the best clubs across the country and compete as a team. Our open team achieved 8th place in the Premier League and our junior team came 14th in the Country.





| Round 1 | | Round 2 | | Round 3 | | Final position | Total Points |
|--------------------------------|------|--------------------------------|------|--------------------------------|------|----------------|--------------|
| Guildford City SC - Green Team | 1635 | Guildford City SC - Green Team | 1608 | Guildford City SC - Green Team | 1534 | 1 | 4777 |
| Chelsea & Westminster SC | 1550 | Chelsea & Westminster SC | 1566 | Chelsea & Westminster SC | 1510 | 2 | 4626 |
| Basildon and Phoenix SC | 1521 | Basildon and Phoenix SC | 1506 | Basildon and Phoenix SC | 1447 | 3 | 4474 |
| Brompton SC | 1534 | Brompton SC | 1450 | Brompton SC | 1449 | 4 | 4433 |
| Camden Green | 1461 | Camden Green | 1497 | Camden Green | 1436 | 5 | 4394 |
| Poole Roar | 1417 | Poole Roar | 1383 | Poole Roar | 1454 | 6 | 4254 |
| Maldenhead Roar | 1360 | Maldenhead Roar | 1490 | Maldenhead Roar | 1338 | 7 | 4188 |
| Windsor Red | 1431 | Windsor RED | 1294 | Windsor Red | 1326 | 8 | 4051 |
| Teddington | 1435 | TEDDINGTON | 1308 | Teddington | 1304 | 9 | 4047 |
| Wycombe White | 1044 | Wycombe Green | 1540 | Wycombe Green | 1444 | 10 | 4028 |
| Repton | 1296 | Repton | 1371 | Repton | 1353 | 11 | 4020 |
| Guildford City SC - Blue Team | 1514 | Guildford City SC - Blue Team | 1231 | Guildford City SC - Blue Team | 1268 | 12 | 4013 |
| Ealing Swimming club | 1325 | Ealing Swimming club | 1344 | Ealing Swimming club | 1282 | 13 | 3951 |
| Winchester Warriors | 1214 | Winchester Warriors | 1185 | Winchester Warriors | 1229 | 14 | 3628 |
| Wycombe Green | 1495 | Wycombe White | 1112 | Wycombe White | 976 | 15 | 3583 |
| Elmbridge | 1123 | ELMS | 1186 | Elmbridge | 1188 | 16 | 3497 |
| Stockport Metro SC | 1220 | Stockport Metro SC | 1218 | Stockport Metro SC | 993 | 17 | 3431 |
| Basingstoke Bluefins - DORY | 1221 | Basingstoke Bluefins - DORY | 1142 | Basingstoke Bluefins - DORY | 997 | 18 | 3360 |
| City of Bristol Aquatics | 1118 | City of Bristol Aquatics | 1101 | City of Bristol Aquatics | 1063 | 19 | 3282 |
| Hillingdon | 1036 | Hillingdon | 1055 | Hillingdon | 1190 | 20 | 3281 |
| Epsom Dist | 1051 | EPSS | 1146 | Epsom Dist | 1037 | 21 | 3234 |

