



Annual Report 2022/23

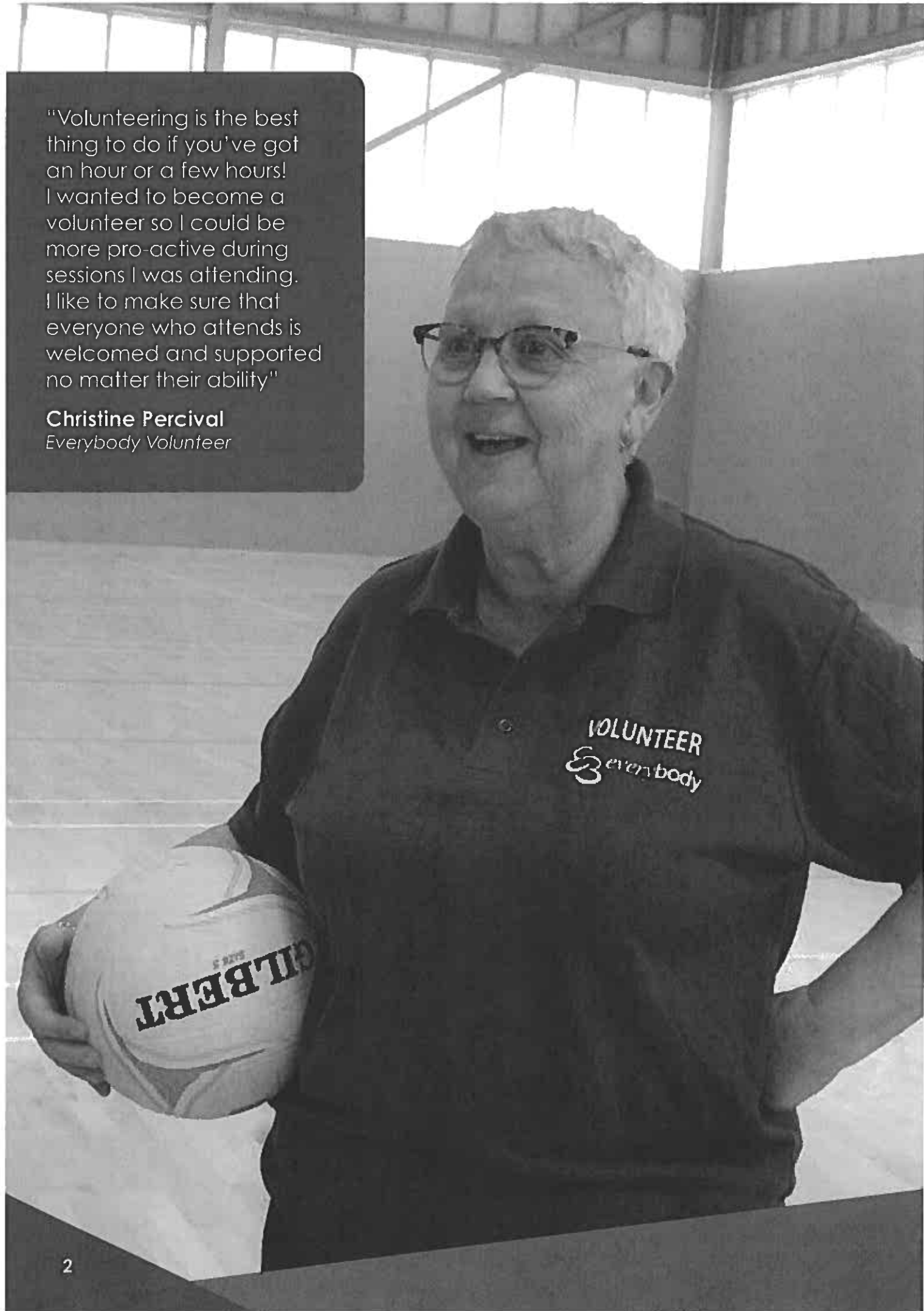
Providing 'Leisure for Life'



everybody.org.uk

"Volunteering is the best thing to do if you've got an hour or a few hours! I wanted to become a volunteer so I could be more pro-active during sessions I was attending. I like to make sure that everyone who attends is welcomed and supported no matter their ability"

Christine Percival
Everybody Volunteer



CONTENTS

Chief Executive Report	4
About Us	7
Vision	8
Values	9
Key Achievements	10
Caring for all	12
In the Service of others	25
Working as one	40
Fit for the future	42
Free to do our best	43
Looking forward	47
Trustees, Directors, Principal Officers & Advisors	48
Governance	50
Financial Review	53
Independant Auditors Report	57
Balance Sheet	62
Cashflow Statement	63
Notes to Financial Statements	66

CHIEF EXECUTIVE'S INTRODUCTION

Our 9th year as a registered charity and first since becoming Everybody Health & Leisure has been an incredibly busy but rewarding one for all our team and key partners.

With the benefit of the first full year since the pandemic without any covid related restrictions, it is fantastic that we've seen the natural demand for our services grow and reach new record levels of usage across our Cheshire East estate.

This is a positive sign - more & more people are recognising the importance of their own health and ensuring they utilise their leisure time in many different active ways. However, it is our job to identify and encourage all people to take part in sport or whatever activity may be best suited to them that helps them to improve their physical and/or mental health. We've sought to remove any barriers to participation by working with Cheshire East Council to design targeted policies and interventions based on local health data and we have now committed plans to do even more in the future. I'm delighted that our dedicated Everybody Healthy Team have helped thousands of people to start on their journey towards a healthier and more active lifestyle, and/or visit one of our facilities or services for the first time this past year.

Also that our Sport for Everybody initiatives have helped many young people have their first go at different sports and also reached people of all ages to reconnect to a sport they once played - and can now play once again.

2022/23 has seen our highest ever financial turnover as an organisation, which reflects the increased operational performance and output of all our hardworking teams. As a charity we've continued to reinvest income back into our local communities in line with our charitable objects. Investments this year have seen considerable improvements in our sites at Nantwich, Crewe, Holmes Chapel & Wilmslow. At the same time this year we have ensured an improved reserves position and adopted a sustainable financial plan for the coming years, enabling us to support and serve more people in the future.

Highlights of the past year include reaching over 20,000 active fitness members using our facilities and over 10,000 learn to swim participants attending our swimming pools each week. We made 8 community commitments last May which we've met and as you will see in many cases surpassed; including doubling the number of targeted health referrals, ensuring all children on our waiting list could access swimming lessons locally.





We were also proud to receive a number of accolades and external awards this past year; including the Social Value Award (Cheshire & Merseyside Partnership), Best Company to Work For 2022 (North East Cheshire Chamber Business Awards) and Contribution to the Community 2022 (South Cheshire Chamber Awards), along with successfully retaining our Investors in People status and multiple QUEST accreditations across the different facilities.

Despite all the great positives of the past year, there were some challenges and the most significant was the devastating news that our star HR apprentice and model employee; Mia Jennings passed away just 19 years old in January 2023. This shook our charity to its core, leaving many staff and hundreds of customers (many of whom she had taught to swim in Macclesfield) heartbroken. Mia herself had been a finalist in 2 different business awards as an outstanding apprentice in 2022, having made an immeasurable contribution for us. The tributes to this amazing young lady poured in and we have committed to work with her wonderful family to ensure all Mia's beautiful traits and lasting legacy will continue in the years ahead; starting with a commitment to CRY (cardiac risk in the young) creating greater awareness and ensuring screenings for young local people aged 14-35.

Our loyal customers have continued to enable our charity to prosper, and it was lovely to read the feedback in the annual Customer Survey where we scored 8.51/10 for overall customer satisfaction. Of course, there is always more to do and improve upon and this survey has helped to inform our 2023/24 plans to continuously improve what we do. Recent improvements include our new online 'Leisure Hub' service; launched last summer this has been well received and has enabled customers to book and see the range of classes and activities on offer with greater ease – this followed user feedback in the previous years' survey which we acted upon.

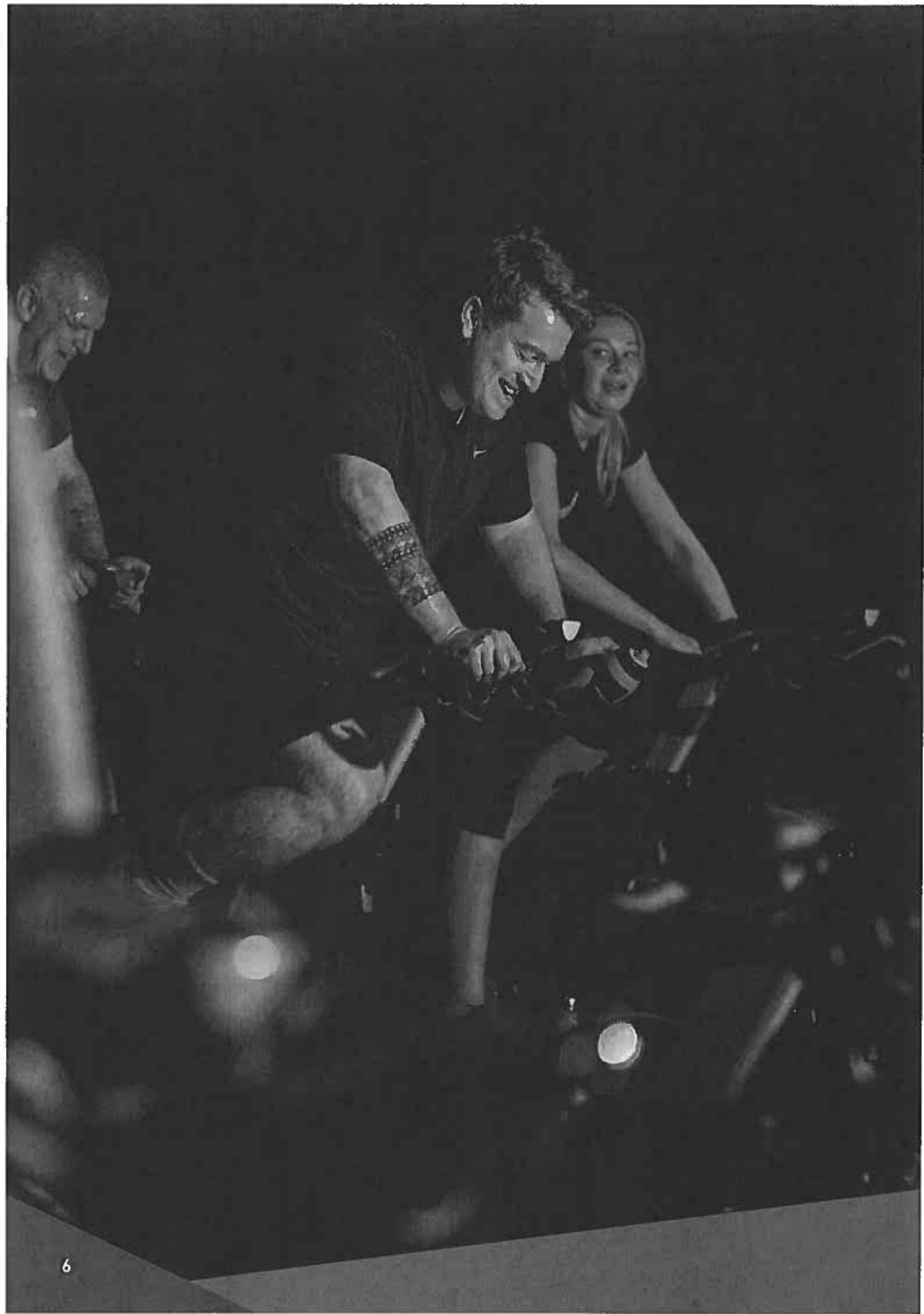
Our partnership with Cheshire East Council has strengthened over the past 12-months and I'm grateful for their continued commitment to invest in local residents' health & leisure provision, especially at a challenging financial time for local government. We will continue to work hard to ensure maximum social and financial value for residents and all local communities in the borough.

I hope you'll enjoy reading the many collective achievements, local inspirational stories, and key outcomes of this annual report. Looking ahead, we welcome all new ideas, contributions, and opportunities to partner with like-minded people & organisations in the future - to do as much as we can to support the local public health agenda and ensure the very best leisure experience for all people.

I look forward to working with you and for you in the future to build upon these successes,

Thomas Barton
Chief Executive





ABOUT US

Everybody Health & Leisure is a registered charity and a company limited by guarantee, we re-invest 100% of our surplus back into our local communities.

We are responsible for delivering leisure services and public health initiatives in partnership with Cheshire East Council, Holmes Chapel Parish Council, Alderley Park Limited/Bruntwood and The Madeley Centre.

Our key services include:

17 leisure facilities - full list in Appendix B;

Everybody Fitness membership scheme;

Everybody Learn to Swim scheme;

Everybody Healthy – a range of health and wellbeing programmes and initiatives to support people in our communities. A more specific Health and Wellbeing Strategy is available.

Sport for Everybody - including key programmes such as Talented Athlete Support Scheme, Volunteer Programme, Club & Coach Development, Bikeability and more. A specific 'Sport for Everybody' strategy details more specific information in this area;

Everybody Academy – specialist leisure training provider delivering a range of training and development opportunities including volunteering, apprenticeships and work placements;

Taste for Life Catering – onsite cafés in local Everybody leisure centres in Cheshire East, cafes in leisure facilities operated by others, business and event catering as well as children's party catering;

Everybody Options concessionary discount programme;

Everybody Personal Training programme;

Everybody Foundation – a charity (Registered Charity No. 1174873) that raises funds to support individuals and groups to promote a healthy and active lifestyle.

Strategic direction is provided by the independently appointed Board of Trustees. The Board has ultimate responsibility for the governance of the Trust and supports the management team to deliver their strategic aims.

There are 11 Trustees on the Board, all of whom are local volunteers with a wide variety of professional backgrounds from various sectors. They bring a wealth of expertise and experience to help shape and improve our services.

Where we work

Most of our work is in Cheshire East, in the communities surrounding our 17 locations throughout Cheshire East with The Madeley Centre falling into the Borough of Newcastle-under-lyme.

The map below illustrates our locations:



Cheshire East has an estimated current population of 398,800 (Cheshire East Council website). The source for these population figures is the 2021 Census.

Cheshire East is noted as having an aging population. According to the Cheshire East Local Plan (paragraph 1.27) there will be a 65% increase in the population aged 65 and above and a 134% increase in the population aged 85 and above by 2030.

The overall population is also expected to increase, due to new housing provision. The overall growth proposition is to deliver at least 36,000 new homes which forecasts an increase in the borough's population of around 58,100 people by 2030.

Our penetration of the Cheshire East total population is 5.2%, and its penetration of the Health and Fitness market is estimated at 14 %.

■ VISION

At Everybody, we don't just believe in getting more people, more active, more often – that goes without saying! In order to make a real impact on the health and social issues affecting our communities, we need to target our efforts and our service offer. Only in this way can we make participation in leisure and recreation an important part of everybody's day to day lives, whatever their ability or need.

Leisure for Life

Our simple vision of providing 'Leisure for Life' requires us to help people live a healthy life of course. It also seeks to make participation in any recreational or leisure activity an enduring habit from the earliest years to later life.

Helping people to live well and for longer

We also have a long-term shared vision with Cheshire East Council, 'helping people to live well and for longer', to emphasise our commitment to positively impacting the health of everyone in the borough of Cheshire East.

By achieving our vision of 'Leisure for Life' we will be making a major contribution towards helping people to live well and for longer.



Values

To build on our successes to and have an even greater impact on our mission and strategic aims, we will need to continue to work with our values at the heart of all that we do.

These values have guided our thoughts and actions since May 2014 and are the foundations of our way of working.

We are proud of not only what we have achieved but also 'how' we have achieved these with everyone committed to the organisation's values.

We will continue to engage with our people at every opportunity to ensure all are engaged and supported in a positive manner.

