
Everybody Health & Leisure

Trustees' Report and Financial Statements

Year Ended 31st March 2025

Company Registration No: 08685939 Charity Registration No: 1156084

Contents Page

Chief Executive's Report	3
Trustees' Annual and Strategic Report	5
Independent Auditors Report	14
Statement of Financial Activities	18
Balance Sheet	19
Cashflow Statement	20
Notes to Financial Statements	22

Chief Executive's Report

This past year marked our 11th as a registered health and leisure charity dedicated to serving our local community. It has been an extremely busy one for our hard-working Everybody Team(s) but it has once again been very rewarding - given the range of impact on so many people and the different communities across Cheshire East.

In collaboration with our key partners, including Cheshire East Council, we have exceeded all our key performance indicators by continuing to work both collaboratively and innovatively to adapt our services, and to personalise our programmes, along with scaling our offer in the largest towns with the greatest need.

We are continually encouraged by the natural growing demand in the area for our services and we welcome all people whatever their starting point and circumstances. However, given the stark health inequalities reported across the borough - we've prioritised those with the greatest need for support; whether that is a young person gaining their first positive experience to be active or someone referred to us through our new One You Health Service.

We started the year in April 2024 by transferring in a highly skilled group of Bikeability Instructors and support staff to work directly for us. Having invested further in this important service I'm proud to see our reach into over 100 primary schools, enabling thousands of young people the important life skill - to safely ride a bike.

On 1st May, we celebrated our 10th Birthday, and we marked our decade of delivery in the area by hosting our inaugural 'Everybody Games'. We did this over 3 days at Congleton Leisure Centre and sought to involve many different audiences as we held our inclusive games on day 1, our school games on day 2 and our community games on the third and final day. With over 200 people taking part, it was a real celebration of community, activities and importantly people. The privilege of presenting medals to the many participants was my personal highlight of the year!

During the summer months we expanded our reach by opening 2 new Taste for Life Cafes by welcoming the Queens Park (Crewe) team onboard and recruiting a new team for the West Park site (in Macclesfield). These services have not only enhanced the local food and beverage offer for visitors, but they have given us the opportunity to engage new customers in health and wellbeing activities in these additional settings.

The summer months were particularly busy with key investments at Sandbach LC & Shavington LC - resulting in new flexible gym and fitness environments. However, a significant focus was on submitting our tender for the new One You Service Contract (Cheshire East Integrated Health & Lifestyles Service). We submitted this and presented our offer to commissioners in the summer and in late summer were delighted to be chosen ahead of other national providers to take on the service from 1st November 2024. This was a remarkable achievement and illustrated the high quality of our local team to take on this range of health services, which we are committed to now embedding and to reach all those people that need this support in the years ahead.

2024/25 has seen our highest ever financial turnover as an organisation, which reflects the increased operational performance and output of all our busy teams in multiple locations.

As a charity we've continued to reinvest income back into our local communities in line with our charitable objectives. Investments this year have seen considerable improvements in our sites at Sandbach LC and Shavington LC, as mentioned, but also with a brand new AGP Football Pitch in

Shavington, which we prioritised the opportunity for female participation. We made considerable investment into Macclesfield with a new state of the art fitness suite opened in December and visited by the BBC in early January to showcase the flexibility of use and demand for this site. We also opened a new site in Macclesfield town centre (Macclesfield Central), given the size of the town, community transport restrictions and the close proximity of the GP services; this new health & fitness hub will accommodate those referred into our health services or a new place of convenience for those on their fitness journey.

Whilst making important investments this year, we have ensured an improved reserves position, including a few one-off income receipts, which we will use to enable a medium term sustainable financial plan; enabling us to support even more people in the future.

Highlights of the past year include reaching 26,000 active fitness members using our facilities and over 11,000 learn to swim participants attending our swimming pools each week.

We've been pleased to once again enable our own Everybody Foundation to raise money through various initiatives led by our staff & customers. This has resulted in multiple grants being awarded to local clubs, groups and individuals to help them start or continue in sport. We have also proudly supported CRY (Cardiac Risk in the Young) with another 420 young people (aged 14-35) screened at our sites; including staff, volunteers and users.

We believe 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 and leisure provision, as we seek to align with their many important local services for local people. We will continue to work hard to ensure maximum social and financial value for residents and all local communities in the borough.

Our loyal customers have continued to enable our charity to prosper, and it was great to read the feedback in the annual Customer Survey where we scored 8.33/10 for overall customer satisfaction. Of course, there is always more to do and improve upon and this survey has helped to inform our 2025/26 plans to continuously improve what we do across the board.

We were proud to receive a number of accolades and external awards this past year, including retaining our Investors in People status and multiple QUEST accreditations across the different facilities. We concluded the year by being named 'Business of the Year' at the East Cheshire Chamber Business Awards – this was a great recognition to our trustees, staff and volunteers who have given and achieved so much, this past year.

A sincere thank you to all the people that have contributed to this exceptional performance and made real impact to people's lives – especially our incredible 1,100+ people representing Everybody with such distinction this past year.

Looking ahead, we have many more ambitious plans for the next year and beyond – with a renewed focus on sustainability and digital! We always welcome new ideas, contributions, and opportunities to partner with like-minded people and organisations to enable us to maximise our support to the local public health agenda and ensure the very best leisure experience for all.

We look forward to working with you and for you in the future to build upon these successes.

