LINCS INSPIRE LIMITED

England & Wales · Charity number 1169071

Details

Status	Registered
Legal form	Charitable company
Company number	08293679
Registered	2016-09-07
Register	View on the Charity Commission register

Contact

Address	Bradley Football Development Centre Bradley Road Grimsby DN37 0AG
Phone	01472 325300
Email	dick.marshall@lincsinspire.com
Website	www.lincsinspire.com

Activities

Objects: THE CHARITY'S OBJECTS ('OBJECTS') ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:(1) THE ADVANCEMENT AND SUPPORT OF EDUCATION, CULTURE, ARTS, HERITAGE AND HISTORY INCLUDING THE PROVISION OF LIBRARIES, MUSEUMS, GALLERIES, LEARNING AND INFORMATION CENTRE, ARCHIVES AND OTHER RELATED SERVICES, AND/OR(2) THE PROVISION OR ASSISTANCE IN THE PROVISION OF FACILITIES FOR RECREATION, SPORT OR OTHER LEISURE TIME OCCUPATION IN THE INTEREST OF SOCIAL WELFARE SUCH FACILITIES BEING PROVIDED TO THE PUBLIC AT LARGE SAVE THAT SPECIAL FACILITIES MAY BE PROVIDED TO PERSONS WHO BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL OR ECONOMIC CIRCUMSTANCES MAY HAVE NEED OF SPECIAL FACILITIES AND SERVICES, AND/OR(3) THE PROMOTION AND PRESERVATION OF GOOD HEALTH THROUGH COMMUNITY PARTICIPATION IN HEALTHY RECREATION AND SPORT, AND/OR(4) THE PROVISION OR ASSISTANCE IN THE PROVISION OF PUBLIC CEMETERIES AND/OR CREMATORIA AND THE MAINTENANCE OF THE SAME FOR THE PUBLIC BENEFIT, AND/OR(5) SUCH OTHER CHARITABLE PURPOSES BENEFICIAL TO THE PUBLIC CONSISTENT WITH THE OBJECTS ABOVE AS THE TRUSTEES SHALL IN THEIR ABSOLUTE DISCRETION DETERMINE.

Activities: Operation of libraries, leisure centres, archives and other related services, and/orPromotion of recreation, sport or other leisure time activities and/or

Downloaded from opencharities.uk/ew/1169071

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Arts/culture/heritage/science, Amateur Sport, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Lincolnshire
- North East Lincolnshire
- North Lincolnshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£10,597,167	£10,010,265	£3,098,662	452
2024-03-31	£9,679,699	£9,311,710	£2,664,760	485
2023-03-31	£9,904,966	£9,835,038	£2,430,771	530
2022-03-31	£8,925,263	£8,891,284	£-1,506,497	488
2021-03-31	£7,236,487	£7,057,874	£-3,550,195	438

Trustees

Name	Role	Appointed
MALCOLM REGINALD TOWLE	Chair	2015-10-23
ALAN LESLIE BIRD		2015-10-28
Charles Lumley		2023-07-05
Ian Douglas Reekie		2024-04-20
Mark Andrew Hodson		2021-09-30

Downloaded from opencharities.uk/ew/1169071

LINCS INSPIRE LIMITED

England & Wales - Charity number 1169071

Accounts

Company registration number: 08293679
Charity registration number: 1169071

Lincs Inspire Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Lincs Inspire Limited

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 6
Strategic Report	7 to 11
Statement of Trustees' Responsibilities	12
Independent Auditors' Report	13 to 15
Consolidated Statement of Financial Activities	16 to 17
Consolidated Balance Sheet	18
Balance Sheet	19
Consolidated Statement of Cash Flows	20
Notes to the Financial Statements	21 to 45

Lincs Inspire Limited

Reference and Administrative Details

Chairman	M Towle
Trustees	A Bird C Lumley I Keal I Reekie M Hodson
Secretary	R Marshall
Senior Management / Leadership Team	S Wells, CEO D Huddleston, Finance Director C Williams, General Manager R Topliss, Contracts and Performance Manager T Bratton, HR and Compliance Director
Charity Registration Number	1169071
Company Registration Number	08293679
	The charity is incorporated in England.
Registered Office	Bradley Football Development Centre Bradley Road Grimsby North East Lincolnshire DN37 0AG
Auditor	Forrester Boyd Robson Limited 26 South Saint Mary's Gate Grimsby North East Lincolnshire DN31 1LW
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP

Lincs Inspire Limited

Trustees' Report

The following trustees report covers the financial year ending 31 March 2025 and is the 12th company report following its commencement on 1 April 2013.

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2025, which is also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Lincs Inspire Limited is an independent, not for profit company, set up to deliver a range of community services including sport, leisure, and cultural services, principally provided in and around Lincolnshire.

The following report concentrates on the financial year 2024-2025. The company was incorporated on 14 November 2012, commenced trading April 2013, and achieved registration as a charity with the Charity Commission on 7 September 2016.

Objectives and activities

Purpose of the Charity
Lincs Inspire is committed to helping local people achieve their aspirations, stay active, stay well, and enjoy life to the full.

Our Aims & Objectives:

Be Customer Focused in all we do - helping our community to be more active, healthy and resilient.

Be Inspiring through creativity, lifelong learning, and cultural exploration.

Be Better - more effective and agile, enabling us to put our resources where they achieve the best community impact.

By Delivering innovative services and products that increase participation and respond to customer need.

By Developing our workforce to support the business, alongside growing talent and offering opportunity.

By Measuring and managing risk and resources, with good governance that supports resilience and sustainability

What Matters to Us:
- Putting our customers first and making a social difference through increasing positive community engagement.
- Achieving direct well-being impacts for all our users.
- Working with local partners, providing employment and training opportunities, and being environmentally responsible.

What We Do
Lincs Inspire delivers a wide range of services, focusing on:

• Sports and active leisure services for all ages and abilities, helping everyone to stay active and be healthy.
• Commercial activities that help us to cross-fund community facilities and activities targeting improved health, mobility, and overall wellness.
• Grant funded opportunities that enable us to make a difference within our communities.
• Uplifting, inspiring and thought-provoking live entertainment, and cultural experiences, widening engagement and attracting new audiences.
• Friendly and accessible public library and archive services that support a love of literature and learning, alongside a wide range of community services.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Fundraising disclosures

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Structure, governance and management

Nature of governing document

Lincs Inspire Limited is a registered Charity (No.1169071) which was incorporated on 14 November 2012. It is a company limited by guarantee and is governed by its Memorandum and Articles of Association.

Recruitment and appointment of trustees

When recruiting new trustees, the company applies a process of application and interview. Following which all appointments are subject to final proposal at the appropriate following board meeting, a vote is undertaken, and the appointment duly recorded.

By virtue of its Articles of Association (its governing document), all members of the charity are also trustees and directors. The board of trustees meet whenever required but no less often that once per quarter to review the charity's performance, governance and to support strategic planning for future developments and the sustainability of the charity. In addition, a sub-committee is also in place to consider specific areas of governance when required, this includes regular reviews of financial performance.

At all board and sub-committee meetings declarations of interest are recorded where relevant and in the event of a conflict, the trustee would be required to leave the meeting and take no part in any related decision-making process.

The Articles of Association reflect the use of virtual meeting platforms, enabling discussion and decision making to be flexible. The board however endeavours to meet in person with all board meetings during 2024/25 conducted face to face for majority (quorate) attendance, however including occasional online attendance to accommodate trustee availability.

Induction and training of trustees

New trustees also undertake a process of induction including familiarisation with the charity's aims and objectives, overview of policies and procedures, understanding of roles and responsibilities and an introduction to key services, facilities, and senior staff.

Lincs Inspire Limited

Trustees' Report

Organisational structure

Day to day management of Lincs Inspire Limited is delegated to the Chief Executive – Ms S. Wells.

Finance and governance is managed by the Finance Director, Mr D Huddleston.

The HR and Compliance Director is Ms T Bratton.

Company Secretary continues to be Mr D. Marshall.

External Auditor is Forrester Boyd.

Banking Services are provided by Barclays Bank Plc.

Governance
Charity trustees:

Trustee Name	Office (if any)	Dates acted if not for whole year
Alan Leslie Bird		Whole year
Mark Hodson		Whole year
Irene Keal		Whole year
Charles Lumley		Whole year
Malcolm Reginald Towle	Chair of Trustees from 17 July 2017 to present date	Whole year
Ian Reekie		Whole year

At the Charity's Annual General Meeting in September 2024, it was resolved that Mr Malcolm Towle was re-elected as Chair of the Board of Trustees until the 2025 AGM. Mr Towle's continued chairmanship of the charity and commitment to the ongoing development of its services and those of the company's subsidiary too is valued and appreciated by fellow board members.

Existing Governance:

There are no trustees holding title to property belonging to the charity.

There are no funds held as custodian trustees on behalf of others.

All key Charity Commission guidance documents are formally reported to the charity trustees who are also encouraged to visit the Charity Commission website and to raise issues internally within the charity via the Chief Executive or via the Company Secretary.

In relation to the Charity Commission's specific guidance on public benefit, the trustees understand the essential requirement that for a purpose to be charitable it must comply with the following two tests, namely:
(a) it must be beneficial, and any detriment or harm that results from the purpose must not outweigh the benefit ('the benefit aspect'); and
(b) it must benefit the public in general, or a sufficient section of the public ('the public aspect').

The trustees also recognise that a charitable purpose may only benefit individuals or other legal entities to an extent that is no more than incidental to the furtherance of the charitable purpose.

The Charity Commission's guidance has been seen by all trustees.

The trustees have created a structure which separates all activities that comply with the above two tests from those that do not. Those that do not, unless the incidental benefit exemption applies, are wholly reserved to the trading subsidiary.

The Charity also submitted its annual Confirmation Statements in November 2024, and this was required to include a statement relating to People with Significant Control (Regulations 2016). The purpose of which is to list individuals with "significant control" over companies, including charities and limited liability partnerships, to increase the transparency of corporate structures and to identify those able to exercise, or actually exercising, significant control.

It was concluded that the PSC Register for Lincs Inspire could not identify any individual with significant control. In terms of Lincs Inspire Venues & Enterprises (subsidiary company), it was also confirmed that the entry for the PSC Register recorded the company knows, or has reasonable cause to believe, that there is no registrable person in relation to the company."

Trading Subsidiary:

2024/25 was the eighth year of trading for Lincs Inspire Venues & Enterprises Limited (LIVE), a not-for-profit private limited company set up as a trading subsidiary, specifically to operate the Grimsby Auditorium and, possible other commercial ventures where trading is not ancillary to a core charitable activity.

Lincs Inspire Venues & Enterprises Limited continues to operate through its own board of directors, including representation from the main board of trustees for Lincs Inspire Limited, and meets on a quarterly basis to review the strategic operation of the company and its ongoing support to the charity.

The board of directors welcomed Annabelle Alzalam to the board of LIVE at the December 2024 board meeting. Annabelle brings a wealth of local knowledge and expertise within the areas of dance and stage craft, especially working with young people.

In addition, Mark Hodson, Charles Lumley and Ian Reekie, directors/trustees of Lincs Inspire Limited also joined the LIVE board of directors in September 2024, supporting the continued close working across both organisations.

Employment of disabled persons
Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited will employ disabled persons when they appear to be suitable for a particular vacancy and every effort is made to ensure that they are given full and fair consideration when such vacancies arise.

During employment Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited seeks to work with employees, considering their personal circumstances to ensure appropriate training, development and advancement opportunities are available to enable them to reach their full potential.

Employee involvement
Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited encourages the involvement of its employees through regular management and team meetings, and the dissemination of information of particular concern to employees and for receiving their views on important matters of policy.

Disclosure of information to auditor
Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 8 October 2025 and signed on its behalf by:

M Towle
Chairman

Achievements and performance

We end 2024-25 with plenty of positive results, including our overall customer engagements increasing by over 58k to an amazing 1.318m. Of special note is our 6 year all time high attendance levels at the Auditorium and given the slow climb back from being the last industry sector to reopen following the pandemic, this is a very pleasing result.