	Fit for the Future	We will give everyone the opportunity to train and enhance their skills by encouraging people to develop themselves and others. Creating and promoting 'careers in leisure'.
	Working as one	We will all work to the common goal of providing 'leisure for life' and support each other in all we do.
	Trusted and honest	We respect and value the input of every person and at all times act with integrity and respect.
	In the service of others	We will provide first class facilities and services that are well maintained, inviting and valued by our customers.
	Free to do our best	Our culture and business processes will support people to act on their own initiative – with innovation being recognised and rewarded.
	Caring for all	We will actively seek to involve everyone in all communities, working in partnership and with a passion for people.



8 commitments to our local community in 2022-23

Create 100 local jobs across leisure, catering, business support and apprenticeship roles.

Over £2m investment to improve facilities in Crewe

Reopen a brand-new Congleton Leisure Centre welcoming over 2,000 health and fitness members and a wide variety of activities for all residents.

Deliver targeted health schemes such as exercise referral, long covid and specialist rehabilitation to over 1,000 people in Cheshire East.

Work with parents and schools to help the 5,000 children in Cheshire East currently waiting to learn to swim.

Invest and grow our volunteer programme, to increase our volunteer hours to 50,000 by end 2023.

Celebrate with annual awards ceremonies for local talented junior and adult athletes, individuals and organisations making a difference in sport and healthy recreation.



Train over 6,000 young people a vital life skill of riding a bike and improve confidence in 5,000 local employees to actively travel to work.

Updates on our 8 commitments



278
Recruited



Crewe Lifestyle Centre 
Cumberland Arena 
£2.3 Million Secured



Re-opened
JUNE 2023



2,120
People supported



5,000+
Achieved



46,071 **92%**
Hours to target!



100+
Recognised



7,883 children trained
5,732 local employees
actively travelling



CARING FOR ALL

THE EVERYBODY HEALTHY SERVICE



2,120
Referrals



119%
Increase in
referrals from
2021-22



60%
Service
retention
rate

63% & **37%**
Self referrals number & Health referrals



15%
Of people accessing
programmes from
Crewe & Priority
Wards



803
Male
1,317
Female



62%
Conversion rate
to full
membership



9.4/10
Customer
satisfaction
score



1,762
Health
classes
delivered

Recognition Awards

Recognised nationally
as 'Site of the Month
for ESCAPE-Pain' by
Orthopaedic Research UK

**Orthopaedic
Research UK**



Awarded 'Contribution
to the Community, South
Cheshire Chambers
Award 2022





SERVICE OUTCOMES 2022-23

Everybody Healthy Service works with the public, private, voluntary sector partners and residents of Cheshire East to provide integrated community-based health and wellbeing programmes, preventing ill-health, addressing health inequalities and encouraging lifelong learning from early years to later life.



15,442

People attending a targeted health class



65%

Transfer rate from NHS Cardiac & Pulmonary Rehabilitation



70%

Of people attending falls programme reduced fear of falling score



78%

Of people inactive to active



51%

Of people now exercising 150 mins per week, NICE guidance



66%

People improved mental wellbeing score



Long COVID Exercise Rehab

77%

Reduction in fatigue levels

71%

Improved quality of life score



ESCAPE Pain

90%

Clinical improved in pain management

84%

Improved physical function

Awarded 'Excellent' for both Community Impact and Health and Wellbeing categories in Quest Assessment for Macclesfield Leisure Centre.



Awarded Cheshire and Merseyside Social Value Award



SOCIAL VALUE AWARD

The past 12 months has been challenging for all, coming through the COVID-19 pandemic. The Everybody Healthy Service has worked extremely hard to re-establish the service, working closely with healthcare colleagues in developing robust referral pathways from services to ensure those most in need access to our targeted health and wellbeing programmes.

We have undertaken a review of several health programmes, ensuring they are fit for purpose, continue to provide the high-quality outcomes, and remain person centred. We launched our first Health and Wellbeing Strategy and introduced new innovative schemes using digital solutions to being physically active. Over the past 12 months 2,120 referrals have been received by the Everybody Healthy Service, a 119% increase from the previous year and 15,442 people have attended a health exercise class.



Partnership working remains central to the success of our work. We have worked with healthcare colleagues in utilising our facilities with the co-location of NHS services, integrating people into the centres as both patients and users. We have successfully co-located Pulmonary Rehabilitation and Phase III Cardiac Rehabilitation Services into some of our facilities, jointly delivery. Bringing patients into our facilities has created a joined-up approach between healthcare services and physical activity, leading to improved access, provision, and wellbeing.

We have developed and launched our own MSK (musculoskeletal) exercise rehabilitation service, working collaboratively with Central Cheshire Integrated Care Partnership (CCICP) Physiotherapy Service. Together we jointly delivering, evidenced based, MSK exercise programmes which offer accessible and affordable personalised exercise and education, consisting of land based and water rehabilitation therapy helping to maintain mobility, physical function and reduce pain. The collaboration has improved musculoskeletal outcomes for patients, reduced NHS waiting lists and provided a seamless pathway for patients to continue exercising once being clinically discharged.

We have been successful in securing a commissioning contract, by Central Cheshire and Eastern Cheshire Integrated Partnership - Post COVID Recovery Service, delivering our Long COVID Exercise Rehabilitation programme. A partnership approach has enabled the creation of a service which addresses the needs, expectations and outcomes of patients. Over the past 12 months we have received 102 referrals to our rehab exercise programme, achieving fantastic patient outcomes, including:

- 97% inactive to active, 47% achieving 150 minutes of exercise weekly in line with government and NICE guidance.
- 77% reduction in fatigue levels
- 71% Improved Quality of Life
- 62% Improved Mental Wellbeing
- 68% of patient's conversion rate into a full membership



In addition to clinical outcomes we have supported many patients to return back to work, after prolonged periods of sickness absence, patients have resumed hobbies they once enjoyed and overall patients have greatly benefited from peer support.

We have been recognised for our hard work and impact made to people's quality of life, including:

Recognised nationally as 'Site of the Month for ESCAPE-Pain' by Orthopaedic Research UK

Awarded 'Contribution to the Community, Cheshire Chambers Award 2022

Awarded 'Excellent' for both Community Impact and Health and Wellbeing categories in Quest Assessment for Macclesfield Leisure Centre.

Awarded Cheshire and Merseyside Social Value Award



We placed a focus on workforce training, through the development of a robust training framework ensuring our Specialist Health Coaches undertook a diverse range of training equipping them to work with a wide range of illness and long-term conditions, including:

BACPR Level 4 Cardiac Rehabilitation

Long Covid Rehabilitation

Otago Level 3 Leaders Award

Level 3 GP Exercise on Referral

Level 4 Exercise for Neurological Conditions

Level 4 Obesity and Diabetes

Level 4 Pulmonary Rehabilitation

Making Every Contact Count (MECC)

Level 2 Move It Or Lose It

Upon marking our 8th business anniversary, eight commitments were made to our local communities, one specifically was to 'deliver targeted health schemes such as exercise referral, long covid and specialist rehabilitation to over 1,000 people in Cheshire East'. We are proud in achieving the commitment earlier than anticipated, exceeding the target figure in receiving 2,120 referrals and 14,458 people attended a targeted health exercise class.



OUR IMPACT

2022-23



Cheshire and Merseyside
Health and Care Partnership

**SOCIAL VALUE
AWARD**



37,819

People attended a targeted Health & Sport programme



12%

People attending from Crewe 6 priority wards



249

Children (under 18yrs) with disabilities supported to be active



7,883

Children taught to ride a bike safely

Number of people supported to make positive lifestyle changes:



78%

Increased Physical Activity Levels



66%

Mental Wellbeing



71%

Quality of Life



2,500

Volunteer hours contributed by 70 volunteers



600

Hot meals served to elderly residents attending Everybody Lunch Club



461

Free meals provided to local children in the school holidays



35

Outreach and engagements events attended, supporting community partners

Data from 1st July 2022 - 31st March 2023

CASE STUDIES



Shaun McMahon

Long Covid October 2022 (Macclesfield)

Shaun McMahon has just completed the Long Covid 6-week rehabilitation programme funded by the NHS. Shaun said the course was invaluable helping him to learn how to pace daily activities and helping him to learn how to adjust his lifestyle. Shaun found the course highly informative. He enjoyed the group discussions, particularly as he had not met anyone before with Long Covid. He said he does not know where he would be without the course. During the 6 weeks, he has made some significant improvements, in his overall health and wellbeing.

- Physical activity has increased from 0 days active to 4 days active (now exercising between 91-149 mins per week)
- QOL scores – improvement in 3/5 areas
- He had "slight" problems with getting dressed at start of the programme and now he has none!
- He had "severe" problems with managing his everyday activities, now he rates this as "moderate"
- His anxiety/depression have gone from "moderate" to "mild"
- He rated his overall health as 50/100 at the start of the programme, this increased to 70/100 at the end of the programme (a 20-point improvement)
- He has lost five kilos (129kg to 124kg), changing his BMI from 39 to 37.5
- His blood pressure improved from 129/7 to 109/77
- His resting heart rate reduced too from 98 to 85

Shaun said he would recommend it to anyone who is suffering with Long Covid.



Anthony Simpson and Peter Kenny

Completed NHS Pulmonary Rehabilitation followed by Everybody 12-week exercise referral programme.

Congratulations to both Anthony Simpson & Peter Kenny who have both completed their 12-week exercise referral programme with Health Referral Lead Gavin. Anthony and Peter first met at the Pulmonary Rehabilitation service; a session delivered in partnership with the Centre Cheshire Integrated Care Partnership within our centre. From there they have continued to exercise within the gym and the Move to Improve class at least two times per week over the course of the programme.

Here is what they both had to say about the programme:

Peter - "To be honest I did not think I'd be able to do it, but it's been really good. Never been in a gym before but now feel more comfortable in there".

Anthony - I have had improvement in mobility and muscular strength, become more social and now look at life better! The advice and support from the instructors has been helpful.

Case Study: Ken & Joan Emberton

Exercise Referral with Rachel

Congratulations to Ken & Joan Emberton who have successfully completed the 12-week Exercise Referral Programme with Specialist Health Advisor Rachel. Both had been referred to the programme via their GP to use exercise to benefit and improve their health conditions, Joan having suffered a stroke and arthritis and Ken for his COPD and degenerative spinal pain.

Prior to starting the programme their activity levels were extremely low which meant they found walking, stair climbing and activities of daily living such as housework and gardening a struggle.

Ken & Joan followed a structured exercise programme within the gym incorporating specific aerobic and strength exercises that would benefit and improve their arthritic pain, as well as attending the weekly classes Move to Improve and Good Boost.

Since attending these structured sessions three times a week they have become more active, for Joan she has seen her strength and stamina improve which has reduced her arthritic pain enabling her to walk further and climb stairs better without needing to stop. Joan's own self confidence to exercise has improved she can garden for longer, carry baskets of washing better and bags of shopping around the supermarkets. Balance is better Joan is now able to walk in a straight line knowing she is much less likely to fall now, achieved by completing the various balance and strength exercises on the course.

When Ken came onto the programme he walked with difficulty and needed the use of two sticks to support him, however now those sticks have gone! He can walk with confidence and stair climb with reduced arthritic pain. His stamina has improved and is less breathless when walking up an incline or stairs which has meant he can walk further and enjoy tending to his garden better.

Ken & Joan had this to say about the programme "The improvements we have seen to our health since starting the programme have been immense, we have really benefited by doing the Good Boost programme the exercises prescribed within the water have meant our mobility is a lot better with less pain also as the session is only 30/45mins it has also meant we have managed a swim after or attended the Move To Improve class. All the instructors are knowledgeable and friendly making our experience of coming to the centre an enjoyable one and we would highly recommend the programme."



Overall Attendance
for all programmes**23,094** attendances**TALENTED ATHLETES SUPPORT SCHEME**Number of athletes
on the scheme**188**

Level of athletes:

**55**
GOLD**123**
SILVER**10**
BRONZE**VOLUNTEERING**Number of
volunteers**70**Volunteer
Hours**2,504**Overall volunteer
hours since 2014**46,071**Volunteers into
employment**5**Number of volunteers training
or qualifications gained**10** Volunteers trained**ACTIVE HOLIDAYS**Number of
attendances**2,735**Number of free
places given to
children on FSM**461**Number of free
school meals &
healthy snacks
provided**461**Best camp
EVER!We love the
SWIMMING!Don't change
a thing
WE LOVE IT!