Thomas Barton,

Chief Executive

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. Company No. 08685939 Charity No: 1156084

Trustees

The trustees presently serving are:

Chair of the Board:

Andrew Kolker

Finance & Risk Sub Committee:

Philip Bland
Christopher Gee
Richard Middlebrook

Customers & Communities Sub Committee:

Kimiyo Rickett
Harry Korkou
Rod Thomson (appointed April 2024)
Alex Taylor

People, Performance & Planning Sub Committee:

Martin Hardy
Colin Chaytors
Lata Anderson

Auditors

Dains Audit Limited, Suite 2, Albion House, 2 Etruria Office Village, Etruria, Stoke on Trent, ST1 5RQ

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 CEO)

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

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

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 everybody leadership team comprises:

Tom Barton	Chief Executive
Kerry Shea	Director of Health & Communities (Deputy CEO)
Dom Crisp	Operations Director
Katie Harrop	Head of People & Governance
Dave Newport	Head of Finance & Performance
Kris Sankey	Head of Business Development

Governance

Governing Document

Everybody Health and Leisure 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 Health and Leisure 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, Performance & Planning, Finance & Risk and Customers & Communities. 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 Health and Leisure 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 Health & Leisure 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.

The Trust's reserve policy is 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. There is also an imperative to ensure the Trust can continue to operate effectively beyond 2029 when our current contract with Cheshire East Council expires. Our current unrestricted reserves at the end of March 2025 have increased from £737,820 to £1,109,439, with our designated reserves position increasing from £1,057,313 to £1,468,265 and no restricted funds currently recognised.

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 £782,571 to £2,577,704 and "Cash at bank and in hand" has increased by £502,887 to £3,925,336.

Risk Management

The Trustees are fully aware, and take very seriously their responsibility for identifying, assessing and managing the risks of Everybody Health & Leisure. 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 as well as taking proximity and imminence into account. Risks are 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
Increasing budgetary pressure from payroll related legislation.	Continue to monitor price point for services, optimise internal efficiency and other opportunities.	Continual efficiency review in addition to utilisation of technology 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.
Speed of change within the field of digitisation within the sector leaves the Trust vulnerable to escalating costs and lack ability to deliver in future	Digitisation strategy being formulated to evaluate what the future looks like with a view to implementing changes over the coming years	Task force created to implement and refresh digitisation plans.
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. We aim to carry sufficient cash in the banks' current or higher interest deposit accounts to fund its predicted working capital requirement.

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 to monitor the rate of return on cash deposits to ensure cash reserves are not eroded.

Results for the Year

Everybody Health & Leisure's finances have returned to a surplus position, with an increase in held reserves of £782,571 to £2,577,704. By the end of March 2025, we have again increased our fitness membership levels to over 26,000 and Learn to Swim Scheme is bigger than ever with over 11,000 children actively learning to swim at any given time.

Our overall income figure is £28,673,821. This includes £6,060,000 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, £2,996,039 was received relating to Grants and Contracts, of which £236,245 was received to deliver 'Bikeability cycle training' to 7,288 children and £52,779 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 £17,771,395 was received during the year from customers to our centres and through delivering our contracts, £1,622,201 trading income was received from our social areas and our investment income in year was £159,286.

Outgoing resources totalled £27,547,250 for the year, leaving us with a Net Income of £1,126,571 for 2024/25. This Expenditure includes a notional pension service surplus of £344,000, when this is removed, we are left with a Net operating surplus of £782,571.

The total Unrestricted Funds as at the end of 2024-25 are £1,109,439 excluding our designated funds, which equate to £1,468,265 (as detailed in Note 16).

In November 2024 Everybody Health and Leisure commenced delivery of the Cheshire East Integrated Lifestyle Service Contract (commonly known as One You Cheshire East). The contract, commissioned by Cheshire East Council, saw us take full operational responsibility of the "One You Cheshire East" service, including the website, branding and programme delivery. During the first 5 months revenue of £545,390 was recognised with over 3,000 referrals to the programme. A new facility in Macclesfield Central was opened to assist with delivery of services in the north of the borough.

In May 2024 Everybody Health and Leisure were delighted to have been awarded the contract to deliver café services in Queens Park (Crewe) and at West Park (Macclesfield) until September 2025, which has subsequently been extended to include Congleton Park and until September 2029.

Going Concern

Overall Membership income has increased during the year with the several gym refurbishments across the estate including at Macclesfield Leisure Centre. Our Learn to Swim Scheme remains successful and is larger than ever. As a result turnover continues to increase, and costs are still being tightly controlled to ensure appropriate fiscal responsibility with the Trusts resources. 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 2024-25 was income relating to charitable activities, our customers provided £17,771,395 of our income in the year.

Our operating contract with Cheshire East Council; this contract refers to the operating of 15 leisure centres across the Cheshire East area until 2029. During 2024-25 this value was included within the total amount received of £1,187,321 including support service costs.

Everybody Health & Leisure's Annual Report and financial statements for the year ended 31 March 2025 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" effective 1st January 2019, 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, Performance & Planning 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 grassroot 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 Health & Leisure is a member of Community Leisure UK and UKActive.

Strategic report

The highlights of the company over the course of the year are referenced in the Chief Executive's Report. In addition, the future developments for Everybody Health & Leisure are also 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 9 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. We have implemented a pay review to ensure we pay at least National Living Wage and continue to ensure we competitive within the sector.