However, there is no shortage of challenges going forward. We are very mindful of the financial pressures households are under and the need to offer great value for money. Our efforts must be focused on the quality of service we provide, meeting customer demand and being the first choice in a competitive marketplace. This can only be achieved through stability of our workforce, efficient operations, and a continued commitment to encourage and support our communities to be healthy and active.

2024/25 Performance Impact at a glance

- Leisure Centre participation increased by c7% compared to the previous year, retaining a stable level of members and pay as you go customers. Most notable area of participant growth being across our 65+ age range, which is great to see.
- Over 117k swim lessons were provided, which is 3.5% ahead of the previous year. The ongoing training of new swim teachers continues to be a priority, to support our aspiration that every child in the borough should have access to lessons and water safety advice.
- Bradley Football Development Centre recorded over 147k adult and junior engagements. Whist this is slightly down on the previous year, it is a strong performance when considering the increasing local competition.
- Grimsby Auditorium delivered 162 performances with over 96k attendances, the highest attendance levels in six years, reflective of a very diverse programme of shows/events appealing to our local and catchment area audiences.
- Libraries continued to increase footfall and use of services, with a 4% increase in visits equating to over 173k books being issued and over 24k attendances at events and activities.
- Over 257k visits to the Whisby Natural World Centre throughout the year, which is a drop on the previous year. However improvement works during Q4 did impact on visitor numbers, and going forward the refreshed children's outdoor facilities will hopefully give a boost to the start of 2025/26. In addition, the venue hit an amazing NPS score of 100, demonstrating a very high level of customer satisfaction.

Performance highlights:

Positive Activities - we started the year with KGV Athletic Stadium launching an Urban Art Wall and Skate Ramp - two new free to access services (supported by the PCC community fund). Both activities have been well received with skaters using the ramps every night since opening and the Art Walls are now well known for their dynamic eye-catching work by aspiring urban artists.

Our Health Improvement Journey - during 2024/25 we have increased our Health Improvement team, with the help of a National Lottery grant. This has enabled us to recruit and train Fitness Instructors who themselves have lived experience of life changing health conditions. In addition, we have developed a volunteering programme that will support adults that live alone and need a little extra help to engage with our programmes, due to launch early 2025/26. In addition, this work will also support hospital discharge teams and enable vulnerable residents to continue their physical activity and recovery.
Referrals by health professionals during 2024-25 continued with over 1,200 people benefiting from the Active Forever referral programme available across all our leisure venues.

Libraries & Public Archives - our Library Service continues to extend its support for children with special educational needs, with sensory services and adapted activities for children with hearing and visual impairment being valued by both children and parents. Complemented by school holiday activities provided via the HAF grant funded programme that ensures an enriched experience with choices to match educational need.

A highlight during Q3 was the success of an inspirational young volunteer, with learning difficulties, who joins us each week from Linkage College. Alisha helped to create our sensory room at Cleethorpes Library, and was Nominated by us for the 'Outstanding Volunteer' category within the national 'Seriously Social' awards. Alisha made it to the final three and attended a glitzy awards ceremony in Manchester. Fabulous achievement overcoming so many hurdles.

Sports Development - has seen a 13.5% increase in engagement with schools/school children, through the 'Bikeability' programme supporting safe cycling, and attendance at after school and school holiday activities. Most notably school PE support has seen a significant uptake.

Grimsby Auditorium - the venue has had a very positive year with increased performances and attendances made possible through a very diverse programme of activities, something for the whole family. Including relaxed performances supporting a wide range of health conditions, an ever-popular pantomime with over 17k attendances and a continuing HAF grant funded programme that enables children from low-income families to experience live theatre during school holidays.

Whisby Natural World Centre - whilst patronage has dipped this year, there are a number of factors impacting on this, including improvement works to the facilities and the continuing financial pressures felt by all. We are pleased to continue working with North Kesteven District Council, who are supportive of these challenges and working with us to make infrastructure changes that will support a more sustainable service. Going into 2025/26 we are confident that refreshed children's outdoor facilities will be well supported.

Marketing & Communications:

Our marketing campaigns continue to utilise a wide range of platforms, including radio and TV advertising, alongside targeted social media channels. This ensures we reach a wide audience, helping to increase participation.

Highlighting user experiences and customer goals and achievements continues resulting in positive feedback and on occasion interest by national media channels. During 2024/25 a number of national/industry specific publications have highlighted our work and especially the achievements of our customers completing our health referral programmes.

During 2024/25 work has been undertaken to produce video guides to many of our facilities, demonstrating accessibility and hopefully giving confidence to those less confident. These are due to be launched early 2025/26 and form part of our Active Forever National Lottery grant funded programme.

Staffing:

Employee numbers have remained relatively stable throughout the year at c. 460 (combined full-time, part-time and casual staff) our FTE level is c. 180 staff. Certain areas of recruitment remain challenging due to skills shortages. However a proactive approach to building internal and external training opportunities is starting to produce positive results.

Our work experience programme continues to grow, especially supporting young people with learning difficulties and across all our services.

Development of our workforce continues to be a key priority, and the charity provides a wide range of opportunities from trainee/apprenticeships through to the attainment of nationally recognised qualifications.

In addition, a range of vocational training and awareness raising opportunities are provided both internally and externally, supporting the needs of our different sectors.

A mandatory training programme also supports new recruits, alongside refresher/CPD training for existing staff, for example First Aid at Work, ISOH (managing health and safety), Manual Handling, Working at Heights etc.

A well established companywide 'Annual Performance & Development Review' programme takes place each year, supporting individual's personal development and exploring job performance. In addition we also carry out insight surveys, providing further opportunity for staff to share feedback/raise awareness.

The Charity submitted its annual Gender Pay Gap report on time, highlighting a balanced workforce where pay is based on the role and its requirements, with all job descriptions evaluated and aligned to an appropriate pay grade.

Risk Management

Health and Safety:
The charity continues to actively promote good health and safety practice. This includes investment in staff training, both formal accredited training (such as IOSH Managing Safely training) through to general health and safety awareness raising.

Health and safety audits have continued throughout 2024/25 with a continued focus on ensuring our facilities remain safe and accessible for staff and customers. Board meetings include a standing agenda item, providing a dashboard for health and safety performance. In addition, nominated health and safety representatives from each service area meet regularly.

Within our health and safety remit we also encompass safeguarding, whereby the company Health and Safety Officer is also the designated Safeguarding Officer, supporting proactive awareness raising across all venues and continued compliance with safeguarding policies and procedures.

Strategic Risk:
The management of risk forms part of our daily operations, including risk assessments and safe systems of work. Reviews are regularly undertaken and outcomes raised at both management meetings and board meetings where appropriate. All managers have responsibility for raising risk related concerns either immediately with the chief executive or as part of the monthly cycle of senior management team meetings.

The board of trustees review the company's Strategic Risk Register on a regular basis. In addition, an Assurance Map is produced and signed off by the board. Managing risk is an ongoing process, and is the responsibility of all staff, volunteers, and trustees.

The overall risk appetite that the board of trustees consider appropriate in relation to business decisions continues to be an 'Open' appetite. This means that the board is prepared to consider all delivery options and will select those with the highest probability of productive outcomes. However, an exception to this would arise where an activity has health and safety or safeguarding risks, whereby the appetite would reduce to 'Averse'.

Financial Review

2024/25 Review:
Our main sources of income; leisure memberships and theatre ticket sales ended the year broadly in line with budget and target setting, despite the ongoing increase in the cost of goods and services. We continue to deliver against our grant funded projects and have a proactive approach to applying for suitable grant funding as it arises. Price increases have been unavoidable; however, we do our best to ensure these are affordable and remain competitive. Ideally seeking grant funding opportunities to support the delivery of subsidised/low-cost activities that support our most vulnerable residents.

Pricing Policy:
Annual price reviews and any resulting increases are considered and agreed by the Board of Trustees, taking into consideration current inflationary rates, cost of supply and competitor analysis. In certain circumstances in-year increases may be applied, especially in relation to increasing costs associated with food and beverage sales.

Principal Funding Sources:
As noted, the principal funding sources are from admission and usage income, supported by contract income from North East Lincolnshire Council and North Kesteven District Council. In addition, several restricted funds arise from grants that have been secured to support specific objectives.

Approach to Investment:
The board of trustees review key/strategic investment proposals, as and when presented, considering overall cost against lifetime benefit and compatibility with our charitable purpose. Investment in equipment and operating systems is considered through the development of business cases and presentation of options. Procurement is in accordance with the charity's procurement procedures and a commitment to achieve best value. The board of trustees approve an annual capital programme based planned expenditure.

The charity continues to benefit from the use of procurement frameworks and where practical collaborative purchasing, for example, working in partnership with other regional library services for the collective purchasing of library books.

The charity does not hold any external investments or plan to undertake any investments outside the core delivery of its services.

Included within our environmental commitments is an aim, where possible, to utilise local suppliers, to re-use and recycle, and to carefully manage utility use.

Financial Reserves

The board of trustees have considered their approach to holding reserves and to date the level cash within the organisation has not been sufficient to enable the creation of any long-term reserves.

However, as a charity short to medium term reserves are in place, some of which are linked to restricted funds and compliance with grant funding conditions. Unrestricted funds are also held to support known future investment requirements, for example the replacement of vehicles or gym equipment.

Where practical to do so, the charity does have the option to hold funds within accounts attracting higher interest rates, based on a given notice to withdraw period.

The charity also holds bond/guarantor arrangements provided by North East Lincolnshire Council in support of a public sector pensions risk arising because of transferred services.

A reserves policy is in place and reviewed from time to time to ensure effectiveness.

The charitable group's year started with unrestricted funds of £2,312,072 surplus. Unrestricted incoming resources were £10,235,108 (2024: £9,391,711). Unrestricted resources expended amounted to £9,770,333 (2024: £8,907,946), Actuarial re-measurement loss on the defined benefit scheme was a deficit of £153,000 (2024: £134,000 deficit) and a transfer to restricted funds of £6,641 (2024: £nil) left a surplus of £2,617,206 (2024: £2,312,072). This includes a pension asset of £nil. In the instance of the pension being in a liability position, this is guaranteed by North East Lincolnshire Council.

Restricted reserves stand at £481,456 (2024: £352,688) of which £97,727 (2024: £128,198) relates to amounts already expended on fixed assets.

Total reserves stand at £3,098,662. Free reserves, which excludes the pension surplus, restricted funds and amounts which can only be realised by disposing of fixed assets stand at £2,147,940 surplus.

The trading subsidiary, Lincs Inspire Venues & Enterprises Limited, had net funds at the year end of £187,628, made up of restricted funds of £322,670 surplus and unrestricted funds of £135,042 deficit. This is after incurring an in year profit before tax of £113,541.

The charity itself had a net position of £2,911,034 made up of restricted funds of £158,786 and unrestricted funds of £2,752,248. This is after incurring an in year surplus of £354,324.

Plans for future periods

To ensure our continued business viability we aim to increase participation, introduce new services that support our aims, and to rationalise those services that no longer meet the needs of the business or are no longer affordable. Most importantly, we will continue to develop our workforce to meet these demands.

Summary of current development activity:

- **Health Improvement programme** - continued development of our grant funded programmes that aim to support transitional pathways from assisted exercise into more mainstream activities. In addition, new healthy weight management programmes combining light exercise and targeting participants who are managing long-term health conditions where a healthy weight may be more challenging but clearly beneficial to overall health.
- **Investment in gym equipment** - Continued investment in our equipment on a rolling replacement and upgrading basis, with our latest investment being directed towards resistance/strength gym equipment with a particular focus on accessible equipment to support all users, especially those with a disability or long-term health condition.
- **Libraries transitional development** - in response to the temporary loss of usage of the central library building from the final week in March 2025, create opportunities for continued service delivery and customer engagement, trialling new more agile ways of working alongside supporting the local council with its review and future strategy for the service.
- **Exploring environmental and efficiency improvements** - working in partnership to unlock funding/invest to save opportunities, alongside a continuous review of operating systems, enabling savings and reducing carbon footprints. We will continue to develop the role of our site based environmental ambassadors, encouraging energy and operational efficiencies.
- **Reviewing business systems** - improve levels of automation/reduce manual intervention, alongside developing our customer facing systems to streamline processes and payments.
- **Innovative recruitment and training** - exploring wider opportunities for in-house training services supporting tailored apprentice/trainee opportunities and the launch of 'learn while you earn' programmes to address some of the most challenging areas of recruitment.