| | TEAM | R1 GALA POINTS | R2 GALA POINTS | R1+R2 GALA POINTS | R3 GALA POINTS | R1 LEAGUE POINTS | R2 LEAGUE POINTS | R3 LEAGUE POINTS | BONUS POINTS |
|----|--------------------------|----------------|----------------|-------------------|----------------|------------------|------------------|------------------|--------------|
| 1 | Guildford City A | 277 | 229 | 506 | 263 | 6 | 6 | 12 | 24 |
| 2 | Wycombe District A | 263 | 241 | 504 | 207 | 6 | 6 | 10 | 24 |
| 3 | RTW Monson A | 234 | 241 | 475 | 197 | 6 | 6 | 8 | 24 |
| 4 | Bromley | 212 | 219 | 431 | 170 | 5 | 5 | 6 | 24 |
| 5 | Sevenoaks A | 171 | 203 | 374 | 125 | 5 | 4 | 4 | 24 |
| 6 | Thanet A | 175 | 212 | 387 | 108 | 4 | 5 | 2 | 24 |
| 7 | Woking | 177 | 188 | 365 | 228 | 4 | 3 | 12 | 12 |
| 8 | Winchester City Penguins | 165 | 165 | 330 | 201 | 4 | 4 | 10 | 12 |
| 9 | Guildford City B | 202 | 208 | 410 | 183 | 5 | 5 | 8 | 12 |
| 10 | Leatherhead | 167 | 153 1/2 | 320 1/2 | 172 | 3 | 2 | 6 | 12 |
| 11 | Maldenhead Marina A | 173 | 160 | 333 | 184 | 3 | 3 | 4 | 12 |
| 12 | Guildford City C | 135 | 195 | 330 | 112 | 1 | 4 | 2 | 12 |
| 13 | Sutton & Chessam | 137 | 116 | 253 | 199 | 2 | 1 | 12 | |
| 14 | Maldstone | 132 | 131 | 263 | 190 1/2 | 1 | 2 | 10 | |
| 15 | Chelmsford | 135 | 117 | 252 | 173 | 2 | 1 | 8 | |
| 16 | Windsor | 125 | 123 | 248 | 166 | 1 | 1 | 4 | |
| 17 | Rushmoor Royals | 140 1/2 | 126 | 266 1/2 | 182 1/2 | 2 | 2 | 2 | |

Representation

Outside of our club achievements, many of our swimmers achieved great feats and achieved representation from County teams to National teams.

- Eva Johnson, Freddie Sadler, Arthur Grundy, Charlie Francis & James Port – Team Hampshire – County Championships 2023
- Benjamin Dinsdale – Swim England South-East Team at the Luxembourg International Meet 2024
- Ben Hatfield – Swim England DISE Program – Sweden Grand Prix
- Caitlin Hatfield – Team GB Down syndrome World Championships – Turkey
- Cathy Munro – Team GB Masters – European Short Course – Madeira, Portugal, European Ice Water – Oradea, Romania



Club Activities

Our club is so much more than its achievements at competition, and we pride ourselves on creating a community and providing our helping create life-long experiences and memories which our swimmers will carry with them into later life.

During last season we saw us implement...

- Overseas Performance Training Camp – Torremolinos
- Schools Gala (Community Outreach)
- Inclusive Gala (Community Outreach)
- Presentation Evening – With 2 Olympians to present our swimmers with their

awards.

- Olympic viewing party
- Aqua Park Day
- Coach Mentoring (Graham Wardell)





Our Olympic party organised by the coaching team

13. Winchester hosted meets

2023-24 saw the Club complete its third season of running Meets at Bar End. Our current programme comprises five meets - one at Level 1, one at Level 2 and three at Level 3.

We hosted clubs from over 70 clubs, delivering high quality competitions to many, many hundreds of swimmers across the year. We are one of the only clubs to livestream our Meets and we operate out of an excellent facility which currently gives us the edge over many of our competitors. Our Meets are now highly regarded and earned themselves a reputation of which we are very proud. We have had some great feedback such as:

"Thank you so much for the warm hospitality and for giving me the opportunity to officiate at the Autumn Qualifier Meet this weekend. It

was a pleasure to be a part of such a well-organised event, and I truly appreciated the kindness and professionalism from everyone involved."

"I wanted to send my thanks and appreciation for another great meet we attended at the weekend. Your meets are always well run and efficient with a great venue- thank you."

"I'm one of the coaches and just wanted to say thank you and well done for hosting a wonderful gala this weekend. My daughter and our other swimmers all thoroughly enjoyed the weekend, thank you for making us welcome. We know a gala of this scale is hard work, we appreciate you all!"



With every meet we work to improve what we offer. We now have a great core of teams - officials, tech, catering, volunteers - whose leads all work together to not only ensure each meet runs smoothly but to continue to learn and improve with each and every meet we host.

And we of course couldn't run any of the Meets without all the brilliant helpers who turn up to assist us - every single person is a crucial part of our programme!

Income wise our meets now contribute a very significant amount to the Club's finances - for the 2023/4 season the profit across the five meets was around £80K.

For a volunteer run programme that is only three years off the ground this is an amazing achievement. We hope all our members will continue to support us... and continue to press reply and not delete when they get the "please can you help" emails!