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

Page 12 of 47

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 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.

Post Balance Sheet Events

On 29th July 2025 Everybody Health & Leisure completed the acquisition of a gym facility in Crewe West for a total consideration of £291,000. This will allow the trust to deliver more fitness provision and broader health services in Crewe to continue to make a real difference to people living in our communities, as well as continuing to provide employment opportunities in Cheshire East with the TUPE of the current staff team (12 FTE) plus other staff members.

Also in July 2025 Everybody Health & Leisure received all relevant planning permissions to build 9 padel tennis courts at 3 of our centres, The Barony Sports Complex, Wilmslow Leisure Centre and Holmes Chapel Community Centre. Padel tennis is one of the fastest growing sports in the world and we are excited to make this inclusive game accessible to the residents of Cheshire East. The investment in this exciting new sport is likely to be in excess of £800,000, with a contribution of £490,000 from Cheshire East Council.

On 31 May 2025, despite months of intense negotiations, Middlewich Leisure Centre sadly ceased operations following the Strategic Leisure Review proposal from Cheshire East Council on 11th March 2024. Everybody Health & Leisure remain committed to leisure provision in Middlewich and are actively seeking opportunities to continue leisure provision in the town.

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 2nd December 2025, and signed on their behalf by Andrew Kolker.

Andrew Kolker - Chair, Date: 2nd December 2025



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF EVERYBODY HEALTH AND LEISURE FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of Everybody Health and Leisure for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 2025 and of 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 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 we do not express any form of assurance conclusion thereon.

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' report thereon. The trustees are responsible for the other information contained within the Report of the Trustees. 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 course of 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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 by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the board

As explained more fully in the Statement of the Trustee's responsibilities, as set out on page 7, the Trustees (who are also the directors of the charitable company for the purpose 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 board 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 board is 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 board either intends 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.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors;

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 charity'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 charity'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.



Simon Hawkins (Senior statutory auditor)
for and on behalf of
Dains Audit Limited

Statutory Auditor
Chartered Accountants

Suite 2 Albion House
2 Etruria Office Village
Forge Lane
Stoke on Trent
ST1 5RQ

Date: 2nd December 2025

Statement of Financial Activities period ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	2024-25	2023-24
		£	£	£	£
<u>Income:</u>					
Donations and Legacies	2	6,124,900	-	6,124,900	5,896,793
Charitable Activities	3	17,771,395	-	17,771,395	15,421,595
Other Trading Activities	4	1,622,201	-	1,622,201	1,059,369
Investment Income		159,286	-	159,286	131,985
Grants & Contracts	5	2,979,397	16,642	2,996,039	3,186,569
Total Income		28,657,179	16,642	28,673,821	25,696,311
<u>Expenditure on Charitable Activities</u>					
Other Trading Activities	6	1,652,942	-	1,652,942	1,102,643
Charitable Activities	7	25,877,666	(i) 16,642	25,894,308	23,691,991
Total Expenditure		27,530,608	16,642	27,547,250	24,794,634
Net Income/ (Expenditure)		1,126,571	-	1,126,571	901,677
Transfers Between Funds		-	-	-	-
Other Recognised Gains/(Losses)		-	-	-	-
Actuarial (Losses)/Gains on Defined Benefit Pension Schemes		(344,000)	-	(344,000)	(75,000)
Net Movement		782,571	-	782,571	826,677
Total Funds Brought Forward		1,795,133		1,795,133	968,456
Total Funds Carried Forward		2,577,704	-	2,577,704	1,795,133

(i) Includes defined benefit pension adjustment of £344,000, ref Note 1.15

Balance Sheet as at 31 March 2025

	Note	31 Mar 25 £	31 Mar 24 £
Fixed Assets:			
Intangible Fixed Assets	11	-	-
Tangible Fixed Assets	12	2,583,155	2,122,116
Total Fixed Assets		2,583,155	2,122,116
Current Assets:			
Stocks		103,391	112,435
Debtors	13	1,849,254	1,129,364
Cash at bank and in hand		3,925,336	3,422,449
Total Current Assets		5,877,981	4,664,248
Liabilities:			
Creditors: amounts due within one-year	14	(4,888,869)	(4,222,741)
Net Current Assets/(Liabilities)		989,112	441,507
Total Assets Less Current Liabilities		3,572,267	2,563,623
Creditors: amounts falling due after one-year	15	(994,563)	(768,490)
Net Assets excluding pension Liability		2,577,704	1,795,133
Defined Benefit Pension Scheme Liability	18	-	-
Total Net Assets or Liabilities		2,577,704	1,795,133
Funds of the Charity:			
Unrestricted Funds	16	1,109,439	737,820
Unrestricted Designated Funds	16	1,468,265	1,057,313
Restricted Funds		-	-
Pension Reserve	18	-	-
Total Funds		2,577,704	1,795,133

These Financial Statements were approved and authorised for issue by the Board on 2nd December 2025 and signed on their behalf by Andrew Kolker.