Summary

2024-25 demonstrates plenty of positive results, including our overall customer engagements increasing by over 58k to an amazing 1.318m. Of special note is our 6 year all time high attendance levels at the Auditorium and given the slow climb back from being the last industry sector to reopen following the pandemic, this is a very pleasing result.

However, there is no shortage of challenges going forward. We are very mindful of the financial pressures households are under and the need to offer great value for money. Our efforts must be focused on the quality of service we provide, meeting customer demand and being the first choice in a competitive marketplace. This can only be achieved through stability of our workforce, efficient operations, and a continued commitment to customer service.

Our business planning looks to the future and new opportunities, at the same time protecting the core business to ensure we continue to be able to deliver services that have a positive community impact. We remain committed to supporting health and wellbeing and encouraging our community to stay active and enjoy life.

We are also proud of our workforce and will continue to invest in their development, alongside embedding a culture of kindness and a working environment that supports openness and engagement.

We want both our staff and customers to have the best possible experience when they engage with Lincs Inspire.

The strategic report was approved by the trustees of the charity on 8 October 2025 and signed on its behalf by:

M Towle
Chairman

Lincs Inspire Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Lincs Inspire Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the parent charitable company will continue in business.

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

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

Approved by the trustees of the charity on 8 October 2025 and signed on its behalf by:

M Towle
Chairman

Independent Auditor's Report to the Members of Lincs Inspire Limited

Opinion

We have audited the financial statements of Lincs Inspire Limited (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2025, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 March 2025 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 responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the Strategic Report and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 12), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussions with management, including consideration of known or suspected instances of non-compliance held.
- Challenging assumptions and judgements made within significant accounting estimates and judgements such as depreciation.
- Identification of key laws and regulations central to the charities operations and review of compliance with such laws including a review of Charities Commission website.
- Testing of journal entries and potential override of systems.

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. The 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.

Independent Auditor's Report to the Members of Lincs Inspire Limited

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Carrie Anne Jensen ACA (Senior Statutory Auditor)
For and on behalf of Forrester Boyd Robson Limited, Statutory Auditor

26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

8 October 2025

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2025 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	2,236,228	289,957	2,526,185	2,588,057
Charitable activities	4	4,746,205	4,769	4,750,974	4,205,088
Other trading activities	5	2,758,551	-	2,758,551	2,377,446
Investment income	6	125,813	-	125,813	91,898
Other income	7	368,311	67,333	435,644	417,210
Total income		10,235,108	362,059	10,597,167	9,679,699
Expenditure on:					
Raising funds	8	(2,306,457)	(85,081)	(2,391,538)	(2,050,721)
Charitable activities	9	(7,463,876)	(154,851)	(7,618,727)	(7,260,989)
Total expenditure		(9,770,333)	(239,932)	(10,010,265)	(9,311,710)
Net income		464,775	122,127	586,902	367,989
Transfers between funds		(6,641)	6,641	-	-
Other recognised gains and losses					
Actuarial gains/ (losses) on defined benefit pension schemes	25	(153,000)	-	(153,000)	(134,000)
Net movement in funds		305,134	128,768	433,902	233,989
Reconciliation of funds					
Total funds brought forward		2,312,072	352,688	2,664,760	2,430,771
Total funds carried forward	26	2,617,206	481,456	3,098,662	2,664,760

Comparative figures can be seen on the following page.

Consolidated Statement of Financial Activities for the Year Ended 31 March 2025 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	2,369,645	218,412	2,588,057
Charitable activities	4	4,198,104	6,984	4,205,088
Other trading activities	5	2,377,446	-	2,377,446
Investment income	6	91,898	-	91,898
Other income	7	354,618	62,592	417,210
Total income		9,391,711	287,988	9,679,699
Expenditure on:				
Raising funds	8	(1,970,794)	(79,927)	(2,050,721)
Charitable activities	9	(6,937,152)	(323,837)	(7,260,989)
Total expenditure		(8,907,946)	(403,764)	(9,311,710)
Net income/(expenditure)		483,765	(115,776)	367,989
Taxation		-	-	-
Other recognised gains and losses				
Actuarial gains/ (losses) on defined benefit pension schemes		(134,000)	-	(134,000)
Net movement in funds		349,765	(115,776)	233,989
Reconciliation of funds				
Total funds brought forward		1,962,307	468,464	2,430,771
Total funds carried forward	26	2,312,072	352,688	2,664,760

The notes on pages 21 to 45 form an integral part of these financial statements.

Lincs Inspire Limited

(Registration number: 08293679)
Consolidated Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	17	566,993	588,848
Current assets			
Stocks	19	100,022	91,439
Debtors	20	214,880	239,221
Cash at bank and in hand	21	3,349,520	2,899,081
		3,664,422	3,229,741
Creditors: Amounts falling due within one year	22	(980,027)	(1,128,795)
Net current assets		2,684,395	2,100,946
Total assets less current liabilities		3,251,388	2,689,794
Provisions	24	(152,726)	(25,034)
Net assets		3,098,662	2,664,760
Funds of the group:			
Restricted income funds			
Restricted funds	26	481,456	352,688
Unrestricted income funds			
Unrestricted funds		2,617,206	2,312,072
Total funds	26	3,098,662	2,664,760

The financial statements on pages 16 to 45 were approved by the trustees, and authorised for issue on 8 October 2025 and signed on their behalf by:

M Towle
Chairman

The notes on pages 21 to 45 form an integral part of these financial statements.

Lincs Inspire Limited

(Registration number: 08293679)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	17	440,124	438,601
Investments	18	1	1
		440,125	438,602
Current assets			
Stocks	19	81,270	77,523
Debtors	20	309,531	324,567
Cash at bank and in hand	21	2,686,289	2,326,125
		3,077,090	2,728,215
Creditors: Amounts falling due within one year	22	(481,382)	(610,107)
Net current assets		2,595,708	2,118,108
Total assets less current liabilities		3,035,833	2,556,710
Provisions	24	(124,799)	-
Net assets		2,911,034	2,556,710
Funds of the charity:			
Restricted income funds			
Restricted funds	26	158,786	82,966
Unrestricted income funds			
Unrestricted funds		2,752,248	2,473,744
Total funds	26	2,911,034	2,556,710

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a surplus after tax for the financial year of £354,324 (2024 - £180,057).

The financial statements on pages 16 to 45 were approved by the trustees, and authorised for issue on 8 October 2025 and signed on their behalf by:

M Towle
Chairman

Lincs Inspire Limited

Consolidated Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income		433,902	233,989
Adjustments to cash flows from non-cash items			
Depreciation	8, 17	200,628	196,179
Amortisation	8	-	1,944
Investment income	6	(125,813)	(91,898)
Loss on disposal of tangible fixed assets	11	2	850
FRS102 actuarial liability adjustment		-	90,000
		508,719	431,064
Working capital adjustments			
Increase in stocks	19	(8,583)	(16,418)
Decrease in debtors	20	24,341	28,606
(Decrease)/increase in creditors	22	(75,370)	64,559
Increase in provisions	24	127,692	1,031
(Decrease)/increase in deferred income		(73,398)	243,191
Net cash flows from operating activities		503,401	752,033
Cash flows from investing activities			
Interest receivable and similar income	6	125,813	91,898
Purchase of tangible fixed assets	17	(178,775)	(313,588)
Net cash flows from investing activities		(52,962)	(221,690)
Net increase in cash and cash equivalents		450,439	530,343
Cash and cash equivalents at 1 April		2,899,081	2,368,738
Cash and cash equivalents at 31 March		3,349,520	2,899,081

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Bradley Football Development Centre
Bradley Road
Grimsby
North East Lincolnshire
DN37 0AG

These financial statements were authorised for issue by the trustees on 8 October 2025.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (published October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Lincs Inspire Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling and rounded to the nearest pound.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertakings drawn up to 31 March 2025.

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group.

Going concern

The trustees consider that there are no material uncertainties about the group's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the group.

Judgements
The LGPS valuation returned an asset position in the current year. The actuary provided an asset ceiling paper which restricted the asset to £nil. The Trustees believe this is appropriate as the asset is not expected to be recovered, either through payment or reduced contributions.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the group has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably.

All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, staff numbers.

Governance costs
These include costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Amortisation
Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website costs	3 years straight line

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Gym equipment	20%
ICT Equipment	33%
Plant and equipment	20% - 50%
Local history reference books	13%
Hardback books	14%
Paperback books	25%
Children's books	33%
Recordings, radio and visual	17%

Stock
Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO) method.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised at the transaction price, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers and are recognised at transaction price.

Provisions
Provisions are recognised when the charity has an obligation at the reporting date as a result of a past event, it is probably that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
Retirement benefits to employees of the charitable company are provided by the East Riding Pension Fund (ERPF). This is a defined benefit scheme. The ERPF is a funded scheme and the assets are held separately from those of the charitable company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit 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 at least triennially and are updated at each balance sheet date. The amounts charged to the operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs incurred. Net interest on the net defined benefit liability/ asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and the interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses. With effect from 1 April 2015 the scheme was frozen and no longer available to new employees.

From 1 July 2015 employees were able to join the defined contribution scheme with the People's pension. Contributions are expensed as they become payable.

Financial instruments

Classification

The charity only has financial assets and financial liabilities that qualify as basic financial instruments.

Recognition and measurement

Basic financial instruments are initially recognised at transaction value and subsequently measured at their fair value.

Fixed asset investments are measured at fair value, with gains and losses being recognised in the Statement of Financial Activities.

Investments

Investments in subsidiaries measured at cost less impairment.

Critical accounting estimates and areas of judgement
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions 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 discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 March 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	-	4,256	4,256
Grants, including capital grants;			
Government grants	-	150,693	150,693
Grants from other sources	-	135,008	135,008
Contract income	2,236,228	-	2,236,228
	2,236,228	289,957	2,526,185

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	2,043	-	2,043
Grants, including capital grants;			
Government grants	-	212,332	212,332
Grants from other sources	-	6,080	6,080
Contract income	2,367,602	-	2,367,602
	2,369,645	218,412	2,588,057

Included within government grants are amounts amounting to £115,823 (2024: £168,352) relating to local authority grants for running school holiday activities, £NIL (2024: £43,980) relating to an Arts Council Grant, £20,620 relating to a skate park PCC and £14,250 relating to the Sport England's movement fund.