Number of young people taught to ride a bike

7,883

GENDER BREAKDOWN



Male

3,702



Female

3,431

Prefer not to say

750



Children on Free School Meal attendances

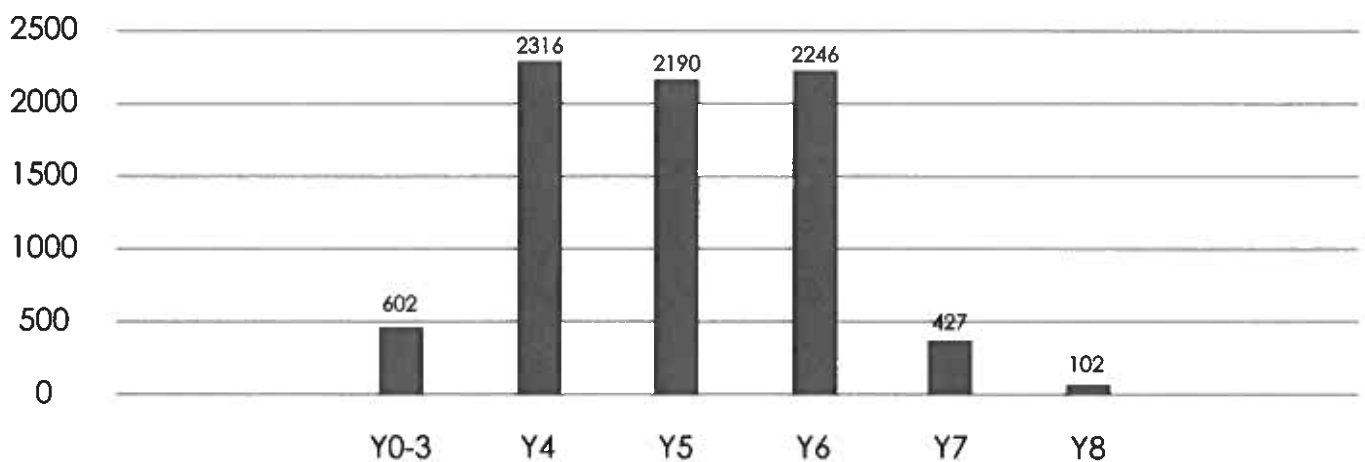
533



Children with SEND attendance

507

SCHOOL YEAR BREAKDOWN



DISABILITY & INCLUSION ACTIVITIES



Overall attendance

2,452



Children & Young people activities

1,836

attendances



Adult (18+) activities

616

attendances



228

Disability & Inclusion Activity Sessions

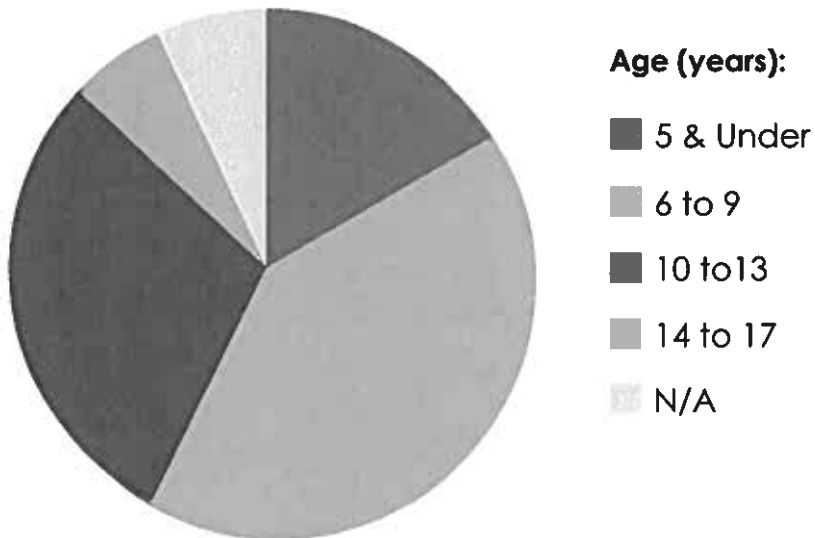


Individual number of children with disabilities support to be active

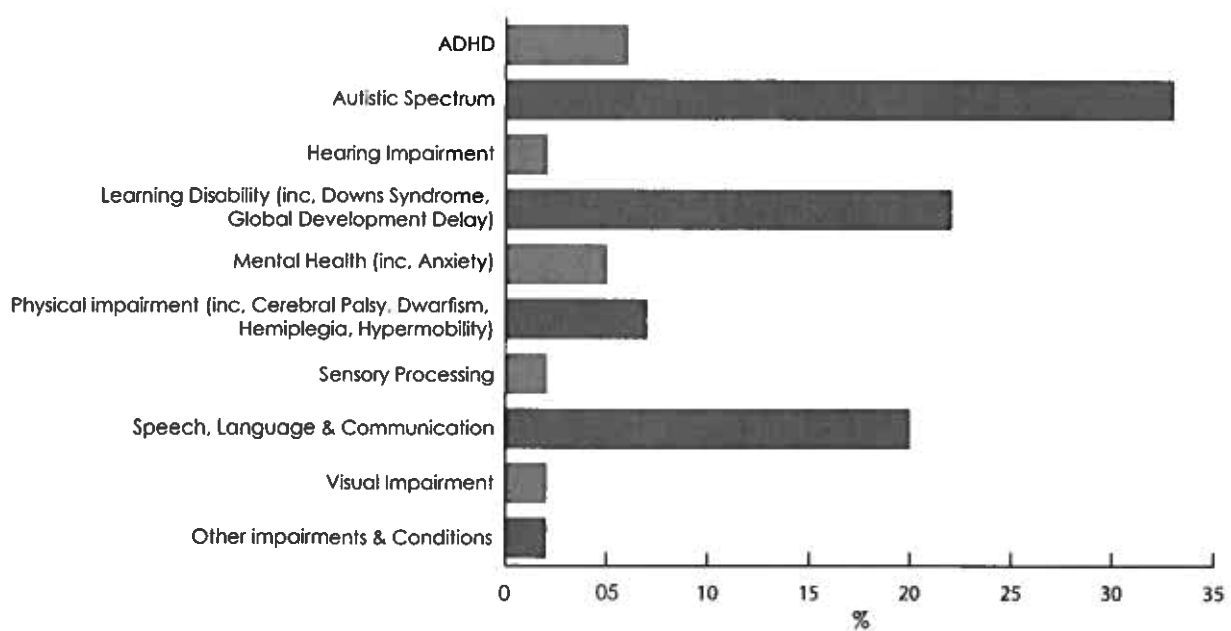
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DISABILITY & INCLUSION ACTIVITIES

Age breakdown for our Short Breaks activities:



Impairment breakdown for our Short Breaks activities:



GIVE SPORT A GO! ATTENDANCES



Walking Football

2,284



Walking Netball

3,332



Back2netball

1,170



Sport & Social

1,167



No Strings

2,071

SPORT FOR EVERYBODY

Volunteering

We provide a range of volunteering opportunities across Cheshire East including 'Learn to Swim Helper', 'Ability 4 All helpers', 'Active Holidays helper', 'Walk leaders', 'Community Connectors' and volunteers in our Taste for Life cafes.

We work to ensure a sustainable approach for our volunteers, offering pathways to gain experience building self-esteem and confidence. Volunteers are often at the heart of a number of our products and services offering additional support to Everybody staff and participants. The current cumulative total of volunteer hours at the end of 2022/23 was 46,071, with 5 of our volunteers going further and gaining employment.



Disability and Inclusion

We are awarded the Short Breaks contract by Cheshire East Council, to deliver a range of inclusive sport and activity sessions for young people aged 4-17, with a disability or a life- term condition and do this through our Ability for All programme.

Ability for All provides a range of activities for young people ensuring they have the opportunity to take part, promote independence, improve their health and wellbeing and fulfil their potential. The programme includes the following programmes; Inclusive Cycling, Activity Hub, Activ8 Sessions, School Holiday Sessions and Splash and play.

During the year we ran 146 sessions under the Short Breaks scheme with more than 1,836 young people attending. EOTAS Home School Activity Sessions have been launched this year, these are exclusive activity sessions for children & young people that are educated in another setting other than at school. We are also working with a large number of local charities who support people with disabilities, to offer our expertise in sport & physical activities helping get people more active whilst having fun.



Active Holidays

The Active Holidays programme offers a wide range of sports and activity camps in direct partnership with 4 of our centres, receiving funding support until 2024 from the holiday activity and food programme (HAF). The funding enabling us to offer free places to the multi activity days, which provides a range of fun activities for children and young people during the school holidays, including swimming, to young people on free school meals.

The programme saw 2,735 attendances and 461 were through the HAF funded scheme.

We've have lots of feedback from the young people on our camps including; "I made loads of friends", "loved playing rugby for the first time", "Love the swimming pool each day", "Best Camp ever"



Talented Athlete Support Scheme

There has been a steady increase in applications for the Talented Athlete Scheme. There are currently 188 athletes with live memberships on the scheme including 55 at Gold level. A number of athletes are in the process of applying to the scheme with growing interest through clubs and athletes alike.

Here are some comments from our participants on the scheme:

"I value the gym and swim classes provided which help with strength and fitness conditioning in addition to recovery sessions. I also value the help and support the staff have given me over the years to develop."

"I find that the Everybody Talented Support Scheme really helps with my sailing. Another top hobby of mine is swimming so I enjoy using the access to the pools a great way to keep up my fitness along with the use of the gyms. Recently, I've started joining the fitness group sessions such as the Sprint Cycle class. I have started to love these classes because it's great motivation to get my fitness done as I'm amongst others in a room. After a big weekend sailing I love joining the yoga classes to prevent myself from injury and to relax myself and my muscles. So overall, all features of the Everybody Talented Support Scheme are at a very high value to me as they help towards my fitness goals needed for my sport."



Cared for Children

Supported by Cheshire East Council, we continue to support Cared for Children to access a variety of activities along with their carers and siblings. They can access a variety of activities including attending the gym, going swimming and playing badminton.

Bikeability

This year we continued delivering the Bikeability programme at Levels 1, 2 and 3.

7,883 children completed a Bikeability course during the year which includes 507 children with special education needs.

Funding has been confirmed for 2023/24 allowing us to continue delivery and help develop children's skills and knowledge to keep them safe on their bike.

Give Sport a Go!

We have seen high attendance numbers for both the Walking football and Walking netball sessions with a combined total of 5,616. These sessions along with No Strings Badminton, Back2netball and Sport and Social we can make sport more accessible and ensure a welcoming, fun and sociable playing environment for all abilities.

Our members are keen to share their experiences:

"I think people underestimate walking netball when really is a great work out regardless of how much I put in at a session. It's allowed me to gradually build some fitness and given me added confidence to hit the gym. The best bit is getting to know such lovely ladies."

"Walking netball has allowed me to return to a sport that I loved at school but that I feared I would never play again. After serious knee reconstruction surgery 18 years ago and even with a very arthritic hip I can still come along and give as much or as little as I am able to on the day. It's great exercise. And the numbers on my Fitbit look great too!!"



everybody FOUNDATION

In December 2022, the Everybody Foundation also donated over £2,700 worth of toys to small local charities who work with vulnerable families across Cheshire East as part of the Christmas Toy Appeal. The toys donated were equally split between four charities – Cheshire Buddies, Ruby's Fund, Friends for Leisure, and South Cheshire CLASP.

"We were very excited to receive the gifts from Everybody Health and Leisure, we were amazed at their generosity, there are so many fabulous gifts for the Buddies children, footballs, cricket sets, games, fishing equipment, to name out a few. This will make it an extra special Christmas for them. The children would all like to say a huge thank you to the Everybody Foundation for your kindness, it's fantastic to see so many smiling faces." Louise Bailey, Project Manager, Cheshire Buddies.

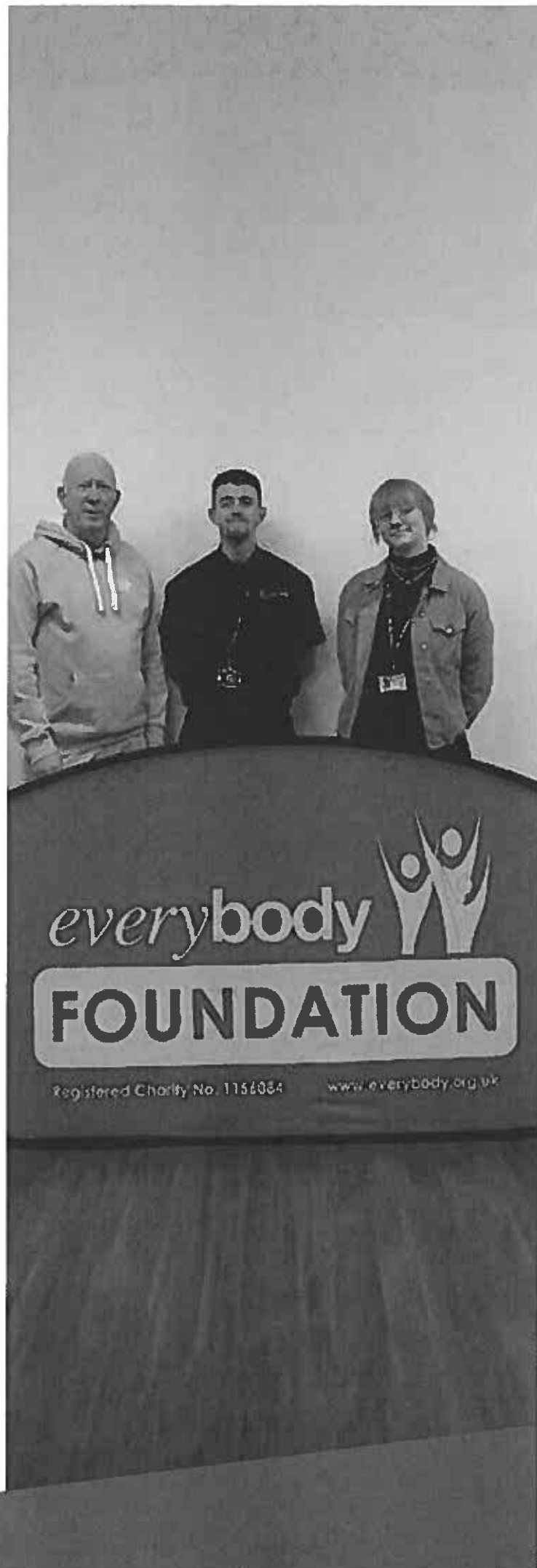
In early 2023, the Everybody Foundation finally relaunched with a new process for giving out grants to our community. Due to the cost-of-living crisis, local sports clubs have been seeing a drop-off in numbers of young people attending sessions recently. In response to this, the Foundation is giving clubs in Cheshire East the opportunity to apply on behalf of young people they know will benefit from a small grant to keep playing the sport they love.

These small grants can be used to help pay for travel costs, club subscriptions and essential kit and equipment needed for young people to continue participating.

Since the relaunch, we have awarded a handful of small grants to 2 local netball clubs, to the benefit of 3 different young people.

Fundraising has already begun – Becky Painter has kindly created some beautiful crochet pieces that staff can pick up for a donation to the foundation. She has raised over £50, and with match funding, that is over £100 into the Everybody Foundation pot – enough to cover a small grant for a young person to keep playing the sports they love!

Fundraising efforts will be ramped up in the coming months, with plans to involve customers and staff in events and competitions to raise funds for the Foundation.



IN THE SERVICE OF OTHERS

Environment

The yearly generation from solar panels was 4,220,429 kWh, this is equivalent to the electricity consumption of one or two of the smaller leisure facilities.

Site Name	kWh
Crewe Lifestyle Centre	1,069,022
Macclesfield Leisure Centre	813,051
Wilmslow Leisure Centre	508,733
Nantwich Leisure Centre	328,735
Knutsford Leisure Centre	282,889
Alsager Leisure Centre	265,109
Sandbach Leisure Centre (Sandbach High School)	245,395
Poynton Leisure Centre (Poynton High School)	228,263
Middlewich Leisure Centre (Middlewich High School)	98,826
The Barony	82,467
Holmes Chapel Leisure Centre (Holmes Chapel School)	81,895
Shavington Leisure Centre (Shavington High School)	81,061
Congleton Leisure Centre	76,795
Cumberland Sports Arena	58,188
TOTAL	4,220,429

Energy saving measures are in place at all the main pools as the temperature has been dropped to 28.5%. The installation of a Hypolyser unit at Crewe and Macclesfield, means we are generating our own chlorine on site, reducing both scope 2 & 3 emissions.

Investments have been made in further recycling stations across the sites and backwashing measures have been rolled out to reduce water usage and all nonessential nonreusable plastics removed from all operations.

We have set up a decarbonisation user group in partnership with Cheshire East.

- Tree Planting strategy – The following sites have been offered out as suitable locations to support the Councils Tree planting strategy to off set carbon scope emissions. Barony Playing Fields, land to the rear of Nantwich Swimming Pool, Holmes Chapel Community Centre, Macclesfield Leisure Centre and Cumberland Athletics Track.
- The community garden at MLC was initiated by the Lifestyle group who use the leisure centre during the week and supported by the facility. It grows a variety of herbs and fruits enabling visitors to the centre to take what they need. The strawberries prove most popular with younger users and the herbs with adults for use in cooking.

HOLMES CHAPEL

Holmes Chapel Leisure Centre

In October 2022 an Redecoration and upgrade to the Fitness Suite at the Holmes Chapel Leisure Centre was completed.

Holmes Chapel Community Centre

A full gym refurbishment was completed in the Holmes Chapel Community Centre. The Centre re-opened in November 2022 with an upgraded fitness suite which includes enhanced cardio, resistance, free-weights and functional areas with new additions to the gym such as Stair Climbers and Adductor Resistance machines.



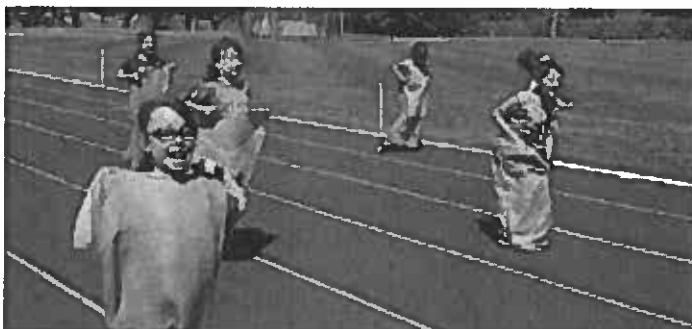
CREWE LIFESTYLE CENTRE

£500,000 upgrade to the fitness suite at Crewe Lifestyle Centre. The brand new fitness suite includes 100 stations, areas such as cardio, resistance, free-weights, functional area and a new stretching area, all working towards an improved health and fitness experience for the Crewe community.



CUMBERLAND ARENA

As part of the "town centre improvement plan" Cumberland arena has secured a pot of £2.3m to invest in a new community focused facility. Project will include improvements to current car parking, accessibility and a rebuild with extension both sideways and upwards.



CONGLETON LEISURE CENTRE

The £10m refurbishment of Congleton Leisure Centre, which started in June 2021, has been completed in June 2023 and is now fully operational, with two new swimming pools, a thermal suite, new gym with state-of-the-art fitness equipment, Taste for Life café area and a soft play area.



Memberships

Prior to the pandemic in March 2020 we had 19,830 fitness memberships, by March 2021 this had reduced to 12,323. The growth in memberships remained consistent to 21,818 total fitness memberships by March 2023, which is a massive achievement and the first time the 20,000 milestone has been achieved.