14. Governance, Structure, Equality and Financial sustainability

Governance - Swim England

WCSC is affiliated to the governing body, Swim England. Swim Mark accreditation is Swim England's quality standard for clubs and recognises high standards of governance, sustainability and effectiveness.

Governance - SwimMark

WCSC completes a "fit for purpose" audit every two years to ensure we achieve the Swim Mark accreditation. In 2023, a mid cycle 'health check' was requested by Swim England of

which we passed. In 2024 we will go back to the full Swim Mark process, in the hope that we will continue to demonstrate our high standards.

Charity Commission

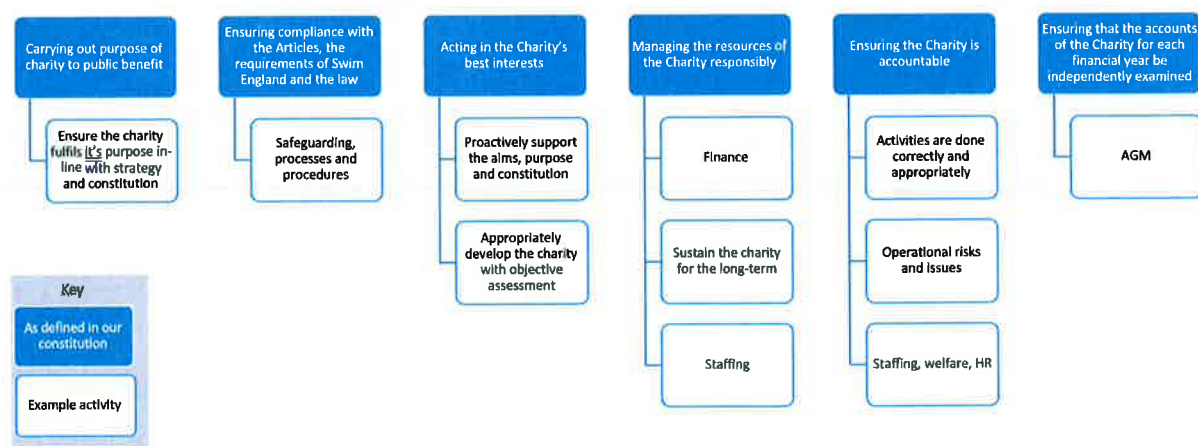
The club continues to operate under the auspices of the Charity commission, our constitution and financial reporting abides by these guidelines. This includes undertaking a full financial annual independent examination.

Human Resources

The Board of Trustees working alongside the Operations team have now been working with Waterside HR during this current trading period. We have updated staff contracts, the Staff Handbook and internal working policies. We have also introduced staff training at Management team level and within our Coaching and Teaching teams. *as Adam Peaty says... better than yesterday!*

Structure - The Board of Trustees

The Board continues to operate as per the constitution. During the year, there has been a recruitment drive to encourage a few more potential board members to come on board! As a note of interest, the board is responsible for Risk, Finance, Welfare and Governance as summarised in the diagram below:



Operations Team / Staffing

With a mixture of full and part-time contracted staff, the operations team ensures the charity is run responsibly. Amongst the day to day operations, payroll, pool hire, volunteer support, safeguarding, partner relations and membership administration is high on the priority list. With 1000 members this is an ever evolving landscape that makes the team agile, supportive and productive. The contracted staff are listed in the table below.

| Position | Name | Hours |
|---|---|--|
| CEO | Grant Robins | 37.5 hours |
| <i>Operations</i> Head of Finance Finance and Operations Exec Lessons Administrator | Alison Crompton Gemma Campbell Niamh Wilkinson | Part-Time Part-Time Casual Hours |
| <i>Coaching and Teaching:</i> Head Coach Assistant Head Coach Head of Lessons Head of Development | Ben Reid Zoe Stemp James Swatton Chris White | Full-Time Full-Time Full-Time Full-Time |
| <i>Zero-hours staff</i> 16 coaches 62 Teachers and Helpers | | Part-Time part-Time |

Equality, diversity and Inclusion

As part of Swim Mark, the club strives to represent our local community. This means, within the realms of the structure, human resources and available water time, anyone who wants to learn to swim, Improve their swimming and progress to the competitive pathway is welcomed by the club. Through our community programme swimmers from underrepresented groups will be able to experience the joy of water.