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Sports, fitness and leisure	4,691,719	3,075	4,694,794
Arts and attractions	30,793	1,694	32,487
Libraries and archives	23,693	-	23,693
	4,746,205	4,769	4,750,974

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Sports, fitness and leisure	4,169,398	2,948	4,172,346
Arts and attractions	4,958	4,036	8,994
Libraries and archives	23,748	-	23,748
	4,198,104	6,984	4,205,088

5 Income from other trading activities

	Unrestricted funds General £	Total 2025 £
Trading income;		
Sales of goods and services	992	992
Events income;		
Other events income	1,011	1,011
Retail sales income	84,674	84,674
Ticket sales	1,558,376	1,558,376
Food and beverage	1,059,958	1,059,958
Commissions on sale of merchandise	53,540	53,540
	2,758,551	2,758,551

	Unrestricted funds General £	Total 2024 £
Trading income;		
Sales of goods and services	5,625	5,625
Retail sales income	79,739	79,739
Ticket sales	1,230,695	1,230,695
Food and beverage	1,008,978	1,008,978
Commissions on sale of merchandise	52,409	52,409
	2,377,446	2,377,446

6 Investment income

	Unrestricted funds General £	Total 2025 £
Interest receivable and similar income;		
Interest receivable on bank deposits	125,813	125,813
	125,813	125,813

	Unrestricted funds General £	Total 2024 £
Interest receivable and similar income;		
Interest receivable on bank deposits	91,898	91,898
	91,898	91,898

7 Other income

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Income from trading subsidiary	44,336	67,333	111,669
Hire of facilities	43,704	-	43,704
Sundry income	280,271	-	280,271
	368,311	67,333	435,644

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Income from trading subsidiary	33,007	62,592	95,599
Hire of facilities	39,596	-	39,596
Sundry income	282,015	-	282,015
	354,618	62,592	417,210

8 Expenditure on raising funds

a) Costs of trading activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Costs of goods sold	1,685,390	-	1,685,390
Other subsidiary costs	129,911	60,430	190,341
Depreciation, amortisation and other similar costs	13,542	24,651	38,193
Staff Costs	477,614	-	477,614
	2,306,457	85,081	2,391,538

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Costs of goods sold	1,383,709	-	1,383,709
Other subsidiary costs	152,201	51,553	203,754
Depreciation, amortisation and other similar costs	19,803	25,605	45,408
Staff Costs	415,081	2,769	417,850
	1,970,794	79,927	2,050,721

9 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2025 £
Sports, fitness and leisure	4,685,457	608,637	5,294,094
Arts and attractions	702,605	52,671	755,276
Libraries and archives	1,399,640	169,717	1,569,357
	6,787,702	831,025	7,618,727

	Activity undertaken directly £	Activity support costs £	2024 £
Sports, fitness and leisure	4,222,495	686,366	4,908,861
Arts and attractions	705,068	65,997	771,065
Libraries and archives	1,396,272	184,791	1,581,063
	6,323,835	937,154	7,260,989

10 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs £	Other support costs £	Total 2025 £
Sports, fitness and leisure	A	26,867	33,515	11,767	462,656	3,585	7,158	63,089	608,637
Arts and attractions	A	2,325	2,900	1,018	40,038	310	620	5,460	52,671
Libraries and archives	A	7,492	9,345	3,281	129,010	1,000	1,996	17,593	169,717
		36,684	45,760	16,066	631,704	4,895	9,774	86,142	831,025

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs £	Other support costs £	Total 2024 £
Sports, fitness and leisure	A	32,417	14,507	11,833	491,208	7,290	7,206	121,905	686,366
Arts and attractions	A	3,117	1,395	1,138	47,232	701	693	11,721	65,997
Libraries and archives	A	8,728	3,906	3,186	132,248	1,963	1,940	32,820	184,791
		44,262	19,808	16,157	670,688	9,954	9,839	166,446	937,154

Basis of allocation

Reference	Method of allocation
A	Staff numbers

Governance costs

	Unrestricted funds General £	Total 2025 £
Audit fees		
Audit of the financial statements	29,531	29,531
Other fees paid to auditors	2,435	2,435
Legal fees	6,567	6,567
Other governance costs	23,086	23,086
	61,619	61,619

	Unrestricted funds General £	Total 2024 £
Audit fees		
Audit of the financial statements	28,159	28,159
Other fees paid to auditors	2,355	2,355
Legal fees	13,748	13,748
	44,262	44,262

11 Net incoming/outgoing resources

Net incoming resources for the year include:

	2025 £	2024 £
Operating leases - other assets	7,768	10,510
Audit fees	29,531	28,159
Other non-audit services	2,435	2,355
Loss on disposal of tangible fixed assets	2	850
Depreciation of fixed assets	200,628	196,179
Amortisation of goodwill	-	1,944

12 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	5,665,313	5,262,847
Social security costs	470,228	363,259
Pension costs	307,379	344,606
	6,442,920	5,970,712

The monthly average number of persons (including senior management team) employed by the group during the year expressed as a head count was as follows:

	2025 No	2024 No
Sport, Fitness & Leisure	283	315
Arts and Attractions	34	31
Libraries	47	47
Auditorium	60	62
Central management, maintenance and marketing	28	30
	452	485

The number of employees whose emoluments fell within the following bands was:

	2025 No	2024 No
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-
£100,001 - £110,000	1	1

The total employee benefits, contract and service costs of the key management personnel of the group were £413,328 (2024 - £390,830).

13 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

14 Auditors' remuneration

	2025 £	2024 £
Audit of the financial statements	29,531	28,159
Other fees to auditors		
All other non-audit services	2,435	2,355

£5,250 (2024: £5,000) of the above amount was remuneration for the audit of the trading subsidiary

15 Taxation

The parent company is a registered charity and its activities are exempt from taxation. The trading subsidiary is subject to tax, and corporation tax of £nil is payable for the year ended 31 March 2025.

16 Intangible fixed assets

Group

	Website development £	Total £
Cost		
At 1 April 2024	17,078	17,078
At 31 March 2025	17,078	17,078
Amortisation		
At 1 April 2024	17,078	17,078
At 31 March 2025	17,078	17,078
Net book value		
At 31 March 2025	-	-
At 31 March 2024	-	-

Charity

	Website development £	Total £
Cost		
At 1 April 2024	17,078	17,078
At 31 March 2025	17,078	17,078
Amortisation		
At 1 April 2024	17,078	17,078
At 31 March 2025	17,078	17,078
Net book value		
At 31 March 2025	-	-
At 31 March 2024	-	-

17 Tangible fixed assets

Group

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2024	45,477	1,262,301	1,788,013	3,095,791
Additions	-	98,071	80,704	178,775
Disposals	-	-	(50,402)	(50,402)
At 31 March 2025	45,477	1,360,372	1,818,315	3,224,164
Depreciation				
At 1 April 2024	29,339	860,760	1,616,844	2,506,943
Charge for the year	5,697	116,449	78,482	200,628
Eliminated on disposals	-	-	(50,400)	(50,400)
At 31 March 2025	35,036	977,209	1,644,926	2,657,171
Net book value				
At 31 March 2025	10,441	383,163	173,389	566,993
At 31 March 2024	16,138	401,541	171,169	588,848

Charity

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2024	45,477	804,780	1,788,013	2,638,270
Additions	-	83,256	80,704	163,960
Disposals	-	-	(50,402)	(50,402)
At 31 March 2025	45,477	888,036	1,818,315	2,751,828
Depreciation				
At 1 April 2024	29,339	553,486	1,616,844	2,199,669
Charge for the year	5,697	78,256	78,482	162,435
Eliminated on disposals	-	-	(50,400)	(50,400)
At 31 March 2025	35,036	631,742	1,644,926	2,311,704
Net book value				
At 31 March 2025	10,441	256,294	173,389	440,124
At 31 March 2024	16,138	251,294	171,169	438,601

18 Fixed asset investments

Group

Details of undertakings

Details of the investments in which the group holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held	Principal activity
Subsidiary undertakings				
Lincs Inspire Venues & Enterprises (No. 10409947)	United Kingdom	Ordinary	100%	Provision of venue hire and facilities for performing arts

Subsidiaries

The turnover of Lincs Inspire Venues & Enterprises Limited was £2,270,683 whilst expenditure totalled £2,160,035. The profit of Lincs Inspire Venues & Enterprises Limited was therefore £110,648 and the aggregate amount of capital and reserves at the end of the period was £187,629.

Charity

	2025 £	2024 £
Shares in group undertakings and participating interests	1	1

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 April 2024	1	1
At 31 March 2025	1	1
Net book value		
At 31 March 2025	1	1
At 31 March 2024	1	1

19 Stock

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Stocks	100,022	91,439	81,270	77,523

20 Debtors

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade debtors	121,539	77,022	114,545	53,815
Due from group undertakings	-	-	121,991	128,768
Prepayments	81,144	63,484	68,890	51,756
Accrued income	10,294	98,313	3,202	89,826
Other debtors	1,903	402	903	402
	214,880	239,221	309,531	324,567

21 Cash and cash equivalents

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Cash at bank	3,349,520	2,899,081	2,686,289	2,326,125

22 Creditors: amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	278,810	130,729	217,059	69,147
Other taxation and social security	157,418	174,979	157,418	174,980
Other creditors	800	801	800	801
Pension scheme creditor	-	36,250	-	36,250
Accruals	169,318	338,957	90,189	310,727
Deferred income	373,681	447,079	15,916	18,202
	980,027	1,128,795	481,382	610,107

Deferred income

	2025	2024
	£	£
Group		
Deferred income at 1 April 2024	447,079	203,888
Resources deferred in the period	373,681	447,079
Amounts released from previous periods	(447,079)	(203,888)
Deferred income at year end	373,681	447,079

	2025 £	2024 £
Charity		
Deferred income at 1 April 2024	18,202	16,509
Resources deferred in the period	15,916	18,202
Amounts released from previous periods	(18,202)	(16,509)
Deferred income at year end	15,916	18,202

23 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	Group		Charity	
	2025 £	2024 £	2025 £	2024 £
Other				
Within one year	8,664	8,664	8,168	8,168
Between one and five years	4,165	11,933	4,165	11,892
	12,829	20,597	12,333	20,060

24 Provisions

Group

Deferred tax relates to differences between accumulated depreciation and capital allowances.

A provision has been recognised in respect of the historic treatment of National Insurance deductions and payments.

Charity

A provision has been recognised in respect of the historic treatment of National Insurance deductions and payments.

25 Pension and other schemes

Defined contribution pension scheme

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £95,759 (2024 - £85,185).

Defined benefit pension schemes

This scheme is a defined benefit scheme that is administered locally by East Riding Pension Fund, with the assets held in separate trustee-administered funds. The Charitable company and its employees pay contributions into a fund as noted below. The agreed contribution rates for future years are 21.2% for employers and between 5.5% and 9.9% for employees. Contributions are calculated at a level intended to balance the pension liabilities with investment assets.

The last relevant review by the Fund's actuary was at 31 March 2022. The actuary projected the results forward from this valuation to 31 March 2025 using approximate methods, and allowing for changes in financial assumptions.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2025 £	2024 £
Fair value of scheme assets	8,391,000	9,653,000
Present value of defined benefit obligation	(8,391,000)	(9,653,000)
Defined benefit pension scheme surplus/(deficit)	-	-

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2025 £
Present value at start of year	9,653,000
Current service cost	212,000
Interest cost	469,000
Actuarial gains and losses	(1,777,000)
Employee contributions	62,000
Benefits paid	(228,000)
Present value at end of year	8,391,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2025 £
Fair value at start of year	9,653,000
Interest income	615,000
Return on plan assets, excluding amounts included in interest income/(expense)	30,000
Employer contributions	219,000
Contributions by scheme participants	62,000
Benefits paid	(228,000)
Asset ceiling restriction	(1,960,000)
Fair value at end of year	8,391,000

Analysis of assets

The major categories of scheme assets are as follows:

	2025 £	2024 £
Cash and cash equivalents	267,140	127,560
Equity instruments	10,284,890	9,567,000
Corporate bonds	1,869,980	2,040,960
Property	934,990	1,020,480
	13,357,000	12,756,000

Return on scheme assets

	2025 £	2024 £
Return on scheme assets	115,000	118,000

The pension scheme has not invested in any of the group's own financial instruments or in properties or other assets used by the group.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2025 %	2024 %
Discount rate	5.80	4.85
Future salary increases	2.75	2.75
Future pension increases	2.75	2.75

Post retirement mortality assumptions

	2025 Years	2024 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	24.00
Future UK pensioners at retirement age - male	21.00	21.00
Future UK pensioners at retirement age - female	25.00	25.00