2.8M
VISITORS TO OUR
LEISURE CENTRES

20,000+
FITNESS MEMBERS



REACHING
A MAXIMUM OF



10,000
LEARN TO SWIM
MEMBERS AT ONE TIME



4,597
OPTIONS MEMBERS



WAITING LIST
5,512

REDUCED
BY
51%



TO
2,700



LTSS*
8,712

INCREASE
OF
1,228



TO
9,940

*Learn To Swim Scheme

PRE SCHOOL CLASSES

5,081 PREVIOUS
YEAR



↑ 10,800

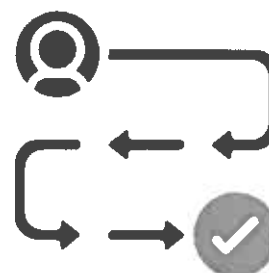
LTSS* CLASSES

48,451 PREVIOUS
YEAR



↑ 59,150

PATHWAY CLASSES



2,900

Rookie, SwimFit,
Stage 8, 9 & 10



ALPHA CLASSES



ADULTS CLASSES

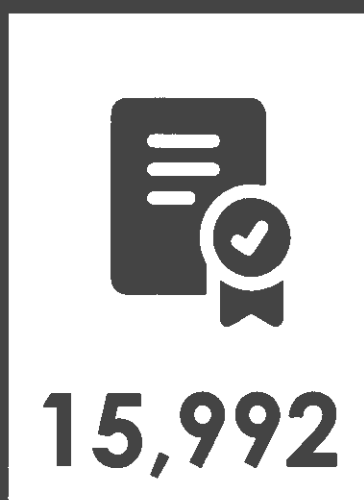


CRASH
COURSE CLASSES

CRASH COURSES ATTENDANCE



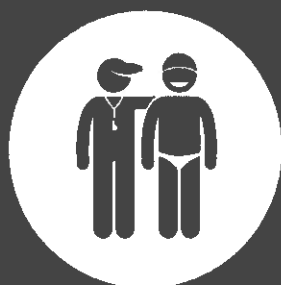
CERTIFICATES AWARDED



AGE RANGE



HIGHLIGHTS FROM 2022-2023



First Swim
Conference
20.12.22
69 teachers
attended



**Teacher
working
group**
was established



We hit
10,000
Swimmers
(although haven't
maintained)



Macclesfield
Leisure Centre hit
2,000
Swimmers



Everybody Fitness

Recent significant and effective pocket investment of just over £30,000 has been made across the estate to both benefit member experience and retention and ensure that the product offering continues to stay in line with trend led demands in the fitness industry.

There has been a resurgence of CrossFit trends that is predicted to continue throughout 2023, gyms across the estate have been furnished with brand new Renegade Air Bikes, a state of the art piece of kit designed to help build endurance and intensity; the perfect complement to our popular TRAIN classes, PT sessions and individual training alike.

Several of our sites (Shavington, Sandbach) have also taken delivery of extensive functional equipment, ranging from the ever-popular tyres, facilitating a multitude of challenging exercises, kettlebells, sandbags and Bulgarian bags. There are also a greater range of cable attachments available at other sites, expanding the number and range of exercises available to the members.

Functional equipment is multi-use – ideal for intensifying training or increasing mobility; making it and the gym floor it furnishes, perfect for all health and fitness members, no matter where they are on their training journey.

Last, but by no means least, there has been increased investment in our stretch and mobility areas. In line with an increased demand for mind and body sessions, and a strong flexibility focus from our members, a number of Bosu balls and new mats for these all important areas will aim to encourage further incorporation of warm ups, cool down and stand-alone stretch and core sessions – all elements of our health and fitness routines that will fuel both sustainable fitness journeys and long term results from all workouts.

FITNESS CLASS ACHIEVEMENTS 2022-2023



TOTAL NUMBER DELIVERED

36,835



TOTAL NUMBER ATTENDED

319,352



TYPE OF CLASSES

115

MOST POPULAR CLASSES



AQUAFIT

30,114

ATTENDANCES



GROUP CYCLING - ALL

29,278

ATTENDANCES



LES MILLS BODY PUMP

27,315

ATTENDANCES



2,269

VIEWS



221

VIDEOS

[PT] @everybody

A bespoke, 1-1 fitness programme with a qualified personal trainer will effectively and efficiently deliver your fitness goals



NUMBER OF SESSIONS

5,245



NUMBER OF
PERSONAL TRAINERS

27

MYZONE

Myzone is an accurate fitness tracker and online social platform that rewards effort for all physical activity, helping more people around the world to feel good about exercise



NUMBER OF
CENTRES

8
(+1)



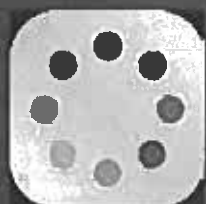
NUMBER OF
USERS

507
(+257)

28,124 SESSIONS

17,563.15 HOURS RECORDED

4,204,552 MYZONE EFFORT POINTS



BODITRAX

Comprehensive body scanning, mental wellbeing analysis, tracking, goals, integrations, and reporting deliver proven outcomes and build a continuous stream of wellness data, second by second.

10,995 TOTAL
SCANS



SWIMTAG provides you with a unique view of your swim, you can breakdown each individual length and split, or view your grouped training sets

The system tracks the number of lengths you complete, split times, stroke type and stroke rate. You can then keep track of key swim statistics such as average pace, distance per stroke, calorie burn and rest percentage



NUMBER OF SITES

3



NUMBER OF USERS

349



NUMBER OF
SWIMS RECORDED

6,329



DISTANCE
TRAVELLED

8,890KM



Taste for Life

Taste for Life operated seven cafes throughout 2022-23 with another busy year, giving over 3,600 complimentary hot drinks through their loyalty card scheme. Whilst continuing to develop the offer introducing a new menu with an emphasis on balanced choice, plenty of healthy options combined with the established favourites.

The café staff supported several sporting events both inside and outside at our facilities providing a range of catering services from drinks to BBQ. They continued to support our Sports Development team to provide hundreds of lunches to the young people attending our Holiday Activity Schemes.

The Taste for Life team continued to work in partnership with the Everybody Health team expanding on the monthly luncheon Club at Holmes Chapel which provides a social event in the calendar of many local elderly residents, some of whom are isolated and lonely, by introducing a similar event in the Madeley Centre. In addition to this the team worked with the centre staff at Holmes Chapel to provide a warm spaces hub, offering soup and a roll in a warm and friendly environment.

Taste for life continue to look at ways of improving our sustainability along with sustainably sourced fish, fairtrade and rain forest alliance coffee beans and we source Red Tractor produce where possible. We have also increased the range of biodegradable takeaway containers we use.



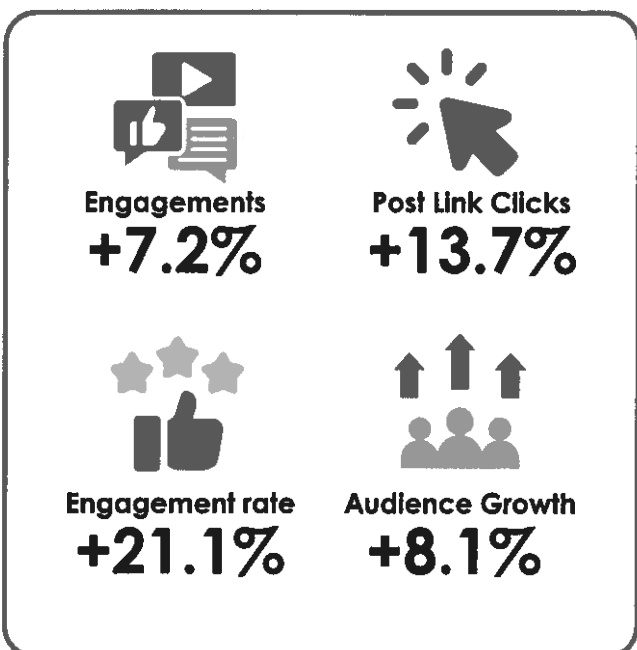
Annual Satisfaction Survey

The annual Everybody Satisfaction Survey was carried out over November 22 and closed in December. We beat both last year's total responses and this year's response target by some margin.



Social Media and Marketing

Overall, our social media platforms across Facebook, Twitter, Instagram and LinkedIn have all shown positive increase in performance.



During 2022-23 we had a strong year when it came to our PR content and local partnerships. We worked with local partners that ranged from NHS England, Cheshire East Council and Matherwell Cheshire, to collaborate effectively on multiple campaigns. We saw a rise in published releases throughout the year, due to identifying when to work in conjunction with local press outlets, acting promptly on industry trends and recognising local community stories.

Leisure Hub, an online booking solution, was successfully introduced to help our members to join, book and manage their day to day interactions with us. Putting our members in control has given them the tools to manage their own details using personalised search filters, quick book features, personal profiles and payments History. These improvements have meant that the customers benefit at site as staff are more available to focus on other parts of customer service. In addition, we have invested in training and workshops to strengthen and simplify the customer journey and reduce wait times.

Our 22-2023 PR in numbers (coverage):



Health
23



Sports Development/Fitness
18



Investments and Awards
73



Member Stories
34



Press outlets overall total coverage
148

Site Highlights

Alderley Park

- New Seating area in Reception and upstairs, offering snacks, hot and cold drinks.
- Hosted Conquer Fitness Challenge and this will return this year.
- Invited to part of the Alderley Park Farm event providing our mini outdoor bootcamp.
- New kettlebells for the studio to allow us to run different style classes and adds extra for classes already running.
- New classes running at the Nest which is situated within the Glasshouse.
- Women with Weights course.



Alsager Leisure Centre

- Over 1,100 children registered for swimming lessons.
- Offering Inclusive cycling sessions and Inclusive Swimming Club.
- Alsager Swimming Club grown this year, with a Commonwealth Games competitor & 3 national swimmers.
- Joint use working with Alsager School including managing their 3G pitch supporting Port Vale FC, Kidsgrove FC and DNA youth academies.
- Hosted Alsager 5 Community Road Race with 1,000 competitors.



Alsager Sports Hub

- Over 1800 weekly users and spectators of the grass pitches, England Hockey artificial pitch and FIFA accredited 3G pitch.
- Home to Triton Hockey Club (over 200 members) and host to East Cheshire Hockey Development programme.
- Home to AFC Alsager (over 200 members).



Barony Sports Complex

- 3G pitch has been recarpeted.
- The new floodlight was installed on the 3G.
- Gym & Group X attendances have increased over the year.
- 2 Cheshire Triathlons have successfully taken place which are staged at both Nantwich outdoor pool & Barony Sports Complex.



Crewe Lifestyle Centre

- Implementation of Good Boost Trial. Scheme has been a great success and has led to Casual Good Boost sessions where people can access a tablet and complete a pool based workout in a general session.
- New Fitness Suite opened December 2022 following a £500k refurbishment with brand new Technogym equipment.
- The venue hosted ICB Cheshire East Board meeting and marketplace in October. Event saw 14 NHS partners host a marketplace event on the back of having the full Board meeting on site in the morning.
- Installation of a Hypolyser unit at Crewe, meaning that we are generating our own chlorine on site, making significant savings against the cost of buying chlorine tablets and giving some resilience against future shortages.



Holmes Chapel Community Centre

- 600 hot meals served at our Lunch Club.
- Holmes Chapel Community Centre awarded Connective Community Status by CEC, providing up to 200 hours of free room hire to grass roots organisations.
- Holmes Chapel Community Centre awarded Warm Hub status, providing free soup and a roll during winter and supporting people during the cost-of-living crisis.



Knutsford Leisure Centre

- New Les Mills Kit purchased for fitness classes to enhance the offer available at Knutsford.
- Tables & chairs have now been provided in the viewing area upstairs with a hot drink vending machine. A new seating area has also been provided in the reception area.
- The carpark has been relined to provide easier access to the facility for our customers.
- The Group Cycling Studio is back in use, with more classes now available.



Macclesfield Leisure Centre

- After securing a £5,000 grant from UK Athletics we have further invested in the athletic facilities hammer cage to bring it up to new specification and were therefore able to secure UKA's Track Mark Accreditation. This involved inspections on all track and field facilities along with viewing the facilities safety and accessible arrangements.
- Another grant we secured centrally was for £2,500 by the Bruce Wake Charitable Trust which we have invested in a new pool hoist.



Nantwich Leisure Centre

- The £1.6m investment at Nantwich Leisure Centre saw a growth in membership by 436 from 2,405 to 2,841.
- 1,336 weekly participants on the LTSS.
- Nantwich Leisure provided the opportunity for 130 primary school children to complete additional lessons to meet the national curriculum for swimming.
- 300 participants from a local ethnic minority group were able to participate in a ladies only swimming session over a 10-week period at the centre.



Poynton Leisure Centre

- Aquafit Gold teacher, Doreen Harper, celebrated her 94th Birthday she has been teaching swimming activities at Poynton Leisure Centre since she was in her 40's.
- Introduction of a functional training area to compliment Poynton's Gym offering.
- Update of poolside / viewing area – including new viewing area replacing old style benches with bespoke chairs and glass partition.
- White rock fitted around poolside.



Sandbach Leisure Centre

- Growth in membership from 1,910 in 2022 to 2,020 in 2023.
- 1,268 weekly participants on the LTSS and reduced waiting list of 159.
- Improved the front area of the site purchasing a scrubber dryer, cleaning stations and new planters for an improved customer experience.



Shavington Leisure Centre

- We ended the year on 1,501 members from 1,289 an increase of 212.
- Our Group X attendances are regularly the best in the business.
- Train classes were introduced to the program from January & have been well received.



Wilmslow Leisure Centre

- Pay by Phone to introduce a parking app that tied in with our parking procedures that removed the need to use the parking machines which has reduced waiting times drastically.
- Piloted the first caught short kil locker for Everybody, making period products available free of charge, for anyone who needs them, without needing to ask.
- Partnered up with local coaching company Sportspoint to launch a 6-week holiday camp, attracting 985 attendances over the 6 weeks.
- Funding from Wilmslow Town Council with support from Wilmslow Cricket club meant we were able to install boulders around the perimeter of the cricket pitch to reduce anti-social behaviour and stop unauthorised access.
- In November 2022 we had a bike repair kit installed to help promote cycling to the facility to help reduce carbon emissions.



Quest

Quest is the Sport England recommended Continuous Improvement tool for leisure facilities and sports development teams, designed to measure how effective organisations are at providing customer service. It is also supported by CIMSPA, UKActive, the Chief Leisure Officers Association and SPORTA.

Site	Inspection:	Accreditation:
Crewe Lifestyle	Directional Review	Very Good
Macclesfield	Quest+	Good
Poynton	Quest+	Very Good
Sandbach	Quest+	Very Good
Wilmslow	Quest+	Good
Nantwich	Quest+	Awaiting Final Report

WORKING AS ONE



Employer of the Year
North Cheshire
Chamber Awards



**Highly commended
Apprentice of the Year x2**
North & South Cheshire
chambers

- Successful Financial wellbeing month (Sept'22)
- People policies now accessible to all staff digitally (via Ifrent)
- Most successful staff awards to date (based on attendee feedback)
- Cost of living support payments provided to staff (winter 2022)
- SIS/vouchers etc to people
- Good / very good Quest assessments at various sites
- IIP annual review positive feedback
- CLC resourcing – returning staff, new staff, numerous promotions
- Trained many new swim teachers & lifeguards through our aspiring campaigns
- Developed our staff to become first line managers and HFAs through our aspiring campaigns
- Team Chats at all sites
- New newsletter format inc. monthly Chief's Chat
- Swim Teacher conference (December 2022)
- Almost 300 new roles for potential and existing staff – a mix of new recruits, promotions, & additional roles
- Developing Everybody Group re-launched & our first staff pool party!
- Implemented new Everybody Leadership structure
- Implemented new Business Development structure
- Re-launched management fundamentals training
- Continued our apprenticeship scheme
- Supported delivery of our 8 commitments to the community
- Delivery of our 8 commitments to our people
- Acquisition of new Learning Management System

Thomas Barton Chief Executive

Following Tom Barton's new CEO appointment a core Executive Leadership Team was selected to renew the focus in all areas of the business.