Andrew Kolker - Chair



Cash flow Statement as at 31 March 2025

	01 April 2024 – 31 March 2025 £	01 April 2023 – 31 March 2024 £	Table
Cash Flows from operating activities			
Net cash (outflow)/inflow from operating activities	873,431	1,452,139	1
Cash Flows from investing activities			
Capital Expenditure	(478,005)	(502,240)	
Interest Income	159,286	131,985	
Sale of Assets	18,575	-	
Cash Flows from financing activities			
Loan Received		-	
Loan Repayment	(70,400)	(70,400)	
Increase/(Decrease) in cash in period	502,887	1,011,484	
Cash & Cash equivalents at the beginning of the reporting period	3,422,449	2,410,965	
Cash & Cash equivalents at the end of the reporting period	3,925,336	3,422,449	2

Table 1

	01 April 2024 - 31 March 2025 £	01 April 2023 - 31 March 2024 £
Net movement in funds for the reporting period (as per the statement of financial activities)	1,126,571	901,677
Adjustments for:		
Pension Service Cost	(344,000)	(75,000)
Sale of Assets	(18,575)	-
Depreciation charges	489,624	354,418
Interest Income	(159,286)	(131,985)
(Increase)/decrease in stocks	9,043	32,902
(Increase)/decrease in debtors	(719,890)	(594,352)
Increase/(decrease) in creditors	489,944	964,479
Net cash provided by (used in) operating activities	873,431	1,452,139

Table 2

	01 April 2024 - 31 March 2025 £	01 April 2023 - 31 March 2024 £
Cash in hand	3,925,336	3,422,449
Total cash & cash equivalents	3,925,336	3,422,449

Statement of Net Debt

	As at 01 April 2024 £	Cash Flows £	As at 31 March 2025 £
Cash	3,422,449	502,887	3,925,336
Cash equivalents	-		
Overdraft facility repayable on demand	-		
Loans falling due within one year	(70,400)	-	(70,400)
Loans falling due after more than one year	(105,600)	70,400	(35,200)
Finance lease obligations	(878,193)	(457,076)	(1,335,269)
Total	2,368,256	116,211	2,484,467

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

1.01 Basis of Preparation

The Accounts cover the 12-month period ended 31st March 2025; the previous year comparatives refer to the period 1st April 2023 – 31st March 2024. 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' (SORP 2019).

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 2025-26 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 2024-25, it should 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.

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 where permitted.

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 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 (exclusive of VAT) 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:

<u>Asset</u>	<u>Lifespan</u>	<u>Rate</u>
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:

<u>Asset</u>	<u>Lifespan</u>	<u>Rate</u>
Buildings	24 years or the life of a property lease if less	4.2%
Buildings Refurbishment	5 years	20.0%
Gym/Studio Equipment	5 years	20.0%
General Equipment	5 years	20.0%
Computers/IT	5 years	20.0%

Assets Under Construction are not depreciated until the asset is ready for 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 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.

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 1.08 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. Any surplus is not recognised within the Balance Sheet. 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 liability. 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 after the pension service costs of £1,126,571. 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 Operating Surplus (Actuarial Pension Costs Removed)

	Notes	Unrestricted Funds £	Restricted Funds £	01 Apr 2024 – 31 Mar 2025 £	01 Apr 2023 – 31 Mar 2024 £
Income:					
Donations and Legacies	2	6,124,900	-	6,124,900	5,896,793
Charitable Activities	3	17,771,395	-	17,771,395	15,421,595
Other Trading Activities	4	1,622,201	-	1,622,201	1,059,369
Investment Income		159,286	-	159,286	131,985
Grants & Contracts	6	2,979,397	16,642	2,996,039	3,186,569
Total Income		28,657,179	16,642	28,673,821	25,696,311
Expenditure on Charitable Activities					
Other Trading Activities	6	1,652,942	-	1,652,942	1,102,643
Charitable Activities	7	26,221,666	16,642	26,238,308	23,766,991
Total Expenditure		27,874,608	-	27,891,250	24,869,634
Net Income (Expenditure)		782,571	-	782,571	826,677
Transfers Between Funds		-	-	-	-
Operating Surplus / (Deficit)		<u>782,571</u>	<u>=</u>	<u>782,571</u>	<u>826,677</u>

2. Donations

	01 April 2024 – 31 March 2025 £	01 April 2023 – 31 March 2024 £
Miscellaneous	900	-
Use of Buildings Owned by Cheshire East BC	6,060,000	5,834,793
Use of Buildings Owned by Holmes Chapel Parish Council	64,000	62,000
Total Income	6,124,900	5,896,793

During 2024-25, property revaluations identified only minor adjustments to building values. The property yield increased from 7.50% to 8.00%. This rate was obtained from the same independent source as in previous years.

3. Charitable Activities (Income)

	01 April 2024 – 31 March 2025	01 April 2023 – 31 March 2024
	£	£
Operational Facilities	17,749,487	15,389,289
Health & Communities	21,908	32,306
Total Income	17,771,395	15,421,595

4. Other Trading Activities (Income)

	01 April 2024 – 31 March 2025	01 April 2023 – 31 March 2024
	£	£
Bar & Catering Income	1,622,201	1,059,369
Total Income	1,622,201	1,059,369

The increased income between 2023-24 and 2024-25 of £562,832 is due to increased sales at all sites and the addition of two new sites during the year under the brand name of Taste For Life.

A net cost of £30,741 is reported when compared against the expenditure recorded in Note 6.