26 Funds

Group

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2025 £
Unrestricted funds						
General						
General fund	2,312,072	10,235,108	(9,770,333)	(6,641)	(153,000)	2,617,206
Total unrestricted funds	2,312,072	10,235,108	(9,770,333)	(6,641)	(153,000)	2,617,206
Restricted funds						
Restoration Levy Fund	265,438	67,301	(24,228)	-	-	308,511
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	260	-	-	-	-	260
Libraries Connected	995	-	(268)	-	-	727
Digital Society	880	-	-	-	-	880
NELC Tier 2 Weight Management Programme	2	-	-	-	-	2
Arts Council England - LibraryOn	(6,000)	6,000	-	-	-	-
Police and Crime Commissioner - Community Safety	1,759	20,620	(4,471)	(373)	-	17,535
Active Humber - Functional Zone	10,000	-	(10,000)	-	-	-
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	26,586	-	(11,656)	-	-	14,930
Arts Council England, The Albert room	19,399	1,694	(11,136)	-	-	9,957
NELC - Holiday Activity Fund	28,052	134,123	(135,749)	-	-	26,426
The National Lottery Community Grant - 'Active Forever' Project	4,378	3,075	(2,298)	-	-	5,155
Theatres Trust - Theatre Reopening Fund	939	-	(939)	-	-	-
TNL Active Forever P2	-	110,740	(39,187)	-	-	71,553
SE Movement fund	-	14,250	-	-	-	14,250
Joyful access fund	-	4,256	-	7,014	-	11,270
Total restricted funds	352,688	362,059	(239,932)	6,641	-	481,456
Total funds	2,664,760	10,597,167	(10,010,265)	-	(153,000)	3,098,662

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General fund	1,962,307	9,391,711	(8,907,946)	(134,000)	2,312,072
Total unrestricted funds	1,962,307	9,391,711	(8,907,946)	(134,000)	2,312,072
Restricted funds					
Restoration Levy Fund	230,730	62,591	(27,883)	-	265,438
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	(1,532)	3,580	(1,788)	-	260
Libraries Connected	2,132	-	(1,137)	-	995
Digital Society	880	-	-	-	880
NELC Tier 2 Weight Management Programme	16,630	-	(16,628)	-	2
Clinically Extremely Vulnerable	77,350	-	(77,350)	-	-
Arts Council England - LibraryOn	-	24,000	(30,000)	-	(6,000)
Police and Crime Commissioner - Community Safety	-	2,500	(741)	-	1,759
Active Humber - Functional Zone	10,000	-	-	-	10,000
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	38,242	-	(11,656)	-	26,586
Arts Council England, The Albert room	7,623	24,017	(12,241)	-	19,399
NELC - Holiday Activity Fund	34,414	168,352	(174,714)	-	28,052
The National Lottery Community Grant - 'Active Forever' Project	50,116	2,948	(48,686)	-	4,378
Theatres Trust - Theatre Reopening Fund	1,879	-	(940)	-	939
Total restricted funds	468,464	287,988	(403,764)	-	352,688
Total funds	2,430,771	9,679,699	(9,311,710)	(134,000)	2,664,760

Charity

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2025 £
Unrestricted funds						
General						
General fund	2,473,744	9,005,453	(8,574,322)	373	(153,000)	2,752,248
Total unrestricted funds	2,473,744	9,005,453	(8,574,322)	373	(153,000)	2,752,248
Restricted funds						
Heritage Lottery Fund streets and their stories fund	260	-	-	-	-	260
Libraries Connected	995	-	(268)	-	-	727
Arts Council England, The Albert room	19,399	1,694	(11,136)	-	-	9,957
Digital Society	880	-	-	-	-	880
AC LibraryOn	(6,000)	6,000	-	-	-	-
PCC - Community Safety	1,759	20,620	(4,471)	(373)	-	17,535
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	26,586	-	(11,656)	-	-	14,930
The National Lottery Community Grant - 'Active Forever' Project	4,378	3,075	(2,297)	-	-	5,156
NELC - Holiday Activity Fund	24,707	115,823	(116,994)	-	-	23,536
NELC - Tier 2 Weight Management Programme	2	-	-	-	-	2
Active Humber - Functional Zone	10,000	-	(10,000)	-	-	-
TNL Active Forever P2	-	110,740	(39,187)	-	-	71,553
SE Movement fund	-	14,250	-	-	-	14,250
Total restricted funds	82,966	272,202	(196,009)	(373)	-	158,786
Total funds	2,556,710	9,277,655	(8,770,331)	-	(153,000)	2,911,034

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General fund	2,145,518	8,493,802	(8,031,576)	(134,000)	2,473,744
Total unrestricted funds	2,145,518	8,493,802	(8,031,576)	(134,000)	2,473,744
Restricted funds					
Heritage Lottery Fund streets and their stories fund	(1,532)	3,580	(1,788)	-	260
Libraries Connected	2,132	-	(1,137)	-	995
Arts Council England, The Albert room	7,623	24,017	(12,241)	-	19,399
Digital Society	880	-	-	-	880
AC LibraryOn	-	24,000	(30,000)	-	(6,000)
PCC - Community Safety	-	2,500	(741)	-	1,759
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	38,242	-	(11,656)	-	26,586
The National Lottery Community Grant - 'Active Forever' Project	50,116	2,948	(48,686)	-	4,378
NELC - Holiday Activity Fund	29,694	118,623	(123,610)	-	24,707
NELC - Tier 2 Weight Management Programme	16,630	-	(16,628)	-	2
Clinically Extremely Vulnerable	77,350	-	(77,350)	-	-
Active Humber - Functional Zone	10,000	-	-	-	10,000
Total restricted funds	231,135	175,668	(323,837)	-	82,966
Total funds	2,376,653	8,669,470	(8,355,413)	(134,000)	2,556,710

The specific purposes for which the funds are to be applied are as follows:

Restoration Levy – funds arising from a £1 ticket charge applied at Grimsby Auditorium with funds reinvested to improve customer comfort and enjoyment.

Libraries Connected – programme of complimentary events in statutory libraries.

Heritage Lottery Funding – (On Our Street Project/Streets & Their Stories) community based local history/reminiscence workshops and creative activities.

National Lottery Community Fund – 'Active Forever' supported capital and revenue investment to develop a Creative Hub to support community engagement post Covid 19.

Lincs Inspire Wellness Hub – includes capital grant funding contributions from Sport England and North East Lincolnshire Council, enabling the development of a new assisted exercise facility.

Theatres Trust - Theatre Reopening Fund - a contribution to automatic door entry at the Grimsby Auditorium.

Tier 2 Weight Management Programme - Public Health Funded programmes through NELC to support staff training and resource material.

Clinically Extremely Vulnerable Fund - to support those with specific medical conditions who would be particularly vulnerable if they contracted COVID-19.

Arts Council (Albert Room) - Supporting people at all stages of their lives to develop and increase their participation in a range of cultural activities such as creative writing, drama, sewing, spoken word events etc.

Active Humber (Functional Zone) - To support activity for those on low incomes, with disability & long-term health conditions.

Digital Society Steering Group - A fund to buy equipment to assist with the Library Digital Outreach project; improving ICT Skills within the local community.

Arts Council England, LibraryOn - Project to enable statutory duty public libraries to reach, connect with and help their audiences in new and better ways.

Police and Crime Commissioner, Community Safety Grant - Funding for KGV Skate park.

TNL Active Forever P2 - Fund was awarded to continue support the local community and encourage participation in activity sessions. In addition includes outreach work with GP's/medical professionals, community organisations and local residents to support referrals and recommendations.

SE Movement Fund - Sport England's Movement Fund to develop and pilot a hybrid version of Active Forever, which combines healthy weight management with assisted exercise, so targeting people with an underlying health condition that is impacting their ability to lose weight.

Joyful Access Fund – To support schools and not-for-profit organisations to attend events.

Active Lincolnshire Wonder Walks - Funding to arrange & support 2 walks within our community.

Holiday Activity Fund - Funding for activities and meals during the school holidays for low income families within North East Lincolnshire.

NEL Reshape Grant - Capital support from Government fund administered by NELC to assist with business restarts following COVID lockdown periods.

27 Analysis of net assets between funds

Group

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2025
	£	£	£
Tangible fixed assets	469,266	97,727	566,993
Current assets	3,280,693	383,729	3,664,422
Current liabilities	(980,027)	-	(980,027)
Provisions	(152,726)	-	(152,726)
Total net assets	2,617,206	481,456	3,098,662

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2024
	£	£	£
Tangible fixed assets	460,650	128,198	588,848
Current assets	3,005,251	224,490	3,229,741
Current liabilities	(1,128,795)	-	(1,128,795)
Provisions	(25,034)	-	(25,034)
Total net assets	2,312,072	352,688	2,664,760

Charity

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2025
	£	£	£
Tangible fixed assets	403,399	36,725	440,124
Fixed asset investments	1	-	1
Current assets	2,955,029	122,061	3,077,090
Current liabilities	(481,382)	-	(481,382)
Provisions	(124,799)	-	(124,799)
Total net assets	2,752,248	158,786	2,911,034

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2024
	£	£	£
Tangible fixed assets	385,499	53,102	438,601
Fixed asset investments	1	-	1
Current assets	2,698,351	29,864	2,728,215
Current liabilities	(610,107)	-	(610,107)
Total net assets	2,473,744	82,966	2,556,710

28 Related party transactions

Group

During the year the group made the following related party transactions:

Sylvester Keal Limited
(I Keal is a trustee of Lincs Inspire Limited as well as a director of Sylvester Keal Limited)
During the year there has been purchases made of £4,778.91 (2024: £5,448.46) relating to hygiene products and commercial kitchen design equipment, installation and repairs. At the balance sheet date the amount due to/from to Sylvester Keal Limited was £Nil (2024 - £49).

Charity

During the year the charity made the following related party transactions:

Lincs Inspire Venues & Enterprises Limited
(100% owned subsidiary of Lincs Inspire Limited)
Recharges made from the subsidiary to the parent totalled £375,210 (2024: £466,471).

Recharges made from the parent to the subsidiary totalled £810,518 (2024: £873,509). At the balance sheet date the amount due from Lincs Inspire Venues & Enterprises Limited was £121,991 (2024 - £128,768).

LINCS INSPIRE LIMITED

England & Wales - Charity number 1169071

Accounts

Company registration number: 08293679
Charity registration number: 1169071

Lincs Inspire Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Lincs Inspire Limited

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 6
Strategic Report	7 to 11
Statement of Trustees' Responsibilities	12
Independent Auditors' Report	13 to 15
Consolidated Statement of Financial Activities	16 to 17
Consolidated Balance Sheet	18
Balance Sheet	19
Consolidated Statement of Cash Flows	20
Notes to the Financial Statements	21 to 45

Lincs Inspire Limited

Reference and Administrative Details

Chairman	M Towle
Trustees	A Bird I Keal M Hodson C Lumley I Reekie
Secretary	R Marshall
Senior Management / Leadership Team	S Wells, CEO D Huddleston, Finance Director C Williams, General Manager R Topliss, Contracts and Performance Manager T Bratton, Head of HR and Compliance
Charity Registration Number	1169071
Company Registration Number	08293679
	The charity is incorporated in England.
Registered Office	Bradley Football Development Centre Bradley Road Grimsby North East Lincolnshire DN37 0AG
Auditor	Forrester Boyd 26 South St. Mary's Gate Grimsby North East Lincolnshire DN31 1LW
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP

Lincs Inspire Limited

Trustees' Report

The following trustees report covers the financial year ending 31 March 2024 and is the 11th company report following its commencement on 1 April 2013.

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2024, which is also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Lincs Inspire Limited is an independent, not for profit company, set up to deliver a range of community services including sport, leisure, and cultural services, principally provided in and around Lincolnshire.

The following report concentrates on the financial year 2023-2024. The company was incorporated on 14 November 2012 and achieved registration as a charity with the Charity Commission on 7 September 2016.

Objectives and activities

Purpose of the Charity
Lincs Inspire is committed to helping local people achieve their aspirations, stay active, stay well, and enjoy life to the full.

Our Aims & Objectives:

Be Customer Focused in all we do - helping our community to be more active, healthy and resilient.