Our Diversity and Inclusion plans aim to track our membership to ensure access is available to those that show willing and potential to really embrace Swimming and the opportunities it provides. Our community outreach programme really demonstrates our desire to be inclusive and with the activities this year that were held, next year will be even better.

15. Operational management

Within this section it is to highlight some of the essential everyday elements a successful swimming club needs. While it is recognised there is more to do, our action that sits behind our strategy suggests progress is being made in so many areas across all aspects of what we do.

Strategy

Having written the strategy last year, interim appraisal of this strategy has taken place. Operational staff, with Trustee involvement assess how progress is being made. A good section of this action plan has gone from Red to Amber and Amber to green in our traffic light approach

Volunteers

Volunteers are essential for the full operations of the charity. Volunteers at Winchester are welcomed with open arms to help support various aspects of the club. Communications to event management and from safeguarding to the club shop, there is a task that needs support to ensure that we are putting our swimmers 1st. Our Volunteer recruitment team are fantastic in encouraging people to get involved, and thank you to them and thank you to all that do, however small the contribution it is very much appreciated.



Squad Reps

Now fully in place across all squads, The CEO and Head Coach have regular meetings with Squad reps to talk through any current issues, hopefully these meetings demonstrate listening and informing.

Parent Education Sessions

These were established in 2023. all online to help our parents become more informed about being a 'sporting parent' and in particular within the world of swimming. In addition, coaches held Squad meetings, we had our 1st Season Launch and numerous 1 to 1 meetings with Swimmer / Coach / Parent. Discussion topics included, 'What is Talent', 'Being a Swim Parent', 'Dealing with Exams and Swimming' and then finally 'Nutrition basics'

Mayor's Award

The Charity was nominated for a Mayor's Award through the year for being an outstanding contributor to the communities within Winchester. Testament to all of the effort by everyone within the Club.

Vision and values road

The CEO and Chair attended the Swim England roadshow following the published Weston report on Culture within Swimming. There will be a revamp of Swim Mark and we should be fully ready to approach this with professionalism to ensure our members are well protected.

Facilities

The club continues to work with and build on our relationships with our pool operators; Everyone Active, Kings School, The Army Training Regiment and Oaklands Community Pool. It is a fine line to ensure these relationships are front and centre of their business plans, whilst ensuring the club offers effective and accessible programmes.

Hosted Meet programme

This includes Club Championships, Novice Galas, Arena League, Junior Leagues and Grand Prix's. The lifeline of our existence is our allowing our swimmers to race, individually and as a team. This is why we train, we train to race. This is fun. While every race can't be a PB, every race can develop character, independence, ownership and resilience. It is these skills that will help our swimmers thrive in life. Without the enormous insight of the coaches and help from volunteers, our hosted meet programme would not exist and then ultimately the thriving club that Winchester is, would not be in existence.

Staff development programme

This will always be the driver for improvement and standards. We have high expectations and CPD will continue to be embraced by all staff. Across the Operational team, Coaching team and Teaching team everyone was involved in improving themselves. A hugely successful 1st year of development that will look even stronger next year. These sessions were run by both external and internal facilitators and the content varied but up to date.

Social

Capital is the jam in a swimming sandwich! It is part of the memories maker for all our swimmers. While they thrive in the pool, the opportunity to be part of something that their friends are part of enables swimming to be a lifelong sport. This year we had the presentation night and listened to Jacob Peters tell his story, we had the race night just before Christmas and the joy of watching a 100 or so people really get excited abuse their horse was an amazing scene to see. A Visit to the aquapark in the summer brought the season to a close and our swimmers even closer. Smiles, Laughs and memories all captured in their swimming journey

Pool closures

We do not own our own pool, we rely on external partners. Sometimes through no fault of our own, these pools breakdown. Varied reasons for these closures, but fundamentally have a huge impact on what our coaches are doing with our swimmers. As mentioned previously squad fees are supported by other income streams of the charity, if not they would be unaffordable. When pool closure happens, whilst referring to our pool closure policy, we try where best to reschedule or combine sessions. This is not always possible. Should a prolonged period of closure happen, there will be consideration of reimbursement. It should be noted here that there are still fixed costs that we need to consider when doing this.