5. Grants and Contracts

	01 April 2024 – 31 March 2025 £	01 April 2023 – 31 March 2024 £
CEC Management & Operational Fees	1,086,821	1,492,500
CEC Support Services	100,500	100,500
CEC Project Funding	726,255	484,016
Bikeability	236,245	214,150
Health	52,779	127,560
One You	545,390	-
Restricted Funds	16,642	-
Greenspaces Project	94,660	12,000
Resilience In Leisure	-	75,000
Other Sources	136,747	680,843
Total Income	2,996,039	3,186,569

6. Other Trading Activities (Expenditure)

	01 April 2024 – 31 March 2025 £	01 April 2023 – 31 March 2024 £
Staff Costs	867,741	608,020
Bar & Catering Costs	785,201	494,623
Total Expenditure	1,652,942	1,102,643

7. Charitable Activities (Costs) Including Actuarial Pension

	Operational Facilities £	Health & Communities £	01 April 2024 - 31 March 2025 £	01 April 2023 - 31 March 2024 £
Salary, NI & Pensions	10,628,805	1,048,826	11,677,631	9,922,311
Indirect Employee Costs	24,998	82,671	107,669	147,488
Pension Service Costs	(275,231)	(8,152)	(283,383)	(61,955)
Property Costs	6,618,369	-	6,618,369	6,357,156
Transport - Other	979	1,113	2,092	1,939
Supplies & Services	1,705,102	464,410	2,169,512	2,096,065
Financing Costs	723,959	65,831	789,790	699,530
Support & Marketing Costs	4,412,536	368,096	4,780,632	4,500,297
Governance Costs				
Reallocated	28,569	3,427	31,996	29,160
Total 01 April 2024 -31 March 2025	23,868,086	2,026,222	25,894,308	-
Total 01 April 2023 -31 March 2024	22,387,119	1,304,872	-	23,691,991

8. Support and Governance

	Management & Support Services £	Governance Costs £	01 April 2024 – 31 March 2025 £	01 April 2023 – 31 March 2024 £
Salary, NI & Pensions	2,715,541	-	2,715,541	2,385,693
Indirect Employee Costs	324,764	-	324,764	327,153
Pension Service Costs	(60,617)	-	(60,617)	(13,045)
Property Costs	269,744	-	269,744	308,785
Transport - Other	9,190	-	9,190	8,962
Supplies & Services	1,502,324	31,996	1,534,320	1,483,823
Financing Costs	19,686	-	19,686	28,086
Total	4,780,632	31,996	4,812,628	4,529,47

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 2024 – 31 March 2025 £	01 April 2023 – 31 March 2024 £
Salaries	13,512,235	11,529,808
Social Security Costs	832,533	697,487
Pension Costs	926,230	846,044
Total	15,270,998	13,073,339

Within the above costs, there were redundancy payments of £22,871. These costs are included within the SOFA heading of charitable activities. Costs in 2023-24 were £nil. There was no ex-gratia payments made in 2024-25, with £11,466 having been paid in 2023-24.

Included within the costs identified above which refer to 946 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 2025	No. of Employees 2024
60,000 - 69,999	1	-
70,000 – 79,999	-	-
80,000 – 89,999	1	1
90,000 – 99,999	-	-
100,000 – 109,999	1	1
Total	3	2

The total salary and pension costs paid to all key management totalled £261,957 (£246,458 in 2023-24).

Governance costs include Annual Auditor Fees totalling £22,764 for the Statutory Audit (£24,292 in 2023-24) and £7,782 for specialist VAT & tax advisory services (£3,187 in 2023-24).

The Charity Trustees receive no remuneration for their services. No expenses have been reimbursed by the charity to the Trustees during the year. (£nil also in 2023-24).

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.

2025	No.
Leisure Facilities and Leisure Development	807
Taste for Life and Health	82
Support Services and Academy	57
Total	946

2024	No.
Leisure Facilities and Leisure Development	699
Taste for Life and Health	60
Support Services and Academy	55
Total	814

11. Intangible Fixed Assets

2024-25	IT Software £	Total £
<u>Cost</u>		
Balance as of 01 April 2024	89,575	89,575
Additions	-	-
As at 31 March 2025	89,575	89,575
<u>Amortisation</u>		
As at 01 April 2024	89,575	89,575
In year charges	-	-
As at 31 March 2025	89,575	89,575
<u>Net Book Value</u>		
As at 01 April 2024	-	-
As at 31 March 2025	-	-

12. Tangible Fixed Assets

2024-25	Buildings inc Professional Fees £	Assets under Construction £	Gym Equipment £	IT Equipment £	General Equipment £	Total £
<u>Cost:</u>						
Balance as of 01 Apr 2024	728,143	11,722	1,430,123	114,562	736,549	3,021,099
Balance as of 01 Apr 2024 - (Finance Lease)	-	-	1,722,988	-	-	1,722,988
Additions	173,739	-	950,865	-	94,278	1,218,882
Transfers – AUC to Gen Eqp	-	(11,722)	-	-	11,722	-
Additions (Finance Leases)	-	-	783,996	-	-	783,996
Disposals/Transfers (Finance Leases)	-	-	(740,877)	-	-	(740,877)
As at 31 March 2025	901,882	-	4,147,095	114,562	842,549	6,006,088
<u>Depreciation:</u>						
Balance as of 01 Apr 2024	355,074	-	701,582	108,784	558,526	1,723,966
Balance as of 01 Apr 2024 - (Finance Lease)	-	-	898,006	1	-	898,007
Charge for the Year	41,145	-	307,179	3,381	137,919	489,624
Transfers – from Finance Leases to Gym Equipment	-	-	740,877	-	-	740,877
Transfers – termination of Finance Leases	-	-	(740,877)	-	-	(740,877)
Charge for the Year - (Finance Leases)	-	-	311,336	-	-	311,336
As at 31 March 2025	396,219	-	2,218,103	112,166	696,445	3,422,933
<u>Net Book Value</u>						
As at 01 April 2024	373,069	11,722	1,553,524	5,777	178,024	2,122,116
As at 31 March 2025	505,663	-	1,928,992	2,396	146,104	2,583,155

Net Book value of gym equipment financed via a finance lease as at 31 March 2025 is £1,297,642 (2023-24 £824,983).