Be Inspiring through creativity, lifelong learning, and cultural exploration.

Be Better - more effective and agile, enabling us to put our resources where they achieve the best community impact.

By Delivering innovative services and products that increase participation and respond to customer need.

By Developing our workforce to support the business, alongside growing talent and offering opportunity.

By Measuring and managing risk and resources, with good governance that supports resilience and sustainability

What Matters to Us:
- Putting our customers first and making a social difference through increasing positive community engagement.
- Achieving direct well-being impacts for all our users.
- Working with local partners, providing employment and training opportunities, and being environmentally responsible.

What We Do
Lincs Inspire delivers a wide range of services, focusing on:

- Sports and active leisure services for all ages and abilities, helping everyone to stay active and be healthy.
- Commercial activities that help us to cross-fund community facilities and activities targeting improved health, mobility, and overall wellness.
- Grant funded opportunities that enable us to make a difference within our communities.
- Uplifting, inspiring and thought-provoking live entertainment, and cultural experiences, widening engagement and attracting new audiences.
- Friendly and accessible public library and archive services that support a love of literature and learning, alongside a wide range of community services.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Fundraising disclosures

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Structure, governance and management

Nature of governing document

Lincs Inspire Limited is a registered Charity (No.1169071) which was incorporated on 14 November 2012. It is a company limited by guarantee and is governed by its Memorandum and Articles of Association.

Recruitment and appointment of trustees

When recruiting new trustees, the company applies a process of application and interview. Following which all appointments are subject to final proposal at the appropriate following board meeting, a vote is undertaken, and the appointment duly recorded.

By virtue of its Articles of Association (its governing document), all members of the charity are also trustees and directors. The board of trustees meet whenever required but no less often that once per quarter to review the charity's performance, governance and to support strategic planning for future developments and the sustainability of the charity. In addition, a sub-committee is also in place to consider specific areas of governance when required, this includes regular reviews of financial performance.

At all board and sub-committee meetings declarations of interest are recorded where relevant and in the event of a conflict, the trustee would be required to leave the meeting and take no part in any related decision-making process.

The Articles of Association reflect the use of virtual meeting platforms, enabling discussion and decision making to be flexible. The board however endeavours to meet in person with all board meetings during 2023/24 conducted in person.

Induction and training of trustees

New trustees also undertake a process of induction including familiarisation with the charity's aims and objectives, overview of policies and procedures, understanding of roles and responsibilities and an introduction to key services, facilities, and senior staff.

Organisational structure

Day to day management of Lincs Inspire Limited is delegated to the Chief Executive – Ms S. Wells.

Finance and governance is managed by the Finance Director, Mr D Huddleston.

Company Secretary continues to be Mr D. Marshall.

External Auditor is Forrester Boyd.

Banking Services are provided by Barclays Bank Plc.

Governance
Charity trustees:

Trustee Name	Office (if any)	Dates acted if not for whole year
Alan Leslie Bird		Whole year
Mark Hodson		Whole year
Irene Keal		Whole year
Charles Lumley		Joined July 2023
Malcolm Reginald Towle	Chair of Trustees from 17 July 2017 to present date	Whole year
Amy Quickfall		Resigned September 2023
Ian Reekie		Joined April 2024

The Board of Trustees were delighted to welcome Charles Lumley and Ian Reekie to the Board in July 2023 and April 2024 respectively. Charles brings a broad range of skills to the charity, including expertise in the hospitality sector and within the fields of performance and risk management. Ian brings a wealth of experience to the charity, ranging from his background in theatre and entertainment management, serving as a Director of Leisure for a neighbouring unitary authority, more recently holding a Non-Executive Directorship in the NHS and currently as the Lead Governor at a Foundation Trust.

At the Charity's Annual General Meeting in September 2023, Mr Malcolm Towle was re-elected as Chair of the Board of Trustees. Fellow board members thanked Malcolm for his continued chairmanship of the charity and commitment to the ongoing development of its services and those of the company's subsidiary too.

Existing Governance:

There are no trustees holding title to property belonging to the charity.

There are no funds held as custodian trustees on behalf of others.

All key Charity Commission guidance documents are formally reported to the charity trustees who are also encouraged to visit the Charity Commission website and to raise issues internally within the charity via the Chief Executive or via the Company Secretary.

In relation to the Charity Commission's specific guidance on public benefit, the trustees understand the essential requirement that for a purpose to be charitable it must comply with the following two tests, namely:
(a) it must be beneficial, and any detriment or harm that results from the purpose must not outweigh the benefit ('the benefit aspect'); and
(b) it must benefit the public in general, or a sufficient section of the public ('the public aspect').

The trustees also recognise that a charitable purpose may only benefit individuals or other legal entities to an extent that is no more than incidental to the furtherance of the charitable purpose.

The Charity Commission's guidance has been seen by all trustees.

The trustees have created a structure which separates all activities that comply with the above two tests from those that do not. Those that do not, unless the incidental benefit exemption applies, are wholly reserved to the trading subsidiary.

The Charity also submitted its annual Confirmation Statements in October and November 2023, and this was required to include a statement relating to People with Significant Control (Regulations 2016). The purpose of which is to list individuals with "significant control" over companies, including charities and limited liability partnerships, to increase the transparency of corporate structures and to identify those able to exercise, or actually exercising, significant control.

It was concluded that the PSC Register for Lincs Inspire could not identify any individual with significant control. In terms of Lincs Inspire Venues & Enterprises (subsidiary company), it was also confirmed that the entry for the PSC Register recorded the company knows, or has reasonable cause to believe, that there is no registrable person in relation to the company."

Trading Subsidiary:

2023/24 was the seventh year of trading for Lincs Inspire Venues & Enterprises Limited (LIVE), a not-for-profit private limited company set up as a trading subsidiary, specifically to operate the Grimsby Auditorium and, possible other commercial ventures where trading is not ancillary to a core charitable activity.

Lincs Inspire Venues & Enterprises Limited continues to operate through its own board of directors, including representation from the main board of trustees for Lincs Inspire Limited, and meets on a quarterly basis to review the strategic operation of the company and its ongoing support to the charity.

The board of directors sadly accepted the resignation of Jenny Follan, a long standing director of LIVE, who will be missed. Fellow directors thanked Jenny for her support and invaluable insights, as noted at the company's AGM in September 2023. All directors were also thanked for their continued support and commitment.

Irene Keal, an existing Trustee of Lincs Inspire Limited, was appointed as a Director of Lincs Inspire Venues & Enterprises Limited at the AGM meeting of September 2023. Irene's business background and experience gained with the cultural sector will bring a welcome addition to the board.

Employment of disabled persons
Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited will employ disabled persons when they appear to be suitable for a particular vacancy and every effort is made to ensure that they are given full and fair consideration when such vacancies arise.

During employment Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited seeks to work with employees, considering their personal circumstances to ensure appropriate training, development and advancement opportunities are available to enable them to reach their full potential.

Employee involvement
Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited encourages the involvement of its employees through regular management and team meetings, and the dissemination of information of particular concern to employees and for receiving their views on important matters of policy.

Disclosure of information to auditor
Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 11 December 2024 and signed on its behalf by:

M Towle
Chairman

Achievements and performance

2023/24 has been a busy year with increased participation across the majority of services and venues, culminating in our total customer/user physical engagement increasing by over 125k compared to 2022/23, and equating to over 1.25m engagements. This demonstrates the local reach our services have.

It has also been a positive year for both regional and national recognition of our assisted exercise programmes, specifically focussing on Stroke recovery and wider mental health benefits gained from physical exercise.

One of the last business sectors to reopen following the Covid pandemic included theatres, and it has been good to see Grimsby Auditorium having a positive year, with an increase in both shows and attendances compared to 2022/23.

2023/24 Performance Impact at a glance

- Leisure Centre participation achieved c 80% of its annual target which equated to 73k more attendances and an increase in subscription members to just under 11k by year end.
- Over 113k swim lessons were delivered, which is a strong performance, however below the we target set, a shortage of swim teachers has affected performance.
- Our Active Forever and Active Seniors programmes continue to go from strength to strength, benefiting from grant funding provided to assist our most vulnerable residents.
- Bradley Football Development Centre welcomed over 155k of adult and junior participations. This equates to a 12% increase and exceeds the targets set.
- Grimsby Auditorium delivered 157 performances with over 84k attendances, including a diverse programme of shows/events.
- Libraries have also had a positive year, with an increase of 10k visits, resulting in over 15k more books being taken out.
- Over 285k visits to the Whisby Natural World Centre throughout the year, which is a very positive increase of c11%. Whilst corporate events have been slow to return, the venue has seen an increase in social and celebratory events and hires.

Performance highlights:

Wellness Hub - this facility is located within the Grimsby Health & Wellbeing Centre and provides a range of specifically designed assisted exercise equipment, enabling participation whatever the level of mobility, strength, or confidence.

During 2023/24 an independent study was undertaken of the social value generated by the Wellness Hub. This work was undertaken by 4Global in partnership with Max Associates and showcased a significant return on investment, in brief:

• A total of £187k of social value generated between April 2022 and March 2023 from 1,085 participants.
• Physical and mental health indicators contributed £99k of social value, 52.9% of the total.
• Per person the social value average was £172, placing our centre in the top 10% when compared to sector wide benchmarks (on a scale of 1-100, our Social Value Index Score is 91).

Referrals by health professionals during 2023-24 resulted in a year-end total of 1,548, nearly double the previous years' figures. Accessibility has been boosted by grant funded places supporting residents from low-income households.

Libraries & Public Archives - Libraries performance throughout 2023/24 has grown with visitor numbers increasing by over 9,700. In addition, attendance at events and weekly activities has also shown good improvement with over 18,500 attendances. E-Library issues also continue to show a steady growth, although nearly 170,000 books were still physically borrowed which is a 10% increase since last year.

Libraries have also extended accessibility to health and wellbeing services through the delivery of healthy weight management courses and a new NHS partnership which sees 'Talking Therapies' being available within Library facilities.

The Public Archive service continues to be a valued service by residents exploring local history resources. Bi-monthly exhibitions have been well received alongside a growing Facebook following, subjects have typically covered school life, historic health services and town centre retail changes.

Sports Development - engagement with schools continues to deliver 'Bikeability' training, supporting safe cycling from an early age. Just over 3,000 participants have successfully passed levels 1 and 2 this year. In addition school holiday activities remain very popular across a number of venues, including those places funded by grant funding to support children from low income households, and paid for places too. A combined attendance of over 5,700 is a good increase on the previous year.

Grimsby Auditorium - the venue has had a positive year with increased performances and attendances. Continued very positive customer feedback shows that the venue attracts audiences from outside North East Lincolnshire as well as locally. Another very successful pantomime run helped to end the year, alongside a variety of professional and community shows including dance, live bands, local amateur dramatics and school performances too.

Whisby Natural World Centre - Hospitality continues to be challenging, with ever increasing costs, however, overall visitor patronage has grown and a steady return of social event hires has helped to increase performance. We are also very appreciative of the continued support we receive from North Kesteven District Council, enabling us to make changes to support a more sustainable service.

Marketing & Communications:

We have continued to strengthen our marketing campaigns across a wide range of platforms, including radio and TV advertising, and using targeted social media channels. This has greatly assisted the promotion of our services helping to increase participation.

In addition, the production of case studies and customer testimonials have attracted media attention, enabling us to demonstrate to both the community and our partners the benefits of being physically and mentally active.

Staffing:

Employee numbers have remained relatively stable throughout the year at c. 500 (combined full, part-time and casual staff). Recruitment has however continued to be challenging and typical within our sectors of work. Engagement with the Institute of Swimming is helping to increase interest in training to become a swim teacher. Plus the recent introduction of an in-house training service for Fitness Instructors aims to provide similar support, alongside our well established in-house training service for Life-guards.

Development of our workforce continues to be a key priority and the charity provides a wide range of opportunities from sport and leisure apprenticeships through to attainment of nationally recognised qualifications.