All of the above is part of the journey of the Charity as well as the swimmers involved. While some of the highlights have been captured there is so much more happening, positive and not so. The Charity aims to learn from and adapt. We are always striving for positive experiences for all, however sometimes this is not achieved. When this happens, it is our goal, along with our values, to ensure we keep to true to our purpose, we stay inclusive, we are welcoming, kind, proactive and humble.

16. Financial management

Financially, the Charity is in a healthy position and has managed to absorb the large increases in pool hire costs without passing these costs onto the members through increased training fees. The success of the hosted open meet programme and cautious financial management

through regular budget meetings have been factors in this success. Although the lessons prices did increase in line with market forces, the Charity was able to use this income to invest in staff development and improved technology within the lessons programme.

Fundraising

Fundraising activities to subsidise events, activities and pay for additional equipment for the swimmers included:

- Charity Lottery
- Easy Fundraising
- Raffles and cake sales
- Second hand kit sales
- Charities Aid Donation

After subsidising the annual Presentation Evening to make the event as affordable as possible for swimmers to receive their awards, the restricted fund for fundraising ended the year with £5,663.

Community Fund

Sponsorship and donations have supported the annual Primary Schools' Gala, Inclusive Gala, top-up swimming lessons and booster courses for less advantaged children to help them achieve 25m. The funds remaining at year end to continue to support the community programme are £14,299.

Growth Fund

Following prudent financial management during the previous financial year, the management and Board of Trustees ring-fenced £70,000 for future investment and growth opportunities as defined by the Strategy. The balance of these funds at year end is £61,675.

Financial Position for 2023-2024

As detailed within the set of independently examined accounts below, the Charity's 2023-24 financial year shows a surplus of £11,663 (2023: £95,414).

Reserves Policy

The free reserves of the charity stood at £219,714 (2023: £202,460) at the year end, above the three month's operating expenditure quoted in the Reserves Policy.

The Trustees have been keeping the overall finances, including the reserves, under close review during the year.

Approved by the trustees and signed on their behalf:



Trustee S FALCONER

19 January 2025

WINCHESTER CITY PENGUINS SWIMMING CLUB

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WINCHESTER CITY PENGUINS SWIMMING CLUB

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF WINCHESTER CITY PENGUINS SWIMMING CLUB

I report to the trustees on my examination of the financial statements of Winchester City Penguins Swimming Club (the charity) for the year ended 31 August 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



C J Goodhead FCA
Knight Goodhead Limited
7 Bournemouth Road, Chandler's Ford,
Eastleigh, Hampshire, SO53 3DA

Dated: 19 January 2025

WINCHESTER CITY PENGUINS SWIMMING CLUB

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2024

| | Notes | Unrestricted funds 2024 £ | Restricted funds 2024 £ | Total 2024 £ | Total 2023 £ |
|---|-------|------------------------------------|----------------------------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations and legacies | | 45,474 | 2,272 | 47,746 | 50,207 |
| Charitable activities | 2 | 874,448 | 5,093 | 879,541 | 799,149 |
| Other trading activities | | 8,596 | - | 8,596 | 2,057 |
| Investments | | 1,749 | - | 1,749 | 896 |
| Total income | | 930,267 | 7,365 | 937,632 | 852,309 |
| Expenditure on: | | | | | |
| Charitable activities | 3 | 921,338 | 4,631 | 925,969 | 756,895 |
| Net income for the year/ Net movement in funds | | 8,929 | 2,734 | 11,663 | 95,414 |
| Fund balances at 1 September 2023 | | 272,460 | 17,228 | 289,688 | 194,274 |
| Fund balances at 31 August 2024 | | 281,389 | 19,962 | 301,351 | 289,688 |

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

All income and expenditure derives from continuing activities.

WINCHESTER CITY PENGUINS SWIMMING CLUB

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2024

Prior financial year

| | | Unrestricted funds 2023 £ | Restricted funds 2023 £ | Total 2023 £ |
|---|-------|------------------------------------|----------------------------------|--------------------|
| | Notes | | | |
| Income from: | | | | |
| Donations and legacies | | 46,522 | 3,685 | 50,207 |
| Charitable activities | 2 | 795,453 | 3,696 | 799,149 |
| Other trading activities | | 2,057 | - | 2,057 |
| Investments | | 896 | - | 896 |
| Total income | | 844,928 | 7,381 | 852,309 |
| Expenditure on: | | | | |
| Charitable activities | 3 | 751,485 | 5,410 | 756,895 |
| Net income for the year/ Net movement in funds | | 93,443 | 1,971 | 95,414 |
| Fund balances at 1 September 2022 | | 179,017 | 15,257 | 194,274 |
| Fund balances at 31 August 2023 | | 272,460 | 17,228 | 289,688 |

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

All income and expenditure derives from continuing activities.