13. Debtors

	31 March 2025 £	31 March 2024 £
Trade Debtors	892,722	329,600
Prepayments and Accrued Income	956,532	799,764
As at 31 March 2025	1,849,254	1,129,364

£11,166 of Bad Debt has been written off through the Statement of Financial Activity.

14. Creditors: Amounts Falling Due Within One Year

	31 March 2025 £	31 March 2024 £
Trade Creditors	1,157,930	923,956
Accruals and Deferred Income	2,711,127	2,597,833
Taxation and Social Security	437,522	297,196
Loans	70,400	70,400
Finance Leases	375,906	215,303
Other Creditors	135,984	118,053
Total	4,888,869	4,222,741

Analysis of Deferred Income Movement

Deferred Income	Brought Forward 2024 £	Total In Year Deferral £	Total In Year Deferral Released £	Carried Forward 2025 £
- Annual Memberships	1,005,300	1,767,257	1,870,074	1,108,117
- Facility Bookings	22,286	16,225	13,626	19,687
- Learn To Swim Scheme	8,946	-	2,573	11,519
- Memberships Income received in March	130,789	-	5,532	136,321
- Various Contracts	3,431	1,328,003	1,507,438	182,866
- Joint Use	27,344	66,093	71,040	32,291
- Short Breaks	-	21,281	21,281	-
- Various Projects	-	885,000	887,203	2,203
Total	1,198,096	4,083,859	4,378,767	1,493,004

15. Creditors: Amounts Falling Due After One Year

	31 March 2025 £	31 March 2024 £
Principal Loan Repayments Repayable Between 1 to 5 Years	35,200	105,600
Principal Loan Repayments Repayable After 5 Years	-	-
Principal Finance Lease Repayable Between 1 to 5 Years	959,363	662,890
Total	994,563	768,490

One loan remains outstanding at year end. The loan has an interest rate of 4% above the Bank of England's variable Base Rate and is classed as an Unsecured Loan.

16. Analysis of Charitable Funds

Fund	Brought Forward 2024	Incoming Resources	Outgoing Resources	Gains / (Losses)	Transfers In / (Out)	Carried Forward 2025
	£	£	£	£	£	£
Unrestricted	737,820	28,313,179	(27,530,608)	-	(410,952)	1,109,439
Pension Reserve	-	344,000	-	(344,000)	-	-
Restricted Funds						
- Reconditioning/ Healthy Neighbourhoods	-	14,642	(14,642)	-	-	-
- Connected Communities	-	2,000	(2,000)	-	-	-
Total Restricted Funds	-	16,642	(16,642)	-	-	-
Designated Funds						
- Staff Membership Scheme	45,379	-	-	-	10,822	56,201
- Management Training	39,424	-	-	-	(13,212)	26,212
- Digital Transformation	100,000	-	-	-	375,842	475,842
- Strategic Leisure Review	50,000	-	-	-	25,000	75,000
- Cumberland Arena	30,810	-	-	-	30,000	60,810
- Cyber / ICT Security	50,000	-	-	-	-	50,000
- CRY	15,000	-	-	-	1,000	16,000
- Social Action Partnership	4,500	-	-	-	-	4,500
- Estate and Sustainability Fund *	460,000	-	-	-	-	460,000
- Wilmslow LC Equipment	212,200	-	-	-	(50,000)	162,200
- Organisational Change	50,000	-	-	-	-	50,000
- Activity Hub (Ability for All)	-	-	-	-	1,500	1,500
- Macclesfield Athletics	-	-	-	-	30,000	30,000
Total Designated Funds	1,057,313	-	-	-	410,952	1,468,265
Total Funds	1,795,133	28,673,821	(27,547,250)	(344,000)	-	2,577,704

* previously entitled 'One off use of reserves'

Fund	Brought Forward 2023 £	Incoming Resources £	Outgoing Resources £	Gains / (Losses) £	Transfers In / (Out) £	Carried Forward 2024 £
Unrestricted	304,300	25,621,311	(24,775,183)	-	(412,608)	737,820
Pension Reserve	-	75,000	-	(75,000)	-	-
Restricted Funds						
- Young Persons Exercise Referral	14,339	-	(14,339)	-	-	-
- Macclesfield LC Pool Hoist	2,500	-	(2,500)	-	-	-
- Connected Communities	2,612	-	(2,612)	-	-	-
Total Restricted Funds	19,451	-	(19,451)	-	-	-
Designated Funds						
- Staff Membership Scheme	103,052	-	-	-	(57,673)	45,379
- Capital Contributions Received	17,317	-	-	-	(17,317)	-
- Management Training	39,424	-	-	-	-	39,424
- Capital Contributions Received	152,000	-	-	-	(152,000)	-
- Congleton LC Mobilisation	130,000	-	-	-	(130,000)	-
- Digital Transformation	62,000	-	-	-	38,000	100,000
- Strategic Leisure Review	30,000	-	-	-	20,000	50,000
- Cumberland Arena	32,412	-	-	-	(1,602)	30,810
- Cyber / ICT Security	50,000	-	-	-	-	50,000
- CRY	24,000	-	-	-	(9,000)	15,000
- Social Action Partnership	4,500	-	-	-	-	4,500
- Estate and Sustainability Fund	-	-	-	-	460,000	460,000
- Wilmslow LC Equipment	-	-	-	-	212,200	212,200
- Organisational Change	-	-	-	-	50,000	50,000
Total Designated Funds	644,705	-	-	-	412,608	1,057,313
Total Funds	968,456	25,696,311	(24,794,634)	(75,000)	-	1,795,133