In addition, a range of vocational training and awareness raising opportunities are provided both internally and externally supporting areas such as customer services, supervisory skills, and health condition awareness

A mandatory training programme also supports new recruits, alongside refresher/CPD training for existing staff, for example First Aid at Work, ISOH (managing health and safety), Manual Handling, Working at Heights etc.

We also continue to support a number of work experience placements, including working with young people with disabilities in partnership with health sector colleagues.

The Charity submitted its annual Gender Pay Gap report on time, highlighting a balanced workforce where pay is based on the role and its requirements, with all job descriptions evaluated and aligned to an appropriate pay grade.

Risk Management

Health and Safety:
The charity continues to actively promote good health and safety practice. This includes investment in staff training, both formal accredited training (such as IOSH Managing Safely training) through to general health and safety awareness raising.

Health and safety audits have continued throughout 2023/24 with a continued focus on ensuring our facilities remain safe and accessible for staff and customers. Board meetings include a standing agenda item, providing a summary of quarterly health and safety performance. In addition, nominated health and safety representatives from each service area meet regularly.

Within our health and safety remit we also encompass safeguarding, whereby the company Health and Safety Officer is also the designated Safeguarding Officer, supporting proactive awareness raising across all venues and continued compliance with safeguarding policies and procedures.

Strategic Risk:
The charity's senior management team meets monthly. This provides a forum in which strategic and operational risks may be raised for discussion and or escalation. All senior managers have responsibility for raising risk related concerns either immediately with the chief executive or as part of the monthly cycle of senior management team meetings.

The board of trustees continues to review the company's Strategic Risk Register on a regular basis. In addition, an Assurance Map is produced and signed off by the board. Managing risk is an ongoing process, and is the responsibility of all staff, volunteers, and trustees.

The overall risk appetite that the board of trustees consider appropriate in relation to business decisions continues to be an 'Open' appetite. This means that the board is prepared to consider all delivery options and will select those with the highest probability of productive outcomes. However, an exception to this would arise where an activity has health and safety or safeguarding risks, whereby the appetite would reduce to 'Averse'.

Financial Review

2023/24 Review:
Our main sources of income; leisure memberships and theatre ticket sales ended the year broadly in line with budget and target setting, demonstrating a stable year. Carefully managed investment in new equipment supported an improved customer experience and helps to aid future retention. The charity is progressing well, and successfully securing a number of grant funds that help enhance customer services. However we remain mindful of ongoing financial pressures arising from a continued increase in cost of supply and the cost-of-living, which impacts both our staff and our customers.

Pricing Policy:
Annual price increases are applied, as agreed by the Board of Trustees, and taking into consideration current inflationary rates, cost of supply and competitor analysis. In certain circumstances in-year increases have been necessary, especially in relation to increasing costs associated with food and beverage sales.

Principal Funding Sources:
The principal funding sources during 2023/24 for the Charity are from admission and usage income, supported by contract income from North East Lincolnshire Council and North Kesteven District Council. In addition, several restricted funds arise from grants that have been secured to support specific objectives.

Approach to Investment:
The board of trustees review all key/strategic investment proposals, considering overall cost against lifetime benefit. Investment in equipment and operating systems is considered through the development of business cases and presentation of options. Procurement is in accordance with the charity's procurement procedures and a commitment to achieve best value.

The charity continues to benefit from the use of procurement frameworks and where practical collaborative purchasing, for example, working in partnership with other regional library services for the collective purchasing of library books.

The charity does not hold any external investments or plan to undertake any investments outside the core delivery of its services.

Included within our environmental commitments is an aim, where possible, to utilise local suppliers, to re-use and recycle, and to carefully manage energy use.

Financial Reserves

The board of trustees have considered their approach to holding reserves and to date the level cash within the organisation has not been sufficient to enable the creation of any long-term reserves.

However, as a charity short to medium term reserves are in place, some of which are linked to restricted funds and compliance with grant funding conditions. Unrestricted funds are also held to support known future investment requirements, for example the replacement of vehicles or gym equipment.

Where practical to do so, the charity does have the option to hold funds within accounts attracting higher interest rates, based on a given notice to withdraw period.

The charity also holds bond/guarantor arrangements provided by North East Lincolnshire Council in support of a public sector pensions risk arising because of transferred services.

A reserves policy is in place and reviewed from time to time to ensure effectiveness.

The charitable group's year started with unrestricted funds of £1,962,307 surplus (2023: £2,232,022 deficit). Unrestricted incoming resources were £9,391,711 (2023: £9,642,604). Unrestricted resources expended amounted to £8,907,946 (2023: £9,529,693), Actuarial re-measurement loss on the defined benefit scheme was a deficit of £134,000 (2023: £4,082,000 surplus) and a transfer to restricted funds of £nil (2023: £582) left a surplus of £2,312,072 (2023: £1,962,307). This includes a pension asset of £nil. In the instance of the pension being in a liability position, this is guaranteed by North East Lincolnshire Council.

Restricted reserves stand at £352,688 (£2023: £468,464) of which £106,227 (2023: £111,525) relates to amounts already expended on fixed assets.

Total reserves stand at £2,664,760. Free reserves, which excludes the pension surplus, restricted funds and amounts which can only be realised by disposing of fixed assets stand at £1,829,451 surplus.

The trading subsidiary, Lincs Inspire Venue and Enterprises Limited, had net funds at the year end of £108,050, made up of restricted funds of £269,722 surplus and unrestricted funds of £377,772 deficit. This is after incurring an in year profit before tax of £54,963.

The charity itself had a net position of £2,556,710 made up of restricted funds of £82,966 and unrestricted funds of £2,473,744. This is after incurring an in year surplus of £180,057.

Plans for future periods

To ensure our continued business viability we aim to increase participation, introduce new services that support our aims, and to rationalise those services that no longer meet the needs of the business or are no longer affordable. Most importantly, we will continue to develop our workforce to meet these demands.

Summary of current development activity:

•Increasing secondary spend - through additional hospitality provision within Grimsby Auditorium.
•Active Forever programme - with external funding support, extend this programme into all leisure centres and grow transitional pathways for participants completing the referral programme.
•Health partner engagement - increase the number of community health services delivered within sport, leisure, and library settings.
•Increased community sport/exercise - introducing new/revised sessions, to support venue sustainability and day time use (BFDC).
•Extended school sports offer - providing wider more holistic packages incorporating wellbeing and learning.
•Introduction of low-cost adult sensory facilities - expanding the current children's provision within Cleethorpes Library.
•Review of current IT training provision - subject to upgraded technology supported by NELC (within Libraries).
•Delivery against our Digital Roadmap - supporting greater efficiencies and improved customer experiences through better use of technology.

We also continue to work with our partners to explore investment and modernisation opportunities and where relevant, work together to progress external funding applications to aid capital investment.

Going forward there is also a commitment to work together to unlock opportunities for greater energy efficiency and reduced carbon footprints, especially within those services that consume high energy levels, such as swimming pools.

Summary

2023/24 has been a busy year with increased participation across the majority of services and venues. It has also been a positive year for both regional and national recognition of our assisted exercise programmes, specifically focussing on our work with Stroke recovery and wider mental health benefits gained from physical exercise.

We have also been successful with grant funding applications throughout the year, including Libraries funding to support schools' engagement (LibrariesOn), a further National Lottery grant to continue our 'Active Forever' programme and finally the Police Crime Commissioner's funding to assist with positive activities for young people at KGV Stadium. All of which support our business development plans and overall charitable aims.

Against a continuing backdrop of financial pressures experienced by our communities, staff, and the organisation, we will continue to ensure our services are delivered as effectively and efficiently as possible, providing great value for money.

Our business planning looks to the future and new development opportunities, at the same time protecting the core business to ensure we continue to be able to deliver services that have a positive community impact. We remain committed to supporting health and wellbeing and encouraging our community to stay active and enjoy life.

We are also proud of our workforce and will continue to invest in their training and development, alongside creating opportunities for career progression.

We want both our staff and customers to have the best possible experience when they engage with Lincs Inspire.

The strategic report was approved by the trustees of the charity on 11 December 2024 and signed on its behalf by:

M Towle
Chairman

Lincs Inspire Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Lincs Inspire Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the parent charitable company will continue in business.

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

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

Approved by the trustees of the charity on 11 December 2024 and signed on its behalf by:

M Towle
Chairman

Independent Auditor's Report to the Members of Lincs Inspire Limited

Opinion

We have audited the financial statements of Lincs Inspire Limited (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2024, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 March 2024 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 responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the Strategic Report and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 12), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussions with management, including consideration of known or suspected instances of non-compliance held.
- Challenging assumptions and judgements made within significant accounting estimates and judgements such as depreciation.
- Identification of key laws and regulations central to the charities operations and review of compliance with such laws including a review of Charities Commission website.
- Testing of journal entries and potential override of systems.

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. The 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.

Independent Auditor's Report to the Members of Lincs Inspire Limited

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Carrie Anne Jensen ACA (Senior Statutory Auditor)
For and on behalf of Forrester Boyd, Statutory Auditor

26 South St. Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

11 December 2024

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2024 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	3	2,369,645	218,412	2,588,057	3,071,961
Charitable activities	4	4,198,104	6,984	4,205,088	4,026,898
Other trading activities	5	2,377,446	-	2,377,446	2,358,657
Investment income	6	91,898	-	91,898	45,360
Other income	7	354,618	62,592	417,210	402,090
Total income		9,391,711	287,988	9,679,699	9,904,966
Expenditure on:					
Raising funds	8	(1,970,794)	(79,927)	(2,050,721)	(1,953,692)
Charitable activities	9	(6,937,152)	(323,837)	(7,260,989)	(7,881,346)
Total expenditure		(8,907,946)	(403,764)	(9,311,710)	(9,835,038)
Net income/(expenditure)		483,765	(115,776)	367,989	69,928
Other recognised gains and losses					
Actuarial gains/ (losses) on defined benefit pension schemes	25	(134,000)	-	(134,000)	4,082,000
Net movement in funds		349,765	(115,776)	233,989	4,151,928
Reconciliation of funds					
Total funds brought forward		1,962,307	468,464	2,430,771	(1,721,157)
Total funds carried forward	27	2,312,072	352,688	2,664,760	2,430,771

Comparative figures can be seen on the following page.

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2024 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	2,870,126	201,835	3,071,961
Charitable activities	4	4,024,125	2,773	4,026,898
Other trading activities	5	2,358,657	-	2,358,657
Investment income	6	45,360	-	45,360
Other income	7	344,336	57,754	402,090
Total income		9,642,604	262,362	9,904,966
Expenditure on:				
Raising funds	8	(1,887,681)	(66,011)	(1,953,692)
Charitable activities	9	(7,642,012)	(239,334)	(7,881,346)
Total expenditure		(9,529,693)	(305,345)	(9,835,038)
Net income/(expenditure)		112,911	(42,983)	69,928
Transfers between funds		(582)	582	-
Taxation		-	-	-
Other recognised gains and losses				
Actuarial gains/ (losses) on defined benefit pension schemes		4,082,000	-	4,082,000
Net movement in funds		4,194,329	(42,401)	4,151,928
Reconciliation of funds				
Total funds brought forward		(2,232,022)	510,865	(1,721,157)
Total funds carried forward	27	1,962,307	468,464	2,430,771

The notes on pages 21 to 45 form an integral part of these financial statements.