Kerry Shea
Director of Health &
Communities



Dominic Crisp
Head of Operations



Kris Sankey
Head of Business
Development



Katie Harrop
Head of People &
Organisational Development



Dawn Aston
Head of CRM



David Newport
Head of Finance

FIT FOR THE FUTURE EVERYBODY ACADEMY

A very busy year for the Academy as we supported in more than 4,500 learning interactions, totalling almost 18,500 hours in 121 different types of learning and development.

The management development programme continued with a second cohort of entrants who have all been given an individual learning and development programme to follow. We will be recruiting the next cohort in the summer of 2023.

We have entered into a wider partnership with our long-term delivery partner FLM which will allow us to deliver accredited fitness qualifications ourselves, utilising their expertise and delivery centre.

Last year we developed our own Essential Safeguarding course, mapped to the CIMSPA Professional Standard. We have now developed and started to deliver the next level course, Safeguarding for Teachers and Coaches which has also been accredited by CIMSPA. We will shortly complete the set of qualifications with Safeguarding for Managers.

The Academy continues to take an active role in national working groups for CIMSPA, RLSS and Swim England which includes development of new and revised qualifications.

Annual Satisfaction Survey

Our e-learning platform has been vital to our learning delivery in the last few years and we recently made the decision to not only improve the functionality of the system but also to upgrade to a full Learning Management System.

The new system is designed to bring all of our learning bookings and online delivery into one place and to improve functionality and usability for learners, trainers and, crucially, managers who will, for the first time, be able to quickly see and report on the current training and qualification status of their reportees.

New employees and those moving into new roles will be automatically allocated a learning plan for them to complete and follow to ensure that we are meeting all compliance and development requirements.

The system will also enable us to deliver hybrid learning and live, online sessions.

Apprenticeship Programme

Our 8th apprenticeship cohort started with us in September 2022 with 5 new Leisure Team apprentices (completing lifeguard, swimming teacher and gym instructor qualifications) and a marketing apprentice completing a level 3 apprenticeship.



FREE TO DO OUR BEST EVERYBODY AWARDS

2022 was another amazing year recognising and celebrating sporting, health and community heroes in Cheshire East. We received an amazing number of nominations, showing a huge commitment to health, sport and physical activity!

The Awards which took place at Crewe Hall on Friday 7th October was hosted by the fantastic Baroness Tanni Grey-Thompson and the keynote speech, delivered by the inspirational ski jumper, record breaker, and author Michael 'Eddie' Edwards (also known as Eddie the Eagle). During the evening, Eddie shared his journey to the Winter Olympics, his willingness to take risks, the importance of pushing yourself outside of your comfort zone and allowing yourself to fail but also to get back up and try again. Reminding us that success isn't always in the winning but in the trying.

We were overwhelmed by the inspirational stories from all the nominees, congratulations to each one of you!

The winners were:

Young Sports Achiever – Isabella Serventi - Nantwich Lifesaving Club

Disabled Sports Achiever – Rachael Partington - Para Swimming

Coach of the Year – Chris Ogden – England Squash

Customer Hero – Alyson Walker – Macclesfield leisure Centre

Health and Wellbeing – Crewe Central Table Tennis club

Club of the Year – Nantwich Lifesaving Club

Volunteer of the Year – Liz Clark – Volunteer at Sandbach United FC

Lifetime Achievement – Bill Consterdine

Chairman's Award- Mia Teburi



Junior Awards

Our teams went out to schools and clubs across Cheshire East to present our 2022 Junior Awards! Recognising children aged 5-11 for their inspirational efforts and contributions to local sporting and activity success.

What a fantastic time we had, hearing all the inspirational stories and celebrating with nominee's friends, family members, school buddies and club members, a great opportunity to all come together to recognise these inspirational and talented young people!

Thank you to all schools and clubs who made this possible, it was great to celebrate with you!

The Winners were:

The Winners were:

Junior Helper of the Year - Isabella McKinney, 9 years old from Nantwich

Sports Personality of the Year (5-8 years old) - Thea Heys, 8 years old from Haslington

Sports Personality of the Year (9-11 years old) - Esme Roberts, 11 years old from Holmes Chapel

Family of the Year - Frost Family, from Crewe

Junior Achiever of the Year - Elliot Coates, 8 years old from Sandbach

Everybody Swim Rising Star - Fergus Kellett, 5 years old from Knutsford

Member of the Year - Nathaniel Bird, 10 years old from Handforth



EVERYBODY STAFF AWARDS

Innovation of the Year

Gold - Laura Allcock
Silver - Ryan Rea & Daniel Lishman
Bronze - Everybody Healthy

Instructor / Teacher of the Year

Annette Wallace

Volunteer of the Year

Josh Roche

Fundraiser of the Year

Becky Painter

Manager of the Year

Gold - Lisa Walford
Silver - Liam Ormonde
Bronze - Peter Wilson

Best Team

Gold - Crewe Cleaning Team
Silver - Wilmslow Events Team
Bronze - Nantwich Reception Team

Learner of the Year

Josh Tunnicliffe

Customer Hero

Wesley Smith

Employee of the Year

Gold - Zac Garner
Silver - Jodie Entwistle
Bronze - George Ball

Special Recognition

Brendan Meenan

Chairman's Award

Keith Rogers

Anna's Award

Andy Molyneux

Long Service

30 years

Rich Jones

20 years

Michelle Cookson
Nicola Steele
Paul Grant
Mark Messenger
Chris Poolford
Adam Kessey

Apprentice Graduations

Louise Ellery
Lauren Cardno

Social Value Award



Cheshire and
Merseyside

SOCIAL VALUE
AWARD

This year we were very proud to be awarded the "Cheshire & Merseyside Social Value Award" at the very first attempt, this award is a recognition of our commitment to Social Value across our region, the award which lasts for five years, is only awarded to organisations that can demonstrate the impact that their work has in their local communities. This award demonstrates, to all of our customers and partners, the value that our programmes and services bring to the Cheshire East region.

Contribution to the Community Award

2022 was also the year that our Long Covid Programme was recognised in the South Cheshire Chamber Business Awards, where the panel awarded us the "Contribution to the Community Award" – the competition for this award was very strong, and we were shortlisted in very good company against several well respected local charities and social enterprises. Our Long Covid Programme remains recognised nationally as an exemplar, and this award recognises the impact that this programmes has on people's lives.



North East Cheshire and South Cheshire Chamber Awards 2022



We were thrilled to be awarded Employer of the Year at the North East Cheshire Chamber Awards, and Contribution to Community at the South Cheshire Chamber Awards. Everybody was also a finalist in 3 other categories – receiving highly commended in all three:

Apprentice of the Year (SCC)
Apprentice of the Year (NECC)
Best Company to Work For (SCC)

Receiving these accolades showcased the amazing work of our whole Everybody team, all of whom we're extremely proud of.

Nominated for the New Concept & Build award at the annual UK Active Awards

The Nantwich Leisure Centre project which was finalised and fully re-opened in January 2022, it was successfully shortlisted and nominated for the New Concept & Build award at the annual UK Active Awards. The design and build phase of the project took a ground-breaking approach in working within the BREEAM sustainability assessment. Factors such as Environmental Social Governance, Net Zero Carbon, Health & Social Impact, Circularity and Resilience and Whole Life Performance are all measures considered and scored against accordingly. The running of the building has also benefitted from state-of-the-art SMART Technology controlling all the heating, airflow and air-conditioning throughout out. Along with PV/PI sensors and LED lighting, the building was set a new

standard within the estate for being Eco Friendly. Whilst the facility wasn't successful in winning the award, it has since gone on to exceed all initial targets set and continues to receive unprecedented attendance numbers for pool access, gym usage and classes.

Mia Jennings

The highly commended Apprentice of the Year at both Chamber awards was our dear colleague and friend Mia Jennings, who unexpectedly passed away in January 2023 aged 19.

Mia was our star HR apprentice and was over the moon when she received her Level 3 CIPD certificate earlier that week. Her journey with Everybody actually started back in 2017 though, when she began to volunteer with our Learn to Swim programme. She loved working with children and qualified as a swim teacher in October 2020, working at Macclesfield Leisure Centre.



IN LOVING MEMORY

Then in 2021 the apprenticeship programme caught her eye, seeing it as an opportunity to stay with us and develop her career further. We saw the potential in her too – it was endless! Bags of enthusiasm, an unbelievable work ethic, and a smile that lit up every room she walked into.

Words can't quite do justice to how amazing Mia was ... the impact she made on so many people in her short life, and even shorter time with Everybody was inspiring. While she may not have realised this, it was evident for all to see through the many tributes left by the children she taught and their families in the books of condolence and memories at Macclesfield Leisure Centre.

Following her passing we've been working closely with Mia's family to develop 'In Memory of Mia' initiatives. The first of these was to enable heart screenings with Cardiac Risk in the Young (C-R-Y) which were offered to all eligible staff (aged under 35) in the Macclesfield and Poynton areas. This partnership will continue with all eligible staff across the organisation given the opportunity to attend a screening in Cheshire over the next 12 months.

LOOKING FORWARD

In 2023-24 we have many ambitious plans to service our communities and users including:

Congleton Leisure Centre

The redeveloped Congleton leisure Centre is going to provide a much needed platform to deliver a number of key objectives within the town. Having a 6 lane 25m pool along with dedicated learner pool is going to help elevate the current pressures with lesson access which were initially stemmed from the Covid pandemic. In time this will help open the doors for thousands of young swimmers and create greater public access.

The 100 station fitness suite has been designed to suit all demographics, the concept has various training zones on the gym floor which will support an all inclusive offer for both younger and older members.

The design of the facility has a clear emphasis on providing a great customer experience for all, the open plan reception/viewing area provides an area for parents to watch young swimmers whilst also being located next to a Taste for Life Café and soft play area for under 8's.

We are currently in talks with local health providers such as the NHS to see what additional initiatives can be run from site to support different clinical commissioning pathways as part of our all-encompassing offer.



Sport for Everybody

The Sport For Everybody Team will have a key focus on volunteering, launching our new Community Connector Role which will make an impact on many lives across Cheshire East, bringing people together to socialise, become active, and make friends.

We will be working on developing our Talented Athlete Support Scheme, listening to the needs of our athletes to devise workshops and training support to ensure they achieve the best they can.

We are excited to be launching our Multi-Activity Days at Congleton Leisure Centre this year getting more children in Cheshire East active during the school holidays. We have also been successful in receiving HAF funding for Congleton so will be offering free places, with lunch and health snacks to children who receive benefits related free school meals.

Active Kindness



We have been selected as one of only fourteen providers across the country to deliver a brand-new Sport England funded volunteering programme. Community Leisure UK (CLUK) and the National Council for Voluntary Organisations (NCVO) have partnered up to ensure that the Active Kindness project makes a difference to volunteers across the country. The Active Kindness project believes volunteers can be the link between their community and local physical activity opportunities. Active Kindness wants Trusts and volunteers to make a bigger difference together in their communities through new ways of working, better volunteer experiences and new volunteer roles.

TRUSTEES & DIRECTORS, PRINCIPAL OFFICERS & ADVISORS

Everybody Health & Leisure is a company limited by guarantee and a registered charity governed by its memorandum and articles of association. It was formerly known as Everybody Sport & Recreation until 14th April 2022 when its name was officially changed. Company No. 08685939 Charity No: 1156084

Trustees

The trustees presently serving are:

CHAIR OF THE BOARD:

Andrew Kolker

FINANCE & RISK SUB COMMITTEE:

Philip Bland
Zoe Davidson (resigned Dec 2023)
Christopher Gee

CUSTOMERS & PARTNERS SUB COMMITTEE:

Kimiyo Rickett
Harry Korkou
Richard Middlebrook
Alex Taylor

PEOPLE & GOVERNANCE SUB COMMITTEE:

Martin Hardy
Colin Chaytors
Suzie Akers Smith (resigned May 2023)
Lata Anderson (appointed July 2023)

Auditors

Crowe U.K. LLP, 3rd Floor, The Lexicon, Mount Street, Manchester, M2 5NT

Bankers

Barclays Bank, 38 Market Street, Crewe, CW1 2ET

Company Secretary

Oakwood Corporate Services

Principal Officers

Thomas Barton Chief Executive
Kerry Shea Director of Health & Communities, Deputy Chief Executive

Registered Office: 3rd Floor, 1 Ashley Road, Altrincham, WA14 2DT

Principal Office: Brooklands, Holmes Chapel Community Centre, Station Road, Holmes Chapel, CW4 8AA

TRUSTEES, DIRECTORS, PRINCIPAL OFFICERS & ADVISORS

Everybody Health & Leisure is governed by a Board of up to eleven Trustees. These trustees are appointed by the current Board who take into account a skills matrix and ensure a range of skills and representation from all communities. This is achieved in one of three ways:

- Any individual, based in or operating in Cheshire East is eligible for nomination to the board of trustees.
- Trustees try to ensure ongoing appropriate skills and gender balance, where any gaps are noted, they seek to appoint appropriate skills through an application process.
- Occasionally the trustees may co-opt individuals with relevant skills to strengthen the Board.

All these appointments are then ratified by Trustees at the Annual Retirement Meeting.

The day-to-day management and running of the charity has been delegated to the Chief Executive and other appointed managers.

The executive management team comprises:

Tom Barton	Chief Executive (appointed 1st March 2022)
Kerry Shea	Deputy CEO, Director of Health & Communities

■ GOVERNANCE

Governing Document

Everybody Sport & Recreation is a company limited by guarantee and a registered charity governed by its memorandum and articles of association, incorporated in England and Wales.

Trustee Induction and Training

All trustees receive an induction into Everybody Sport & Recreation and receive the appropriate paperwork. During the year the paperwork has been renewed to assist both new and established trustees. In addition, we have embarked on a programme of development including the arrangement of CPD workshops and away days for trustees. These sessions focus on governance issues for trustees including finance, structure and strategic planning.

The Trustees follow wherever applicable the Charity Commission best practise and follow a full internal governance process based upon all elements of the Charity Commission Governance Code.

Board and Sub Committees

Each Trustee holds a place on one of three sub-committees, People and Governance, Finance and Risk and Customers and Partners. These sub committees take a detailed look at certain areas of the business each quarter and then take reports regarding these areas to the full Board meeting, which takes place every three months.

Statement of Trustees Roles & Responsibilities

The trustees (who are also directors of Everybody Sport & Recreation for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the 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 accounting 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 are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's 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.

Public Benefit

The Trustees of Everybody Sport & Recreation have complied with their duty to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties. All activities have been undertaken to further Everybody Health & Leisure's purpose to ensure the promotion and preservation of good health, including but not limited to through community participation in healthy recreation. Activities are not arranged to provide any financial return to members.

Reserves Policy Statement

Reserves are the resources that a charity has, or can make available to spend, for all of the charity's purposes. The SORP explains the term "reserves", it describes them as that part of a charity's funds that are freely available.

The Charity Commission guidance, CC19, explains that designated funds should be considered when reviewing the charity's reserves, although these are not part of the general reserves. Funds need to be properly designated for a defined purpose, which should be explained in the notes to the accounts.

Post the COVID pandemic, the Trustees have agreed a new Trust's reserve policy and have concluded to aim to hold enough free reserves using a risk based approach to ensure that the Trust is able to continue all operations and services for a short period should a significant part of our income not be realised. Our current unrestricted reserves at the end of March 2023 have reduced from £334,554 (as restated) to £304,300, with our unrestricted designated reserves position moving from £163,109 to £644,705 and restricted funds of £19,451.

While the operation of the defined benefit pension scheme does create a financial risk for the organisation, any deficit or surplus in the scheme can be managed over the medium term and so has no immediate impact on our cashflow requirements. Any Exit Contributions paid by the Contractor (Everybody) will be funded by Cheshire East Council through the Management Fee, where an Exit Contribution is paid and there is no future Annual Payment due, the Authority shall make an appropriate additional payment to Everybody. Any risks associated with changes in the level of pension scheme assets and liabilities are therefore disregarded for reserves policy purposes.