Analysis of Net Assets between Funds	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2025
	£	£	£	£
Tangible Fixed Assets	2,583,155	-	-	2,583,155
Current Assets	4,409,716	-	1,468,265	5,877,981
Creditors: amounts falling due within one year	(4,888,869)	-	-	(4,888,869)
Creditors: amounts falling due after one year	(994,563)	-	-	(994,563)
Total	1,109,439	-	1,468,265	2,577,704

Analysis of Net Assets between Funds	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2024
	£	£	£	£
Tangible Fixed Assets	2,122,116	-	-	2,122,116
Current Assets	3,606,935	-	1,057,313	4,664,248
Creditors: amounts falling due within one year	(4,222,741)	-	-	(4,222,741)
Creditors: amounts falling due after one year	(768,490)	-	-	(768,490)
Total	737,820	-	1,057,313	1,795,133

Restricted Funds

- Reconditioning / Healthy Neighbourhoods

This scheme is a 12-month virtual exercise pilot programme, targeting all groups who are unable to access physical activity and exercise provision, in-person, due to de-conditioning.

- Connected Communities

In respect of the Holmes Chapel Community Centre, funding of £2,000 was received to be spent as appropriate to enhance a community environment. These funds have now been fully utilised.

Designated Funds

- 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.

- Management Training

A sum of £39,424 had been designated during 2021-22 towards future management development costs. During 2024-25, costs of £13,212 were incurred.

- Digital Transformation

An amount of £62,000 had originally been identified as being allocated for assisting Everybody to further transform its digital platforms. During 2023-24, this value was increased by £38,000 and in 2024-25, a further £400,000 was added with £24,158 having been spent.

- Strategic Leisure Review

A brought forward value of £50,000 had been allocated to assist with future costs to be incurred for a Strategic Leisure Review of Everybody's operations. During 2024-25, this value has been increased by £25,000.

- 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 brought forward amount of £30,810 has been increased further during 2024-25 by £30,000 and is now expected to be spent during 2025-26.

- Cyber / ICT Security

An amount of £50,000 has been brought forward and allocated to enhance the existing controls against cyber-attacks and all aspects of ICT security. No costs were incurred during 2024-25.

- CRY

An amount of £15,000 had been brought forward from 2023-24 to further continue a relationship with Cardiac Risk in the Young. This amount will allow further Everybody staff aged between 18 and 35 to be assessed by CRY to increase awareness, screening and research and supporting affected families. During 2024-25, £12,000 was spent with a further £13,000 having been allocated during 2024-25.

- Social Action Partnership

An amount of £4,500 has been brought forward from 2023-24 and has been designated for continued use into future years. This was received from the Cheshire East Social Action Partnership to enable sector representation at Care Community meetings across the region.

- **Estate and Sustainability Fund**

An amount has been designated to be deployed in order to enable the Charity to respond to emerging risks in an increasingly uncertain landscape including investing in infrastructure, energy efficiency, sustainability and social value initiatives to ensure we remain fit for the future.

- **Wilmslow Leisure Centre Equipment**

An amount of £212,200 has been brought forward from 2023-24, based on an original purchase price of £250,000 for an investment of new equipment at Wilmslow Leisure Centre. A further reduction of £50,000 has been applied during 2024-25.

- **Organisational Change**

An amount of £50,000 has been brought forward from 2023-24 to assist with further organisational changes in future years.

- **Activity Hub (Ability for All)**

An amount of £1,500 has been designated during 2024-25 to allow for further activities to be carried out until August 2025.

- **Macclesfield Athletics**

An amount of £30,000 has been designated during 2024-25 as a contribution from Everybody towards improving the service offering available on the athletics track at Macclesfield Leisure Centre.

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 2024 – 31 March 2025	01 April 2023 – 31 March 2024
		£	£
Donations & Legacies	- CEC	6,060,000	5,834,793
" "	- HCPC	64,000	62,000
Grants and Contracts	- CEC	1,913,576	2,077,016
Loan Interest Repaid	- CEC	13,604	19,647
Charitable Expenditure	- CEC	6,179,394	5,948,157
" "	- HCPC	64,000	62,000
Everybody Foundation	-	7,566	5,000

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 2024-25 with organisations which are identified as being Related Parties to Trustees or Senior Managers of the Company:

- Alsager Multi Academy Trust: £19,691 income – facility hire, £9,611 expenditure on facility hire
- Hermitage Primary School: £825 income – facility hire
- Everybody Foundation: £7,566 expenditure – match funding of income generated and a donation
- Cheshire Football Association: £250 expenditure – football referee and award sponsorship

As part of the One You Contract, £90,000 p.a. is allocated for distribution to support local projects that will enhance service delivery, allowing for research and piloting of specific projects to respond to changes in residents' needs, advances in technology and changes in local / national policy. Projects will support the local Cheshire East Partnership five-year plan to improve the health and wellbeing of local communities, enabling people to live longer and healthier lives. These transactions are excluded from the SOFA for 2024-25.