WINCHESTER CITY PENGUINS SWIMMING CLUB

BALANCE SHEET

AS AT 31 AUGUST 2024

| | Notes | 2024 £ | £ | 2023 £ | £ |
|---|-------|-----------|---------|-----------|---------|
| Fixed assets | | | | | |
| Tangible assets | 7 | | 2,141 | | 2,083 |
| Current assets | | | | | |
| Stocks | 9 | 7,800 | | - | |
| Debtors | 8 | 61,292 | | 101,266 | |
| Cash at bank and in hand | | 408,478 | | 386,797 | |
| | | 477,570 | | 488,063 | |
| Creditors: amounts falling due within one year | 10 | (178,360) | | (200,458) | |
| Net current assets | | | 299,210 | | 287,605 |
| Total assets less current liabilities | | | 301,351 | | 289,688 |
| Income funds | | | | | |
| Restricted funds | 13 | | 19,962 | | 17,228 |
| <u>Unrestricted funds</u> | | | | | |
| Designated funds | 12 | 61,675 | | 70,000 | |
| General unrestricted funds | | 219,714 | | 202,460 | |
| | | | 281,389 | | 272,460 |
| | | | 301,351 | | 289,688 |

The accounts were approved by the Trustees on 19 January 2025



 Trustee R A Roberts

WINCHESTER CITY PENGUINS SWIMMING CLUB

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

| | | 2024 | | 2023 | |
|---|-------|---------|---------|---------|---------|
| | Notes | £ | £ | £ | £ |
| Cash flows from operating activities | | | | | |
| Cash generated from operations | 16 | | 21,582 | | 53,634 |
| Investing activities | | | | | |
| Purchase of tangible fixed assets | | (1,650) | | (3,125) | |
| Investment income received | | 1,749 | | 896 | |
| Net cash generated from/(used in) investing activities | | | 99 | | (2,229) |
| Net cash used in financing activities | | | - | | - |
| Net increase in cash and cash equivalents | | | 21,681 | | 51,405 |
| Cash and cash equivalents at beginning of year | | | 386,797 | | 335,392 |
| Cash and cash equivalents at end of year | | | 408,478 | | 386,797 |

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

Company information

Winchester City Penguins Swimming Club is a Charitable Incorporated Organisation and is registered with the Charity Commission in England and Wales.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's constitution, the Charities Act 2011 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

A liability arises as soon as there is a legal or constructive obligation committing the charity to the expenditure.

Expenditure falling directly within one cost category is allocated to that category, and if expenditure relates to more than one cost category it is apportioned on a reasonable, justifiable and consistent basis between them.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

| | |
|--------------------------------|-------------------|
| Fixtures, fittings & equipment | 33% straight line |
|--------------------------------|-------------------|

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

1.8 Financial instruments

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured and transaction price. Financial assets and liabilities classified as due within one year are not amortised.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Charitable activities

| | 2024 | 2023 |
|--------------------|----------------|----------------|
| | £ | £ |
| Swimming lessons | 344,706 | 339,232 |
| Gala and open meet | 199,100 | 174,848 |
| Training fees | 325,296 | 275,038 |
| Other income | 10,439 | 10,031 |
| | <u>879,541</u> | <u>799,149</u> |