Net Assets have increased by £13,148,793, mainly due to updated actuarial movements on the defined benefit pension scheme. It should be noted that "Cash at bank and in hand" has increased by £876,138 primarily due to the receipt of capital items relating to ongoing capital projects.

Risk Management

The Trustees are fully aware, and take very seriously their responsibility for identifying, assessing and managing the risks of Everybody Sport & Recreation. Risks are identified by the Executive Management Team and reported via the Risk Register to the Trustees.

There are several principal risks and uncertainties.

- The level of the management fee paid to Everybody Health & Leisure by Cheshire East Council. This fee is negotiated every year and ongoing efficiencies are expected
- IT system failure – the IT systems are large and complex with manual interfaces between systems, we have set up a designated fund in order to reduce the risks in this area.

The Risk Register is considered on a quarterly basis by the Finance and Risk Sub Committee, the likelihood of the risk occurring, the impact of such a risk and any mitigating action required/taken is considered and risks scored then RAG (Red, Amber, Green) rated.

Red/High Risks are reported to the full board. The subcommittee take a fully detailed review of every risk on the register on an annual basis.

Principal Risks	Current Controls & Mitigating Actions	Future Action Plan
Congleton Leisure Centre opening June 2023 bringing budgetary uncertainties.	Standing Management meeting item with regular Trustee engagement and clear contractual arrangements in place.	Continue to closely monitor performance against budget and work closely with Cheshire East Council to mitigate impact of risks.
Changes to Council commissioned services resulting in loss of service, reputational and financial impact.	Fixing the management fee to reflect contractual commissioned services means any changes will require extensive public consultation.	Reputational consequences will be managed through Everybody's communication plans with Cheshire East Council leading on its policy changes and any external advice required as a result of any changes will be sought on a timely basis.
Inaccurate or inadequate financial information resulting in poor decision making and potential financial impact.	Strengthened finance team with new Head of Finance with enhanced accounting training for all relevant staff.	Improved reporting made on a more timely basis. Enhanced Business Partnering to enable Budget holders to "self-serve" and better monitor key areas of the business.
Increased competition across our Cheshire East facilities resulting in loss of memberships & associated financial impact.	Continue to monitor pricing, improve overall offer to customers and quality of service.	Proactive marketing for key sites, continual improvement of offer and pricing monitoring.

FINANCIAL REVIEW

Investment Powers, Policy and Performance

The policy of Everybody Health & Leisure has been to invest surplus funds in the growth of the business. Our aim is to invest surplus funds in the security and sustainability of the business and to the benefit of the public.

Surplus funds will be deposited in our Business Reserve bank account or in a high interest fixed term bond. This meets the objective of a higher return than average deposit accounts, without risking the funds, while maintaining maximum flexibility to fund new projects. The trustees are mindful of the current low interest rate return on cash deposits and their potential to fall below inflation levels thereby eroding reserves.

Results for the Year

Everybody Health & Leisure's finances have returned to a surplus position, with an increase in held reserves of £470,793. By the end of March 2023, we have recovered to above pre-pandemic levels with our fitness membership levels over 20,000 and Learn to Swim Scheme bigger than ever with almost 10,000 children actively learning to swim at any given time.

Our overall income figure is £20,867,098. This includes £4,217,430 in respect of Donations for the use of the leisure centres which remain under the ownership of Cheshire East Borough Council and Holmes Chapel Parish Council. In addition, £3,469,108 was received relating to Grants and Contracts, of which £2,720,587 refers to income received from Cheshire East Borough Council. In addition £247,021 was received to deliver 'Bikeability cycle training' to 7,883 children and £152,785 was received from Health partners to deliver a variety of programmes targeted at improving the lives of those with long term health conditions. Income of £12,334,437 was received during the year from customers to our centres and through delivering our contracts, £803,396 trading income was received from our social areas and our investment income in year was just £42,587.

Outgoing resources totalled £21,195,305 for the year, leaving us with a Net Unrestricted Expenditure of £347,658 and restricted income of £19,451 for 2022/23. This Expenditure includes a notional pension service cost of £799,000, when this is removed, we are left with a net operating unrestricted surplus of £110,469.

The total Unrestricted Funds as at the end of 2022-23 are £304,300 excluding our designated funds, which equate to £644,705 (as detailed in Note 16).

Following a review of the Company's VAT liabilities, a system related omission was determined to have been made from historical VAT returns resulting in a higher liability in respect of VAT than previously disclosed.

As a result, an additional amount due to HMRC of £116,000 has been recognised. Consequently, creditors for 2021-22 have been restated to include this liability and brought forward unrestricted funds have been reduced accordingly.

Going Concern

Membership income has steadily increased during the year to almost pre pandemic levels and continues to rise steadily. Our Learn to Swim Scheme has capitalised on the new timetabling that we achieved throughout the various lockdown periods and is larger than ever before with a large waiting list still to be brought on board. Costs are still being tightly controlled.

On 01 November 2023 Cheshire East Council announced their intention to hold a public consultation on their proposals under the Strategic Leisure Review to make significant savings in the leisure sector. This consultation opened on the 23 November 2023 and runs until the 7 January 2024 with the stated aim of agreeing measures to save at least £479,000 on commissioned leisure services. The Trustees have considered the potential financial impact on a period of at least 12 months from the Balance Sheet signing date of 04 December 2023 and report no material uncertainty as a result. A decision is expected to be announced no earlier than February 2024.

The Trustees and the Executive Management Team feel very confident about the future and have full confidence in our Going Concern status.

Note 1.02 further details the Accounting Policy used whilst preparing this set of Accounts in respect of being a Going Concern.

Funding Sources

Everybody Health & Leisure's principal funding sources for 2022-23 was income relating to charitable activities, our customers provided £12,334,437 of our income in the year.

Our operating contract with Cheshire East Council; this contract refers to the operating of 14 leisure centres across the Cheshire East area until 2029. During 2022-23 this value was included within the total amount received of £1,764,000 including support service costs.

Everybody Health & Leisure's Annual Report and financial statements for the year ended 31 March 2023 have been prepared by the trustees in accordance with the Charities Act 2011. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and reporting by Charities" issued in 2015 and updated in 2018, in preparing the annual report and financial statements of the charity.

Key Management Personnel

An external company carries out individual job evaluations on each of the Key Management roles, this evaluation includes benchmarking against comparable positions and similar organisations. These results are considered by the People and Governance Sub Committee and a level of remuneration is recommended to the full Trustee board for their approval.

Fundraising Activities

The charity had no fundraising activities requiring disclosure under S162A of the Charities (Protection and Social Investment) Act 2016

Related Parties, Partnership Working and Network

The Charity supports many Sports Clubs, Community Groups and Voluntary Organisations with advice around funding, volunteer management and best practice guidance. Everybody Health & Leisure's support of grassroots clubs benefits the wider community by opening up opportunities for people to access sport and recreation activities.

Cheshire East Council are a significant partner and contributes to the delivery of sporting facilities in Cheshire East by providing funding to Everybody Health & Leisure in the form of a Management Fee. This funding also supports the sports development work by enabling children and adults to take part in sporting events out in the community.

Everybody Health & Leisure also holds a 23-year lease on a facility at Holmes Chapel which is owned by Holmes Chapel Parish Council, and a 10-year lease on Alderley Park facility which is owned by Alderley Park Limited. This is in addition to the facilities which are operated from and are owned by Cheshire East Borough Council.

Everybody Health & Leisure participate in several key and strategic partnerships representing the interests of our customers, and the wider Sport and Recreation arena. At a national level, Everybody Sport & Recreation is a member of Community Leisure (the national association of leisure and cultural trusts formerly known as "SPORTA") and UKActive.

Strategic report

The principal activities of the company over the course of the year are referenced in the Key Achievements section (page 11) of the Trustee's Annual and Strategic Report.

The future developments for Everybody Health & Leisure are referred to in the Chief Executive's Report and the Trustees Annual and Strategic Report.

Everybody Health & Leisure has made no political donations or incurred any such expenditure during the financial year.

The Risk Management Statement is shown on page 30 of the Trustees Annual and Strategic Report. No hedge accounting is used by the company.

People choose their provider on a number of different factors, price being one but also quality of offering, range of classes, location, customer service and breadth of facility (e.g. squash, swimming pools etc.). Cashflows are monitored weekly and since many of our customers pay in advance, liquidity risk is easily controlled.

Employee expenditure is the largest portion of cost for Everybody as we operate in a service industry arena, as such our employees are very important to the growth and development of our business.

At Everybody, we encourage new applications from disabled persons into both paid employment and volunteer roles, we have a robust equal opportunities policy, and all managers within Everybody are trained in following and embedding this policy not only for new employees but also for current employees that may become disabled during their current service with us.

We have a budget for equipment adaptations and additional training that may be required for staff that become disabled to allow them to continue in their current role. Should continuing in their current role no longer be viable then solid alternative internal positions will be sought, following consultation with the individual involved and looking at each person's individual circumstances.

At Everybody, one of our strategic aims is to "Develop our people to be the best" and we strive to achieve that with all employees regardless of disability.

We provide employees with information on matters of concern to them as employees, in a number of ways.

Firstly, on an individual basis, all employees attend monthly team meetings with their line manager, have a bi-annual Performance Development Review where they are encouraged to make suggestions for their development (for example request further training or mentoring etc), and regular 1-2-1's with line managers.

Secondly as a whole organisation we have a monthly staff newsletter that is provided to every employee and all employees are encouraged to suggest content, we also hold six-monthly staff presentations to which all employees are invited and involves presentations by the chief executive and Senior Management Teams followed by an open Question and Answer session to which all staff are encouraged to contribute.

To ensure that employees have representation we have established a "Developing Everybody Group" that is made up from representatives from all areas of the business at all levels. This group comes up with ideas, initiatives and holds its own budget to be spent with the remit of 'all employees benefit'.

To encourage the involvement of employees in the company's performance we have implemented a Sharing in Success Scheme, this enables employees to all receive a payment should the company make a surplus.

The Directors at this time can confirm:

a) so far as the Directors are aware, there is no relevant audit information of which the company's Auditor is unaware, and

b) they have taken all the steps that they ought to have taken as a Director in order to make themselves aware of any relevant audit information and to establish that the company's Auditor is aware of that information.

This report, which incorporates the Strategic Report, was approved by the Trustees on 4th December 2023 and signed on their behalf by Andrew Kolker.

Andrew Kolker - Chair, Date: 4th December 2023



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF EVERYBODY HEALTH & LEISURE
FOR THE YEAR ENDED 31 MARCH 2023

Opinion

We have audited the financial statements of Everybody Health & Leisure for the year ended 31 March 2023 which comprise Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In 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 directors' report included within 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 accounting records have not been kept; or

- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees'; remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the trustees' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 28, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting irregularities, including fraud

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act 2011 and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and cutoff and completeness of grant and membership income. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, sample testing from grant documentation and sample testing of membership fees from the membership database.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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


Vicky Szulist

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

The Lexicon
Mount Street
Manchester
M2 5NT

 **December 2023**

Statement of Financial Activities period ended 31 March 2023

	Notes	Unrestricted Funds	Restricted Funds	2022 - 23	(As Restated) 2021 - 22
		£	£	£	£
Income					
Donations and Legacies	2	4,217,570	-	4,217,570	4,118,107
Charitable Activities	3	12,334,437	-	12,334,437	9,024,076
Other Trading Activities	4	803,396	-	803,396	375,796
Investment Income		42,587	-	42,587	1,074
Grants and Contracts	5	3,445,489	23,619	3,469,108	4,768,225
Total Income		20,843,479	23,619	20,867,098	18,287,278
Expenditure on Charitable Activities					
Other Trading Activities	6	876,019	-	876,019	509,412
Charitable Activities	7	20,315,118	4,168	20,319,286	18,985,569
Total Expenditure		21,191,137	4,168	21,195,305	19,494,981
Net Income (Expenditure)		(347,658)	19,451	(328,207)	(1,207,703)
Transfers Between Funds		-	-	-	-
Other Recognised Gains/(Losses)		-	-	-	-
Actuarial Gains/ on Defined Benefit Pension Schemes		13,477,000	-	13,477,000	5,372,000
Net Movement		13,129,342	19,451	13,148,793	4,164,297
Total Funds Brought Forward		(12,180,337)	-	(12,180,337)	(16,344,634)
Total Funds Carried Forward		949,005	19,451	968,456	(12,180,337)

The comparative information for the year ended 31st March 2022 has been restated (see Note 1.15)

Balance Sheet as at 31 March 2023

	Note	31 Mar 23	(As Restated) 31 Mar 22
		£	£
Fixed Assets:			
Intangible Fixed Assets	11	-	-
Tangible Fixed Assets	12	1,615,523	1,608,905
Total Fixed Assets		1,615,523	1,608,905
Current Assets:			
Stocks		145,337	65,910
Debtors	13	535,012	475,540
Cash at bank and in hand		2,410,965	1,534,827
Total Current Assets		3,091,314	2,076,277
Liabilities:			
Creditors: amounts due within one-year	14	(3,206,862)	(2,716,790)
Net Current Assets/(Liabilities)		(115,548)	(640,513)
Total Assets Less Current Liabilities		1,499,975	968,392
Creditors: amounts falling due after one-year	15	(531,519)	(470,729)
Net Assets excluding pension Liability		968,456	497,663
Defined Benefit Pension Scheme Liability	18	-	(12,678,000)
Total Net Assets or Liabilities		968,456	(12,180,337)
Funds of the Charity:			
Unrestricted Funds		304,300	334,554
Unrestricted Designated Funds		644,705	163,109
Restricted Funds		19,451	-
Pension Reserve		-	(12,678,000)
Total Funds		968,456	(12,180,337)

These Financial Statements were approved and authorised for issue by the Board on 4th December 2023 and signed on their behalf by Andrew Kolker.



Cash flow Statement as at 31 March 2023

	01 April 2022 – 31 March 2023	(As Restated) 01 April 2021 – 31 March 2022	Table
	£	£	
Cash Flows from operating activities			
Net cash (outflow)/inflow from operating activities	1,191,822	642,224	1
Cash Flows from investing activities			
Capital Expenditure	(191,871)	(711,051)	-
Interest Income	42,587	1,074	-
Cash Flows from financing activities			
Loan Received	-	-	-
Loan Repayment	(166,400)	(168,000)	-
Increase/(Decrease) in cash in period	876,138	(235,753)	
Cash & Cash equivalents at the beginning of the reporting period	1,534,827	1,770,580	-
Total Funds	2,410,965	1,534,827	2

Table 1

	01 April 2022 - 31 March 2023	(As Restated) 01 April 2021 - 31 March 2022
	£	£
Net movement in funds for the reporting period (as per the statement of financial activities)	(328,207)	(1,207,703)
Adjustments for:		
Pension Service Cost	799,000	1,362,000
Depreciation charges	402,948	373,603
Interest Income	(42,587)	(1,074)
(Increase)/decrease in stocks	(79,426)	1,472
(Increase)/decrease in debtors	(59,472)	201,819
Increase/(decrease) in creditors	499,566	(87,893)
Net cash provided by (used in) operating activities	1,191,822	642,224

Table 2

	01 April 2022 - 31 March 2023	01 April 2021 - 31 March 2022
	£	£
Cash in hand	2,410,965	1,534,827
Total cash & cash equivalents	2,410,965	1,534,827

Statement of Net Debt

	As at 01 April 2022	Cash Flows	As at 31 March 2023
	£	£	
Cash	1,534,827	876,138	2,410,965
Cash equivalents	-	-	-
Overdraft facility repayable on demand	-	-	-
Loans falling due within one year	(134,400)	64,000	(70,400)
Loans falling due after more than one year	(278,400)	102,400	(176,000)
Finance lease obligations	(325,531)	(221,139)	(546,670)
Total	796,496	821,399	1,617,895

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

1.01 Basis of Preparation

The Accounts cover the 12-month period ended 31st March 2023; the previous year comparatives refer to the period 1st April 2021 – 31st March 2022. The financial statements are prepared under Companies Act 2006, and in accordance with the Financial Reporting Standard 102 (FRS 102) and follow the recommendations in 'Accounting and Reporting by Charities: Statement of Recommended Practice' issued in 2018 (SORP 2018), revised 2022.