During the year, certain building costs incurred by Everybody on behalf of Cheshire East Council were recharged at cost value. These totalled £560,136 and have not been disclosed as either expenditure or income as they relate to Council owned building assets.

The Everybody Foundation offers grants and assistance for the benefit of particularly the public in areas where Everybody Health & 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 & Leisure Trustees. In addition, the fourth trustee is the chief executive of Everybody Health & Leisure.

Cheshire East Council have indemnified Everybody Health & Leisure's pension liability (refer to note 1.14). As at 31 March 2025, the Local Government Pension Fund has a surplus balance of £8,984,000. The projected amount to be charged to the Operating Profit for the period to 31 March 2026 is based upon a projected payroll of £2,839,000.

	2025 £	2024 £
Amounts due to:		
Cheshire East Council – Various	445,427	426,862
Cheshire East Council – Loan Principal	105,600	176,000
Cheshire East Council – Interest Within One Year	6,606	13,845
Amounts due from:		
Cheshire East Council	180,552	122,923
Holmes Chapel Parish Council	240	-

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

	2025	2024
Rate of increase in salaries	3.40%	3.45%
Rate of increase in pensions payment	2.70%	2.75%
Discount rate	5.85%	4.85%
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	21.6 years	21.6 years
- Female	24.4 years	24.4 years
Retiring in the future		
- Male	21.5 years	21.6 years
- Female	25.4 years	25.4 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:

	2025 £	2024 £
Equities	12,664,320	12,678,500
Bonds	10,289,7600	9,128,520
Property	3,166,080	3,042,840
Cash	263,840	507,140
Total Market Value of Assets	26,384,000	25,357,000

The actual return on Scheme Assets was £1,707,453. In 2023-24, this value was £1,609,080

	2025 £	2024 £
Amounts Recognised in the Statement of Financial Activities		
Employer Contribution	(613,000)	(642,000)
Past Service Cost	0	150,000
Current Service Cost	471,000	528,000
Expected Return on Pension Scheme Assets	(1,239,000)	(1,121,000)
Interest on Pension Liabilities	1,037,000	1,010,000
Total	(344,000)	(75,000)
Actual Return on Scheme Assets	598,000	1,558,000
Movements in the Present Value of the Defined Benefit Obligation were as follows:		
Opening Defined Benefit Obligation	21,251,000	21,043,000
Contributions by Employees	184,000	179,000
Actuarial Losses / (Gains)	(5,175,000)	(1,234,000)
Benefits Paid	(368,000)	(425,000)
Interest Cost	1,037,000	1,010,000
Current Service Cost	471,000	528,000
Past Service Cost	-	150,000
Closing Defined Benefit Obligation	17,400,000	21,251,000

	2025 £	2024 £
Movements in The Fair Value of Everybody's Share of Scheme Assets:		
Opening Fair Value of Scheme Assets	25,357,000	23,403,000
Interest Income	1,239,000	1,121,000
Actuarial Gains and (Losses)	(641,000)	437,000
Contributions by Employer	613,000	642,000
Contributions by Employee	184,000	179,000
Benefits Paid	(368,000)	(425,000)
Total	26,384,000	25,357,000
Limitation of movement recognised under FRS102	(8,984,000)	(4,106,000)
Closing Defined Benefit Assets Recognised	17,400,000	21,251,000

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 Surplus has increased in year from £4.1m to surplus of £9.0m. However, to satisfy pension accounting rules under FRS102 in relation to recognition of scheme asset, the movement has been limited in order not to recognise an asset, thus the balance recognised at 31 March 2025 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 2026 is expected to be £613,000.

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 £9.00m as at 31 March 2025, 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 2024 – 31 Mar 2025	8,456	6,535	-
01 Apr 2023 – 31 Mar 2024	5,762	9,604	-

Operating lease payments recognised as an expense totalled £9,458 (£6,890 in 2023-24).

20. Finance Leases

Annual Total	Within the First Year	Within the Second to Fifth Years Inclusive	Over Five Years
	£	£	£
01 Apr 2024 – 31 Mar 2025			
Gross Lease Payments Due	460,119	1,049,922	-
Less Interest Charge	(84,213)	(90,559)	-
Net Lease Charges Due	375,906	959,363	-
01 Apr 2023 – 31 Mar 2024			
Gross Lease Payments Due	270,407	737,489	-
Less Interest Charge	(55,104)	(74,599)	-
Net Lease Charges Due	215,303	662,890	-

21. Financial Instruments

	2025	2024
	£	£
Financial Assets that are Debt Instruments Measured at Amortised Cost:		
Trade debtors	968,706	387,661
Accrued Income	880,548	741,702
Total	1,849,254	1,129,363
Financial Liabilities Measured at Amortised Cost:		
Trade creditors	(1,157,930)	(923,956)
Loans	(105,600)	(176,000)
Finance Leases	(1,335,269)	(878,193)
Accruals	(1,218,123)	(1,399,736)
Other creditors	(134,955)	(118,053)
Total	(3,951,877)	(3,495,938)
Cash and Term Deposits Total	3,925,336	3,422,449