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

3 Charitable activities

| | Unrestricted funds 2024 £ | Restricted funds 2024 £ | Total 2024 £ | Total 2023 £ |
|-----------------------------|------------------------------------|----------------------------------|--------------------|--------------------|
| Staff costs | 405,114 | - | 405,114 | 328,801 |
| Depreciation | 1,592 | - | 1,592 | 1,439 |
| Social events | - | 1,100 | 1,100 | - |
| Goods for resale | 10,017 | - | 10,017 | 2,563 |
| Gym hire | 530 | - | 530 | 540 |
| Pool costs | 287,479 | - | 287,479 | 266,773 |
| Other lesson costs | 5,548 | 645 | 6,193 | 3,410 |
| Gala costs | 131,391 | 2,886 | 134,277 | 104,355 |
| Training | 54,858 | - | 54,858 | 26,207 |
| Administration | 14,531 | - | 14,531 | 13,878 |
| Travel | 101 | - | 101 | 628 |
| Bank charges | 63 | - | 63 | 91 |
| Accountancy | 6,360 | - | 6,360 | 6,720 |
| Bad debt | 270 | - | 270 | 150 |
| Legal and professional fees | 3,484 | - | 3,484 | 1,340 |
| | <u>921,338</u> | <u>4,631</u> | <u>925,969</u> | <u>756,895</u> |

Included in accountancy costs is £1,740 (2023: £1,740) payable to the independent examiners for the independent examination and £4,620 (2023: £4,980) for other services.

4 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during this year or the previous year.

No trustees were reimbursed for expenses incurred on behalf of the charity in this year or the previous year.

5 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

6 Employees

Number of employees

The average monthly number of employees during the year was:

| | 2024 Number | 2023 Number |
|-----------------------|----------------|----------------|
| Charitable Activities | 64 | 78 |

Employment costs

| | 2024 £ | 2023 £ |
|-----------------------|-----------|-----------|
| Wages and salaries | 382,343 | 313,584 |
| Social security costs | 17,981 | 11,651 |
| Other pension costs | 4,790 | 3,566 |
| | 405,114 | 328,801 |

There were no employees whose annual remuneration was £60,000 or more.

7 Tangible fixed assets

| | Fixtures, fittings & equipment £ |
|------------------------------------|--|
| Cost | |
| At 1 September 2023 | 6,554 |
| Additions | 1,650 |
| At 31 August 2024 | 8,204 |
| Depreciation and impairment | |
| At 1 September 2023 | 4,471 |
| Depreciation charged in the year | 1,592 |
| At 31 August 2024 | 6,063 |
| Carrying amount | |
| At 31 August 2024 | 2,141 |
| At 31 August 2023 | 2,083 |

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

8 Debtors

| | 2024 | 2023 |
|---|---------------|----------------|
| | £ | £ |
| Amounts falling due within one year: | | |
| Other debtors | 49,202 | 81,041 |
| Prepayments and accrued income | 12,090 | 20,225 |
| | <u>61,292</u> | <u>101,266</u> |

9 Stocks

| | 2024 | 2023 |
|------------------|--------------|----------|
| | £ | £ |
| Goods for resale | 7,800 | - |
| | <u>7,800</u> | <u>-</u> |

10 Creditors: amounts falling due within one year

| | 2024 | 2023 |
|------------------------------------|----------------|----------------|
| | £ | £ |
| Other taxation and social security | 5,419 | 4,510 |
| Deferred income | 164,234 | 178,106 |
| Other creditors | 1,005 | 872 |
| Accruals | 7,702 | 16,970 |
| | <u>178,360</u> | <u>200,458</u> |

11 Retirement benefit schemes

| | 2024 | 2023 |
|---|--------------|--------------|
| | £ | £ |
| Defined contribution schemes | | |
| Charge to profit or loss in respect of defined contribution schemes | 4,790 | 3,566 |
| | <u>4,790</u> | <u>3,566</u> |

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

12 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

| | Movement in funds | | | | |
|-------------|-----------------------------------|-----------------------|-----------------------|-----------|------------------------------|
| | Balance at 1 September 2023 | Incoming resources | Resources expended | Transfers | Balance at 31 August 2024 |
| | £ | £ | £ | £ | £ |
| Growth fund | 70,000 | - | (8,325) | - | 61,675 |
| | <u>70,000</u> | <u>-</u> | <u>(8,325)</u> | <u>-</u> | <u>61,675</u> |
| | <u>70,000</u> | <u>-</u> | <u>(8,325)</u> | <u>-</u> | <u>61,675</u> |
| | <u>70,000</u> | <u>-</u> | <u>(8,325)</u> | <u>-</u> | <u>61,675</u> |
| | <u>70,000</u> | <u>-</u> | <u>(8,325)</u> | <u>-</u> | <u>61,675</u> |