The Trust is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 11 September 2013 (company number: 08685939) and registered as a charity on 10 March 2014 (charity number: 1156084). The address of the registered office is 3rd Floor, 1 Ashley Road, Altrincham, WA14 2DT.

1.02 Going Concern

The Trustees have considered the financial position of the Trust, the levels of free reserves and the 2023-24 budget; consequently the Trustees believe that the charity is well-placed to manage its business risks successfully.

Historically, there has been a pension liability which exceeds the net assets of the Trust, this should not be interpreted as creating a state of insolvency. The liability does not result in an immediate cash commitment and the liability is not expected to crystallise in the foreseeable future. Cheshire East Council provide a guarantee, in relation to all eligible employees, in respect of the Trust's pension obligations. In 2022-23, it will be noted that a pension surplus has been generated. All valuations are based upon reviews by external actuaries engaged through the Local Government Pension Scheme.

In the event of the company winding up the Trustees may resolve that any net assets of the Charity after all its debts and liabilities have been paid, be applied, or transferred either directly for the objects of the Charity, or to any institution which is or are regarded as charitable for purposes similar to the objects of the Charity or for use for particular purposes that fall within the objects of the Charity. In no circumstances shall the net assets of the Charity be paid to or distributed among the members of the Charity under this Article 41.

On 01 November 2023 Cheshire East Council announced their intention to hold a public consultation on their proposals under the Strategic Leisure Review to make significant savings in the leisure sector. This consultation opened on the 23 November 2023 and runs until the 7 January 2024 with the stated aim of agreeing measures to save at least £479,000 on commissioned leisure services. The Trustees have considered the potential financial impact on a period of at least 12 months from the Balance Sheet signing date of 04 December 2023 and report no material uncertainty as a result. A decision is expected to be announced no earlier than February 2024.

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt

the going concern basis of preparation in the financial statements.

1.03 Incoming Resources

Income is credited to the Statement of Financial Activities in the period in which it is receivable. The income and expenditure account is presented in the form considered most appropriate to the current activities of the charity.

Donations and Legacies include an amount equal to notional rental expenditure for the use of Cheshire East Council facilities, in addition to one building owned by Holmes Chapel Parish Council.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. Included within the Grants and Contracts figure on the face of the accounts is the management fee paid to Everybody by Cheshire East Council.

Charitable Activities Income is where most of our income sits; this includes memberships, class bookings, health programmes, and swimming lessons.

Trading income refers to income generated at all sites currently using the "Taste For Life" branding. This primarily consists of catering, bar and vending income.

Income from investments is included in the year in which it is receivable.

In addition to the income disclosed in the financial statements Everybody Health & Leisure also receives help and support in the form of voluntary assistance. This help and support is not included in the financial statements. This voluntary assistance is very much appreciated.

1.04 Fund Accounting

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes. Restricted funds are to be used for specific purposes as laid down by the donor.

Expenditure that meets these criteria is charged to the fund together with a fair allocation of management and support costs.

1.05 Stock Accounting

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete items.

1.06 Resources Expended

Resources expended are recognised in the year in which they are incurred.

Direct charitable expenditure is identified as cost incurred directly as a result of running the operations and projects directly aligned with our Charitable Aims.

Trading Activity Costs are those incurred in connection with trading activities of the Trust.

Resources expended are allocated to the particular activity where the cost relates to the activity. However, management, administration and finance staff costs are apportioned based on time spent on each activity.

1.07 Intangible Assets and Depreciation

Intangible software and associated costs greater than £12,000 are amortised at a rate calculated to write off the lower of cost or fair market value over its expected useful life.

Depreciation is provided as follows:

Asset	Lifespan	Rate
Software	3 Years	33.3%

1.08 Tangible Fixed Assets and Depreciation

Fixed assets, either individually or as a collection of similar items, purchased over the value of £12,000 (exclusive of VAT) are capitalised with all assets valued at historic cost.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Asset	Lifespan	Rate
Property	24 years or the life of a property lease if less	4.2%
Property Refurbishment	5 years	20%
Gym/Studio Equipment	5 years	20%
General Equipment	5 years	20%
Computers/IT	5 years	20%

Assets under construction are not depreciated until the asset is ready to use.

1.09 Leasing

Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

Assets held under finance leases, which are leases where substantially all the risks and rewards of ownership of the asset have passed to the charity, are capitalised in the balance sheet and are depreciated over their useful lives. The capital elements of future obligations

under leases are included as liabilities in the balance sheet. The interest element of the rental obligation is charged to the profit and loss account over the period of the lease and represents a constant proportion of the balance of capital repayments outstanding.

1.10 Deferred Income

Amounts held as deferred income refer to funds received in the reporting period but specifically held for use in the following financial year due to funds being restricted for use in a future period.

1.11 Financial Instruments

The company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade payables or receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration, expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Financial Activity.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate, which approximates the amount that the company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset, and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.12 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

Financial assets and liabilities are offset, and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.13 Judgements in Applying Accounting Policies and Key Sources of Estimation Uncertainty

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See Note 12 for the carrying amount of the property, plant and equipment, and note 1.07 & 1.08 for the useful economic lives for each class of assets.

(ii) Impairment of debtors

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 13 for the net carrying amount of the debtors and associated impairment provision.

(iii) Actuarial Assumptions

Everybody Health & Leisure has obligations to pay pension benefits to certain employees who are members of a Local Government Pension Scheme. The cost of these benefits and the present value of the obligation depend on several factors including life expectancy, salary increases and the discount rate on corporate bonds. Management estimates these factors in determining the net pension obligation in the Statement of Financial Position. The assumptions reflect historical experience and current trends.

1.14 Pensions

The Trust participates in the Local Government Pension Scheme (LGPS), with Cheshire West and Chester Council operating as the Administering Authority. The LGPS is a defined benefit scheme. The schemes assets are held separately from the assets of the Trust and are administered by trustees and managed professionally.

Pension scheme assets are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained annually and updated at each Balance Sheet date.

A liability is recognised in the Balance Sheet in respect of the scheme which represents the present value of the defined benefit obligation at the balance sheet date less the fair value of the scheme assets. A full valuation of the liability is calculated by an independent actuary every three years using the projected units method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid and that have the terms to maturity approximating to the terms of the related pension obligation. Actuarial gains and losses are recognised in the Statement of Financial Activities in the year that they arise. Where changes to the Scheme have resulted in past service costs, these are recognised immediately in the Statement of Financial Activities.

Liabilities for the pension scheme are held by Cheshire East Council (the "Authority"), and are covered in the Operating Contract (section 19.0) which states that "To ensure that the Administering Authority does not require the Contractor to put in place any indemnity or bond in respect of the Eligible Employees, the Authority will provide the Administering Authority with a guarantee in a form acceptable to the Administering Authority and the Contractor in respect of the Contractor's obligations to the Administering Authority in respect of Eligible Employees".

Everybody Health & Leisure is reporting an operating surplus prior to the pension service costs £91,018 as shown in note 1.16 below. The service costs and pension movements that we are required to show in our accounts under FRS 102 rules include changes in actuarial assumptions and other adjustments that do not impact on the operational cashflow of the charity.

During the contract negotiations it was agreed with Cheshire East Council, that they would indemnify the pension liability for all Everybody Health & Leisure, current and new staff, for as long as the scheme remains open.

On 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Trustees are aware that the issue will affect the charity and will be making decisions as to the next steps in due course. The Trustees have not yet estimated the overall value of individual adjustments to the Scheme as a whole.

A follow up ruling on 20 November 2020 confirmed that members who have historically taken a transfer value now have to be included in GMP equalisation assessments and top

up payments made where necessary. The actuary has not made any additional allowance for this follow up ruling.

1.15 Prior year restatements

Following a review of the charity's VAT liabilities, a system related omission was determined to have been made from historical VAT returns resulting in a higher liability in respect of VAT than previously disclosed.

As a result, an additional amount due to HMRC of £116,000 has been recognised. Consequently, creditors for 2021-22 have been restated to include this liability and brought forward unrestricted funds have been reduced accordingly.

2. Donations

	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£
Miscellaneous	140	2,969
Use of Buildings Owned by Cheshire East BC	4,161,430	4,059,138
Use of Buildings Owned by Holmes Chapel Parish Council	56,000	56,000
Total Income	4,217,570	4,118,107

During 2022-23, in addition to minimal property revaluations, the property yield remained at 7.00%. This rate was obtained from the same independent source as in 2021-22. In addition, one donation was kindly made to Everybody for use within Everybody's Ability For All programme, this was for £140.

3. Charitable Activities (Income)

	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£
Operational Facilities	12,317,838	9,004,187
Partnership & Leisure Development	16,599	19,889
Total Income	12,334,437	9,024,076

4. Other Trading Activities (Income)

	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£
Bar & Catering Income	803,396	375,796
Total Income	803,396	375,796

The increased income of £427,600 from 2021-22 to 2022-23 is due to a full year's trading for all leisure sites that provide a catering function under the brand name Taste For Life. A loss of 72,623 is reported when compared against the expenditure recorded in Note 6.

5. Grants and Contracts

	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£
CEC Management & Operational Fees	1,663,500	2,530,443
CEC Support Services	100,500	100,500
CEC Project Funding	956,587	-
Bikeability	247,021	250,309
Health	152,785	72,488
Active Travel	65,978	-
Madeley Centre Management Fee	55,000	-
Cumberland Arena Funding	80,000	-
Restricted Funds	23,619	-
Other Sources	124,118	88,054
Furlough Grant	-	719,640
National Leisure Recovery Fund Grant	-	710,791
COVID – Local Support Grant	-	296,000
Total Income	3,469,108	4,768,225

It should be noted that in October 2023 £490,000 (net of fees) was received in respect of insurance relating to covid.

6. Other Trading Activities (Expenditure)

	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£
Staff Costs	513,626	328,000
Bar & Catering Purchase	362,393	181,412
Total Expenditure	876,019	509,412

7. Charitable Activities (Costs) Including Actuarial Pension

	Operational Facilities	Partnership & Leisure Dev	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£	£	£
Salary, NI & Pensions	8,175,637	508,266	8,683,903	7,895,859
Indirect Employee Costs	94,061	43,135	137,196	59,924
Pension Service Cost	663,342	15,448	678,790	1,223,410
Property Costs	4,699,130	-	4,699,130	4,341,930
Transport - Other	1,795	2,396	4,191	3,995
Supplies & Services	1,571,030	370,209	1,941,239	1,703,354
Financing Costs	554,416	9,631	564,047	632,341
Support & Marketing Costs	3,381,622	197,570	3,579,192	3,104,040
Governance Costs Reallocated	29,100	2,498	31,598	20,716
Total 01 April 2022 – 31 March 2023	19,170,133	1,149,153	20,319,286	18,985,569
Total 01 April 2021 – 31 March 2022	17,971,184	965,385	-	-

8. Support and Governance

	Management & Support Services	Governance Costs	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£	£	£
Salary, NI & Pensions	1,787,785	-	1,787,785	1,111,892
Indirect Employee Costs	243,079	-	243,079	479,303
Pension Service Cost	120,210	-	120,210	138,590
Property Costs	241,917	-	241,917	95,094
Transport - Other	13,604	-	13,604	7,457
Supplies & Services	1,117,260	31,598	1,148,858	1,189,210
Financing Costs	55,337	-	55,337	103,210
Total 01 April 2021 – 31 March 2022	3,579,192	31,598	3,610,790	3,124,756

Governance costs primarily include external audit fees, specialist tax advice and Company Secretary fees

9. Analysis of Staff Costs, Auditor Costs & Trustee Remuneration and Expenses

The aggregate payroll costs were:	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£
Salaries	9,496,814	8,326,272
Social Security Costs	593,600	513,966
Pension Costs	784,044	716,319
Total Income	10,874,458	9,556,557

Within the above costs were redundancy payments of £4,011. These costs are included within the SoFA heading of charitable activities.

Included within the costs identified above which refer to 733 members of staff, the following table details the number of staff whose total employee benefits (excluding employer pension costs) exceeded £60,000.

Total Employee Benefits (FTE) £	No. of Employees 2023	No. of Employees 2022
60,000 – 69,999	-	-
70,000 – 79,999	1	2
80,000 – 89,999	-	-
90,000 – 99,999	1	-
100,000 – 109,999	-	1
Total	2	3

The total salary and pension costs paid to all key management totalled £236,928 (£324,686 in 2021-22).

Governance costs include annual auditor fees totalling £23,406 for the statutory audit (£17,300 in 2021-22) and £7,152 for specialist VAT & tax advisory services (£4,504 in 2021-22). The Charity Trustees receive no remuneration for their services. No expenses have been reimbursed by the charity to the Trustees during the year (nil in 2021-22).

10. Staff Numbers

The average number of staff employed (disclosed on a headcount basis) during this financial year is detailed below. Casual staff are included within this table.

2023	No.
Leisure Facilities and Leisure Development	599
Taste for Life and Health	52
Support Services and Academy	82
Total	733

2022	No.
Leisure Facilities and Leisure Development	562
Taste for Life and Health	40
Support Services and Academy	44
Total	646

11. Intangible Fixed Assets

As at 31 March 2023	IT Software	Total
	£	£
Cost as at 01 April 2022		
Balance as at April 2022	89,575	89,575
Additions	-	-
As at 31 March 2023	89,575	89,575
Amortisation		
As at 01 April 2022	89,575	89,575
In year charges	-	-
As at 31 March 2023	89,575	89,575
Net book value		
As at 01 April 2022	-	-
As at 31 March 2023	-	-

The value of amortised Intangible Assets is included within the expenditure heading of the SoFA named "Charitable Activities".

12. Tangible Fixed Assets

	Building Inc Professional Fees	Assets under construction	Gym Equipment	IT Equipment	General Equipment	Total
		£	£	£	£	
Cost:						
Balance as of 01 April 2022	669,917	-	947,409	114,562	595,101	2,326,989
Balance as of 01 April 2022 (Finance Lease)	-	-	1,475,313	114,891	64,482	1,654,686
Additions	58,226	107,177	-	-	26,468	191,870
Disposals (Finance Leases)	-	-	(773,428)	(114,891)	(64,482)	(952,801)
Additions (Finance Leases)	-	-	371,062	-	-	371,062
As at 31 March 2023	728,143	107,177	2,020,356	114,562	621,569	3,591,806

Depreciation:						
Balance as of 01 April 2022	297,873	-	330,478	68,533	346,730	1,043,614
Balance as of 01 April 2022 (Finance Lease)	-	-	1,149,782	114,892	64,482	1,329,156
Disposals (Finance Leases)	-	-	(728,718)	(114,891)	(64,482)	(908,091)
Charge for the year	24,234	-	157,710	35,162	108,826	325,932
Charge for the year (Finance Lease)	-	-	185,672	-	-	185,672
As at 31 March 2023	322,107	-	1,094,924	103,696	455,556	1,976,283

Net Book Value:						
As at 01 April 2022	372,044	-	942,462	46,028	248,371	1,608,905

As at 31 March 2023	406,036	107,177	925,432	10,866	166,012	1,615,523
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Net book value of gym equipment financed via a finance lease as at 31 March 2023 is £466,210.

13. Debtors

	31 March 2023	31 March 2022
	£	£
Trade Debtors	327,591	248,913
Prepayments and Accrued Income	207,421	226,627
Total Expenditure	535,012	475,540

£1,468 of Bad Debt has been written off through the Statement of Financial Activity.

14. Creditors: Amounts Falling Due Within One Year

	31 March 2023	(As restated) 31 March 2022
	£	£
Trade Debtors	450,525	390,765
Accruals and Deferred Income	2,083,868	1,818,801
Taxation and Social Security	318,691	155,640
Loans	70,400	134,400
Finance Leases	191,151	133,202
Other Creditors	92,227	83,982
Total	3,206,862	2,716,790

14. Creditors: Amounts Falling Due Within One Year (continued)

Analysis of Deferred Income Movement

Deferred Income	Brought Forward 2022	Total In Year Deferral	Total In Year Deferral Released	Carried Forward 2023
	£	£	£	£
- Annual Memberships	484,442	988,018	1,164,851	661,275
- Facility Bookings	12,376	12,376	25,766	25,766
- Learn To Swim Scheme	18,584	6,871	-	11,713
- Memberships Income received in March	74,586	-	29,118	103,704
- Various other Projects	-	1,574,807	1,574,807	-
- Joint Use	-	41,666	67,708	26,042
- Third Party payment	-	-	8,060	8,060
- Short Breaks	-	26,010	26,010	-
Funds	589,988	2,649,748	2,896,320	836,560

15. Creditors: Amounts Falling Due After One Year

	31 March 2023	31 March 2022
	£	£
Principal Loan Repayments Repayable Between 1 to 5 Years	176,000	278,400
Principal Loan Repayments Repayable After 5 Years	-	-
Principal Finance Lease Repayable Between 1 to 5 Years	355,519	192,329
Total Expenditure	531,519	470,729

One loan remains outstanding at year end following an early repayment of one loan (no penalties were incurred). The current loan has an interest rate of 4% above the Bank of England's variable Base Rate. Both loans are classed as Unsecured Loans.

16. Analysis of Charitable Funds

Fund:	(As restated) Brought Forward 2022	Incoming Resources	Outgoing Resources	Gains / (Losses)	Transfers In / (Out)	Carried Forward 2023
		£	£	£	£	
Unrestricted	334,554	20,843,479	(20,392,137)	-	(481,596)	304,300
Pension Reserve	(12,678,000)	-	(799,000)	13,477,000	-	-
Restricted Funds						
- Wilmslow Town Council	-	3,780	(3,780)	-	-	-
- Young Persons Exercise Referral	-	14,339	-	-	-	14,339
- Macclesfield LC Pool Hoist	-	2,500	-	-	-	2,500
- Connected Communities	-	3,000	(388)	-	-	2,612
Total Restricted Funds	-	23,619	(4,168)	-	-	19,451
Designated Funds						
- Staff Membership Scheme	105,349	-	-	-	(2,297)	103,052
- Capital Contributions Received (HCCC)	18,336	-	-	-	(1,019)	17,317
- Management Training	39,424	-	-	-	-	39,424
- Capital Contributions Received (Congleton LC)	-	-	-	-	152,000	152,000
- Congleton LC Mobilisation	-	-	-	-	130,000	130,000
- Digital Transformation	-	-	-	-	62,000	62,000
- Strategic Leisure Review	-	-	-	-	30,000	30,000
- Cumberland Arena	-	-	-	-	32,412	32,412
- Cyber / ICT Security	-	-	-	-	50,000	50,000
- CRY	-	-	-	-	24,000	24,000
- VCFSE	-	-	-	-	4,500	4,500
Total Designated Funds	163,109				481,596	644,705
Total Funds	(12,180,337)	20,867,098	(21,195,305)	13,477,000	-	968,456

Fund:	Brought Forward 2021	Incoming Resources	Outgoing Resources	Gains / (Losses)	Transfers In / (Out)	(As restated) Carried Forward 2022
		£	£	£	£	
Unrestricted	275,111	18,287,278	(18,199,981)	-	(27,854)	334,554
Pension Reserve	(16,688,000)	-	(1,362,000)	5,372,000	-	(12,678,000)
Designated Funds	-	-	-	-	-	-
- Staff Membership Scheme	87,226	-	-	-	18,123	105,349
- Training Academy	5,100	-	-	-	(5,100)	-
- Systems Upgrade	23,574	-	-	-	(23,574)	-
- Capital Contributions Received	19,355	-	-	-	(1,019)	18,336
- Management Training	-	-	-	-	39,424	39,424
Total Designated Funds	135,255	-	-	-	27,854	163,109
Total Funds	(16,277,634)	18,287,278	(19,561,981)	5,372,000	-	(12,180,337)

Analysis of Net Assets between Funds	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2023
	£	£	£	£
Tangible Fixed Assets	1,615,523	-	-	1,615,523
Current Assets	2,427,158	19,451	644,705	3,091,314
Creditors: amounts falling due within one year	(3,206,862)	-	-	(3,206,862)
Creditors: amounts falling due after one year	(531,519)	-	-	(531,519)
Total Fixed Assets	304,300	19,451	644,705	968,456

Analysis of Net Assets between Funds	Unrestricted Funds	Restricted Funds	Designated Funds	(As restated) Total Funds 2022
	£	£	£	£
Tangible Fixed Assets	1,608,905	-	-	1,608,905
Current Assets	1,913,168	-	163,109	2,076,277
Creditors: amounts falling due within one year	(2,716,790)	-	-	(2,716,790)
Creditors: amounts falling due after one year	(470,729)	-	-	470,729
Pension Liability	(12,678,000)	-	-	(12,678,000)
Total Fixed Assets	(12,343,446)	-	163,109	(12,180,337)

Wilmslow Town Council

A grant contribution towards the costs of installing boulders to restrict access to the cricket pitch at Wilmslow Leisure Centre was received during the year and it has been fully expended.

Young Persons Exercise Referral

This referral scheme will target young people aged 12-18 years in Crewe and Surrounding areas with long term health conditions to engage them in a 12-week programme to encourage and facilitate exercise.

Macclesfield LC Pool Hoist

A contribution of £2,500 was received towards the cost of a new pool hoist at Macclesfield Leisure Centre.

Connected Communities

In respect of the Holmes Chapel Community Centre, funding of £1,000 has been received to be spent on publicly accessible digital equipment and £2,000 is to be spent as appropriate to enhance a community environment.

Staff Membership Scheme

Income is set aside from the staff membership scheme which is to be used for staff activities, development and benefits during forthcoming years.

Capital Contribution Received

A sum of £24,450 was accounted for as income in 2015-16 which was designated to be transferred into the General fund in future years to offset annual depreciation charges made against the revenue account.

Management Training

A sum of £39,424 has been designated during 2021-22 towards future management development costs. No costs were incurred during 2022-23.

Capital Contribution Received

A sum of £152,000 was accounted for as income in 2022-23 which was designated to be transferred into the General fund in future years to offset new charges incurred in respect of Congleton Leisure Centre and Wilmslow Leisure Centre redevelopments.

Congleton Leisure Centre Mobilisation

A sum of £130,000 was accounted for as income in 2022-23 which was designated to offset costs incurred prior to the reopening of Congleton Leisure Centre, which at 31-Mar-2023, had no confirmed date of opening but was expected within the first quarter of 2022-23.

Digital Transformation

An amount of £62,000 has been identified as being allocated for assisting Everybody to further transform its digital platforms.

Strategic Leisure Review

An amount of £30,000 has been allocated to assist with future costs to be incurred for a Strategic Leisure Review of Everybody's operations.

Cumberland Arena

An original amount of £80,000 was recognised as income during 2022-23 to finance initial costs to be incurred for a project at the Cumberland Arena, in association with Crewe Town Investment Plan. The unspent amount of £32,412 is expected to be fully spent within 2023-24.

Cyber / ICT Security

An amount of £50,000 has been allocated to enhance the existing controls against cyber-attacks and all aspects of ICT security.

CRY

An amount of £24,000 has been identified within the 2022-23 accounts to further continue a relationship which was started during the year. This amount will allow further Everybody staff aged between 18 and 35 to be assessed by Cardiac Risk in the Young to increase awareness, screening and research and supporting affected families.

VCFSE

An amount of £4,500 was received during 2022-23 and has been designated for continued use into 2023-24. This was received from the VCFSE (Voluntary, Community, Faith and Social Enterprise and is being used to improve health and care outcomes for the residents of Cheshire East.

17. Related Party Transactions

Everybody Health & Leisure has a close working relationship with Cheshire East Council (CEC), who nominate two of the eleven trustees of the charity. These two nominated trustees have equal voting rights with the other trustees.

In addition, a close working relationship has also been established with Holmes Chapel Parish Council (HCPC) with Everybody Health & Leisure investing in and operating the Holmes Chapel Community Centre on behalf of the Parish Council.

The following is a summary of transactions with these entities:

		01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
		£	£
Donations & Legacies	- CEC	4,161,430	4,059,138
	- HCPC	56,000	56,000
Grants and Contracts	- CEC	1,764,000	2,630,943
Loan Interest and Principal Repaid	- CEC	21,121	24,754
Charitable Expenditure	- CEC	4,274,794	4,172,502
	- HCPC	56,000	56,000
Everybody Foundation		834	626

The above donations relate to an amount calculated for use of the Borough and Parish Council owned facilities at a nil rental, a corresponding equal amount is shown as Charitable expenditure. The "Grants and Contracts" income refers to amounts received from Cheshire East Council for the delivery of various services within the facilities owned by Cheshire East Council. This includes income relating to the purchase of back office and IT support provided by the Council on behalf of Everybody Health and Leisure (which is repaid as expenditure identified as Charitable Activities).

In addition, the following transactions occurred during 2022-23 with organisations which are identified as being Related Parties to Trustees or Senior Managers of the Company:

- Alsager Multi Academy Trust: £22,164 income – facility hire
- Hermitage Primary School: £650 income - facility hire
- Charity Finance Group: £1,343 expenditure – annual membership fees

The Everybody Foundation offers grants and assistance for the benefit of particularly the public in areas where Everybody Health and Leisure operates. The aim is to promote, preserve and advance good health and wellbeing including but not limited to participation in physical activity and healthy recreation.

The foundation is treated as a Related Party as three of the trustees are also Everybody Health and Leisure trustees. In addition, the fourth trustee is the chief executive of Everybody Health and Leisure.

Cheshire East Council have indemnified Everybody Health & Leisure's pension liability (refer to note 1.14). As at 31st March 2023 the local government pension fund has a surplus balance of £2,360,000. The projected amount to be charged to the Operating Profit in the year to 31 March 2023 is expected to be £2,763,000.

	2023	2022
	£	£
Amounts due to: Cheshire East Council – Various	35,139	251,948
Cheshire East Council – Loan Principal	208,000	342,400
Cheshire East Council – Interest Within One Year	19,394	21,121
Amounts due from: Cheshire East Council	50,424	206,879
Holmes Chapel Parish Council	334	225

18. Defined Benefit Pension Scheme

The charity continues to operate a defined benefit scheme which is now closed to new employees. The scheme is part of the Local Government Pension Service (LGPS), and "Everybody" has its own assets held within the wider fund. An actuarial revaluation is carried out every three years. The fund is administered by independent trustees who are responsible for ensuring it is funded to meet current and future obligations, the agreed contribution rates for future years are 21.6% for employers and between 5.5% and 10.5%, depending on pay for employees.

Pension Commitments

	2023	2022
	£	£
Rate of increase in salaries	3.65%	3.85%
Rate of increase in pensions payment	2.95%	3.15%
Discount rate	4.75%	2.75%
Commutation of Pensions to Lump Sums		
Pre April 2008 service	50%	50%
Post April 2008 service	75%	75%
Assumptions are made to allow future improvements to mortality rates.		
Mortality assumptions		
Life expectancy at 65 Retiring today		
- Male	21.8 years	21.2 years
- Female	24.6 years	23.8 years
Retiring in the future		
- Male	21.8 years	22.1 years
- Female	25.6 years	25.5 years

The fair value of the scheme assets and the expected rate of return, the present value of the scheme liabilities and the resulting surplus / (deficit), as recognised in the SoFA are:

	01 April 2022 – 31 March 2023	01 April 2021 – 31 March 2022
	£	£
Equities	11,233,440	10,506,300
Bonds	8,191,050	10,256,150
Property	3,276,420	2,751,650
Cash	702,090	1,500,900
Total Market Value of Assets	23,403,000	25,015,000

The actual return on Scheme Assets was (£2,287,000) In 2021-22 that value was £1,666,000

	2023	2022
	£	£
Amounts Recognised in the Statement of Financial Activities		
Employer Contribution	(826,000)	(585,000)
Past Service Cost	-	-
Current Service Cost	1,271,000	1,595,000
Expected Return on Pension Scheme Assets	(697,000)	(473,000)
Interest on Pension Liabilities	1,051,000	825,000
Total	799,000	1,362,000
Actual Return on Scheme Assets	(2,287,000)	1,666,000

Movements in the Present Value of the Defined Benefit Obligation were as follows:		
Opening Defined Benefit Obligation	37,693,000	39,521,000
Contributions by Employees	178,000	196,000
Actuarial Losses / (Gains)	(18,821,000)	(4,179,000)
Benefits Paid	(329,000)	(265,000)
Interest Cost	1,051,000	825,000
Current Service Cost	1,271,000	1,595,000
Past Service Cost	-	-
Closing Defined Benefit Obligation	21,043,000	37,693,000

	2023	2022
	£	£
Movements in The Fair Value of Everybody's Share of Scheme Assets:		
Opening Fair Value of Scheme Assets	25,015,000	22,833,000
Interest Income	697,000	473,000
Actuarial Gains and (Losses)	(2,984,000)	1,193,000
Contributions by Employer	826,000	585,000
Contributions by Employee	178,000	196,000
Benefits Paid	(329,000)	(265,000)
Total	23,403,000	25,015,000
Limitation of movement recognised under FRS102	(2,360,000)	-
Closing Defined Benefit Assets Recognised	21,043,000	25,015,000

The pension scheme has a surplus; this is reviewed through a re-evaluation of employer's contribution at each triannual review. This year's opening deficit has reduced in year from £12.7m to a surplus of £2.4m. However, to satisfy pension accounting rules under FRS102 in relation to recognition of a scheme asset, the movement has been limited in order not to recognise an asset, thus the balance recognised at 31 March 2023 is £nil.

The scheme was fully funded at transfer, valued on an 'ongoing' basis, and is valued in different ways by the actuary for different purposes:

The 'ongoing' basis of valuation is used by the actuary to set the funding strategy of the scheme and the contribution rates for the scheme and uses a discount rate that reflects the asset mix that the fund invests, with a degree of prudence, (return on government bonds + outperformance 1.6%). FRS102 reporting requirement gives a more prescribed calculation of the discount rate stating, it must be 'determined by reference to market yields at the end of the reporting period on high quality corporate bonds.' The contribution for the year ended 31 March 2024 is expected to be £597,000

Cheshire East Council have indemnified Everybody Health & Leisure's pension liability should one occur (refer to note 1.14). The fund is currently valued with a surplus of £2.4m as at 31 March 2023, but as per above, the balance recognised at the balance sheet date is £nil.

19. Operating Leases

Annual Total	Within the First Year	Within the Second to Fifth Years Inclusive	Over Five Years
	£	£	£
01 Apr 2022 – 31 Mar 2023	5,762	15,366	-
01 Apr 2021 – 31 Mar 2022	9,138	23,287	-

Operating lease payments recognised as an expense totalled £18,801 (£32,016 in 2021-22).

20. Finance Leases

Annual Total	Within the First Year	Within the Second to Fifth Years Inclusive	Over Five Years
	£	£	£
01 Apr 2021 – 31 Mar 2022			
Gross Lease Payments Due	143,028	199,270	-
Less Interest Charge	(9,827)	(6,941)	-
Net Lease Charges Due	133,201	192,329	-
01 Apr 2022 – 31 Mar 2023			
Gross Lease Payments Due	216,406	390,452	-
Less Interest Charge	(25,256)	(34,933)	-
Net Lease Charges Due	191,151	355,519	-

21. Financial Instruments

	2023	2022 (as restated)
	£	£
Financial Assets that are Debt Instruments Measured at Amortised Cost:		
Trade debtors	401,289	335,903
Accrued Income	133,723	139,637
Total	535,012	475,540
Financial Liabilities Measured at Amortised Cost:		
Trade creditors	450,525	390,765
Loans	246,400	412,800
Finance Leases	546,670	325,531
Accruals	1,247,308	1,228,813
Other creditors	92,227	83,982
Total	2,583,130	2,441,891
Cash and Term Deposits Total	2,410,965	1,534,827



Registered Charity Number: 115608