| | Balance at 1 September 2022 | Incoming resources | Resources expended | Transfers | Balance at 31 August 2023 |
|-------------|-----------------------------------|-----------------------|-----------------------|---------------|------------------------------|
| | £ | £ | £ | £ | £ |
| Growth fund | - | - | - | 70,000 | 70,000 |
| | <u>-</u> | <u>-</u> | <u>-</u> | <u>70,000</u> | <u>70,000</u> |
| | <u>-</u> | <u>-</u> | <u>-</u> | <u>70,000</u> | <u>70,000</u> |
| | <u>-</u> | <u>-</u> | <u>-</u> | <u>70,000</u> | <u>70,000</u> |
| | <u>-</u> | <u>-</u> | <u>-</u> | <u>70,000</u> | <u>70,000</u> |

The purpose of the growth fund is to support agreed strategic ventures.

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

13 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

| | Balance at 1 September 2023 | Movement in funds | | Transfers | Balance at 31 August 2024 |
|---------------------|-----------------------------------|-------------------|------------------|-----------|------------------------------|
| | £ | Income £ | Expenditure £ | £ | £ |
| Project Fundraising | 4,491 | 2,272 | (1,100) | - | 5,663 |
| Community Projects | 12,737 | 5,093 | (3,531) | - | 14,299 |
| | <u>17,228</u> | <u>7,365</u> | <u>(4,631)</u> | <u>-</u> | <u>19,962</u> |
| | | | | | |
| | Balance at 1 September 2022 | Income | Expenditure | Transfers | Balance at 31 August 2023 |
| | £ | £ | £ | £ | £ |
| Project Fundraising | 5,613 | 1,218 | 2,340 | - | 4,491 |
| Community Projects | 9,644 | 6,163 | (3,070) | - | 12,737 |
| | <u>15,257</u> | <u>7,381</u> | <u>(5,410)</u> | <u>-</u> | <u>17,228</u> |

Project Fundraising relates to money raised by our fundraising team to go towards buying specific items for the club.

Community Projects relates to income raised from fundraising and donations for community events including the Primary Schools Gala.

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

14 Analysis of net assets between funds

| | Unrestricted funds 2024 £ | Restricted funds 2024 £ | Total 2024 £ |
|---|------------------------------------|----------------------------------|--------------------|
| Fund balances at 31 August 2024 are represented by: | | | |
| Tangible assets | 2,141 | - | 2,141 |
| Current assets/(liabilities) | 279,248 | 19,962 | 299,210 |
| | <u>281,389</u> | <u>19,962</u> | <u>301,351</u> |

| | Unrestricted funds 2023 £ | Restricted funds 2023 £ | Total 2023 £ |
|---|------------------------------------|----------------------------------|--------------------|
| Fund balances at 31 August 2023 are represented by: | | | |
| Tangible assets | 2,083 | - | 2,083 |
| Current assets/(liabilities) | 270,377 | 17,228 | 287,605 |
| | <u>272,460</u> | <u>17,228</u> | <u>289,688</u> |

15 Related party transactions

There were no disclosable related party transactions during the year (2023: none), except for those disclosed in note 4 to the accounts.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

| | 2024 £ | 2023 £ |
|------------------------|----------------|---------------|
| Aggregate compensation | <u>140,266</u> | <u>99,159</u> |

Key management comprised 4 staff members (2023: 3).

WINCHESTER CITY PENGUINS SWIMMING CLUB

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

| 16 | Cash generated from operations | 2024 £ | 2023 £ |
|----|---|---------------|---------------|
| | Surplus for the year | 11,663 | 95,414 |
| | Adjustments for: | | |
| | Investment income recognised in statement of financial activities | (1,749) | (896) |
| | Depreciation and impairment of tangible fixed assets | 1,592 | 1,439 |
| | Movements in working capital: | | |
| | (Increase) in stocks | (7,800) | - |
| | Decrease/(increase) in debtors | 39,974 | (68,464) |
| | (Decrease)/increase in creditors | (8,226) | 3,393 |
| | (Decrease)/increase in deferred income | (13,872) | 22,748 |
| | Cash generated from operations | 21,582 | 53,634 |