Lincs Inspire Limited

(Registration number: 08293679)
Consolidated Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	16	-	1,944
Tangible assets	17	588,848	472,289
		588,848	474,233
Current assets			
Stocks	19	91,439	75,021
Debtors	20	239,221	267,827
Cash at bank and in hand	21	2,899,081	2,368,738
		3,229,741	2,711,586
Creditors: Amounts falling due within one year	22	(1,128,795)	(821,045)
Net current assets		2,100,946	1,890,541
Total assets less current liabilities		2,689,794	2,364,774
Provisions	24	(25,034)	(24,003)
Net assets excluding pension liability		2,664,760	2,340,771
Pension scheme liability	25	-	90,000
Net assets including pension liability		2,664,760	2,430,771
Funds of the group:			
Restricted income funds			
Restricted funds	27	352,688	468,464
Unrestricted income funds			
Unrestricted funds		2,312,072	1,962,307
Total funds	27	2,664,760	2,430,771

The financial statements on pages 16 to 45 were approved by the trustees, and authorised for issue on 11 December 2024 and signed on their behalf by:

M Towle
Chairman

Lincs Inspire Limited

(Registration number: 08293679)
Balance Sheet as at 31 March 2024

	Note	2024	2023
		£	£
Fixed assets			
Intangible assets	16	-	1,944
Tangible assets	17	438,601	323,412
Investments	18	1	1
		438,602	325,357
Current assets			
Stocks	19	77,523	65,066
Debtors	20	324,567	275,246
Cash at bank and in hand	21	2,326,125	2,118,910
		2,728,215	2,459,222
Creditors: Amounts falling due within one year	22	(610,107)	(497,926)
Net current assets		2,118,108	1,961,296
Net assets excluding pension liability		2,556,710	2,286,653
Pension scheme liability	25	-	90,000
Net assets including pension liability		2,556,710	2,376,653
Funds of the charity:			
Restricted income funds			
Restricted funds	27	82,966	231,135
Unrestricted income funds			
Unrestricted funds		2,473,744	2,145,518
Total funds	27	2,556,710	2,376,653

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a surplus after tax for the financial year of £180,057 (2023 - £4,234,988 of which £4,082,000 relates to the decrease in pension scheme deficit).

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 16 to 45 were approved by the trustees, and authorised for issue on 11 December 2024 and signed on their behalf by:

M Towle
Chairman

Lincs Inspire Limited

Consolidated Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash income		233,989	4,151,928
Adjustments to cash flows from non-cash items			
Depreciation	8	196,179	225,474
Amortisation	8	1,944	7,672
Investment income	6	(91,898)	(45,360)
Loss on disposal of intangible fixed assets		-	1,250
Loss on disposal of tangible fixed assets	11	850	24,778
FRS102 actuarial liability adjustment		90,000	(3,752,000)
		431,064	613,742
Working capital adjustments			
(Increase)/decrease in stocks	19	(16,418)	3,536
Decrease/(increase) in debtors	20	28,606	(12,255)
Increase/(decrease) in creditors	22	64,559	(56,634)
Increase/(decrease) in provisions	24	1,031	(1,653)
Increase/(decrease) in deferred income		243,191	(66,646)
Net cash flows from operating activities		752,033	480,090
Cash flows from investing activities			
Interest receivable and similar income	6	91,898	45,360
Purchase of tangible fixed assets	17	(313,588)	(175,113)
Net cash flows from investing activities		(221,690)	(129,753)
Cash flows from financing activities			
Repayment of loans and borrowings	22	-	(40,625)
Net increase in cash and cash equivalents		530,343	309,712
Cash and cash equivalents at 1 April		2,368,738	2,059,026
Cash and cash equivalents at 31 March		2,899,081	2,368,738

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Bradley Football Development Centre
Bradley Road
Grimsby
North East Lincolnshire
DN37 0AG

These financial statements were authorised for issue by the trustees on 11 December 2024.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (published October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation
Lincs Inspire Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling and rounded to the nearest pound.

Basis of consolidation
The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertakings drawn up to 31 March 2024.

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group.

Summary of disclosure exemptions
The charity has taken advantage of FRS102 reduced framework and chosen not to disclose a parent cash flow statement.

Going concern
The trustees consider that there are no material uncertainties about the group's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the group.

Judgements
The LGPS valuation returned an asset position in the current year. The actuary provided an asset ceiling paper which restricted the asset to £nil. The Trustees believe this is appropriate as the asset is not expected to be recovered, either through payment or reduced contributions.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the group has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably.

All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, staff numbers.

Governance costs
These include costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Irrecoverable VAT
Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets
Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets
Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Amortisation
Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website costs	3 years straight line

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Gym equipment	20%
ICT Equipment	33%
Plant and equipment	20% - 50%
Local history reference books	13%
Hardback books	14%
Paperback books	25%
Children's books	33%
Recordings, radio and visual	17%

Stock
Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO) method.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised at the transaction price, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers and are recognised at transaction price.

Provisions
Provisions are recognised when the charity has an obligation at the reporting date as a result of a past event, it is probably that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
Retirement benefits to employees of the charitable company are provided by the East Riding Pension Fund (ERPF). This is a defined benefit scheme. The ERPF is a funded scheme and the assets are held separately from those of the charitable company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit 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 at least triennially and are updated at each balance sheet date. The amounts charged to the operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs incurred. Net interest on the net defined benefit liability/ asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and the interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses. With effect from 1 April 2015 the scheme was frozen and no longer available to new employees.

From 1 July 2015 employees were able to join the defined contribution scheme with the People's pension. Contributions are expensed as they become payable.

Financial instruments

Classification

The charity only has financial assets and financial liabilities that qualify as basic financial instruments.

Recognition and measurement

Basic financial instruments are initially recognised at transaction value and subsequently measured at their fair value.

Fixed asset investments are measured at fair value, with gains and losses being recognised in the Statement of Financial Activities.

Investments

Investments in subsidiaries measured at cost less impairment.

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions 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 discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 March 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	2,043	-	2,043
Grants, including capital grants;			
Government grants	-	212,332	212,332
Grants from other sources	-	6,080	6,080
Contract income	2,367,602	-	2,367,602
	2,369,645	218,412	2,588,057

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	2,018	-	2,018
Grants, including capital grants;			
Government grants	-	139,260	139,260
Grants from other sources	60,000	62,575	122,575
Contract income	2,808,108	-	2,808,108
	2,870,126	201,835	3,071,961

Included within government grants are amounts amounting to £168,352 (2023: £129,260) relating to local authority grants for running school holiday activities, £43,980 (2023: £nil) relating to an Arts Council Grant, £nil (2023: £10,000) relating to local authority grants for Tier 2 weight management programme.

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Sports, fitness and leisure	4,153,620	2,948	4,156,568
Arts and attractions	4,958	4,036	8,994
Libraries and archives	39,526	-	39,526
	4,198,104	6,984	4,205,088

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Sports, fitness and leisure	3,898,865	392	3,899,257
Arts and attractions	89,632	2,381	92,013
Libraries and archives	35,628	-	35,628
	4,024,125	2,773	4,026,898

5 Income from other trading activities

	Unrestricted funds General £	Total 2024 £
Trading income;		
Sales of goods and services	5,625	5,625
Retail sales income	79,739	79,739
Ticket sales	1,230,695	1,230,695
Food and beverage	1,008,978	1,008,978
Commissions on sale of merchandise	52,409	52,409
	2,377,446	2,377,446

	Unrestricted funds General £	Total 2023 £
Events income;		
Other events income	519	519
Retail sales income	118,202	118,202
Ticket sales	1,127,154	1,127,154
Food and beverage	1,014,103	1,014,103
Commissions on sale of merchandise	98,679	98,679
	2,358,657	2,358,657

6 Investment income

	Unrestricted funds General £	Total 2024 £
Interest receivable and similar income;		
Interest receivable on bank deposits	91,898	91,898
	91,898	91,898

	Unrestricted funds General £	Total 2023 £
Interest receivable and similar income;		
Interest receivable on bank deposits	45,360	45,360
	45,360	45,360

7 Other income

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Income from trading subsidiary	33,007	62,592	95,599
Hire of facilities	39,596	-	39,596
Sundry income	282,015	-	282,015
	354,618	62,592	417,210

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Income from trading subsidiary	48,168	57,754	105,922
Hire of facilities	32,537	-	32,537
Sundry income	263,631	-	263,631
	344,336	57,754	402,090

8 Expenditure on raising funds

a) Costs of trading activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Costs of goods sold	1,383,709	-	1,383,709
Other subsidiary costs	152,201	51,553	203,754
Depreciation, amortisation and other similar costs	19,803	25,605	45,408
Staff Costs	415,081	2,769	417,850
	1,970,794	79,927	2,050,721

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Costs of goods sold	1,343,151	-	1,343,151
Other subsidiary costs	117,968	30,345	148,313
Depreciation, amortisation and other similar costs	32,688	31,527	64,215
Staff Costs	393,874	4,139	398,013
	1,887,681	66,011	1,953,692

9 Expenditure on charitable activities

	Activity undertaken directly £	Grant funding of activity £	2024 £
Sports, fitness and leisure	4,222,495	686,366	4,908,861
Arts and attractions	705,068	65,997	771,065
Libraries and archives	1,396,272	184,791	1,581,063
	6,323,835	937,154	7,260,989

	Activity undertaken directly £	Activity support costs £	2023 £
Sports, fitness and leisure	3,792,325	858,235	4,650,560
Arts and attractions	1,499,297	225,807	1,725,104
Libraries and archives	1,274,042	231,640	1,505,682
	6,565,664	1,315,682	7,881,346

10 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs £	Other support costs £	Total 2024 £
Sports, fitness and leisure	A	32,417	14,507	11,833	491,208	7,290	7,206	121,903	686,364
Arts and attractions	A	3,117	1,395	1,138	47,232	701	693	11,722	65,998
Libraries and archives	A	8,728	3,906	3,186	132,248	1,963	1,940	32,821	184,792
		44,262	19,808	16,157	670,688	9,954	9,839	166,446	937,154

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs £	Other support costs £	Total 2023 £
Sports, fitness and leisure	A	32,129	15,536	9,327	578,894	6,885	7,261	208,203	858,235
Arts and attractions	A	8,453	4,088	2,454	152,311	1,812	1,910	54,779	225,807
Libraries and archives	A	8,672	4,193	2,517	156,245	1,858	1,960	56,195	231,640
		49,254	23,817	14,298	887,450	10,555	11,131	319,177	1,315,682

Basis of allocation

Reference	Method of allocation
A	Staff numbers

Governance costs

	Unrestricted funds General £	Total 2024 £
Audit fees		
Audit of the financial statements	28,159	28,159
Other fees paid to auditors	2,355	2,355
Legal fees	13,748	13,748
	44,262	44,262

	Unrestricted funds General £	Total 2023 £
Audit fees		
Audit of the financial statements	24,880	24,880
Other fees paid to auditors	9,975	9,975
Legal fees	14,399	14,399
	49,254	49,254

11 Net incoming/outgoing resources

Net incoming resources for the year include:

	2024 £	2023 £
Operating leases - other assets	10,510	11,471
Audit fees	28,159	24,880
Other non-audit services	2,355	9,975
Loss on disposal of intangible fixed assets	-	1,250
Loss on disposal of tangible fixed assets	850	24,778
Depreciation of fixed assets	196,179	225,474
Amortisation of goodwill	1,944	7,672

12 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	5,262,847	5,274,820
Social security costs	363,259	419,229
Pension costs	344,606	527,765
	5,970,712	6,221,814

The monthly average number of persons (including senior management team) employed by the group during the year expressed as a head count was as follows:

	2024 No	2023 No
Sport, Fitness & Leisure	315	312
Arts and Attractions	31	72
Libraries	47	45
Auditorium	62	74
Central management, maintenance and marketing	30	27
	485	530

The number of employees whose emoluments fell within the following bands was:

	2024 No	2023 No
£60,001 - £70,000	1	1
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-

The total employee benefits, contract and service costs of the key management personnel of the group were £390,830 (2023 - £354,845).

13 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

14 Auditors' remuneration

	2024 £	2023 £
Audit of the financial statements	28,159	24,880
Other fees to auditors		
All other non-audit services	2,355	9,975

£5,000 (2022: £4,840) of the above amount was remuneration for the audit of the trading subsidiary

15 Taxation

The parent company is a registered charity and its activities are exempt from taxation. The trading subsidiary is subject to tax, and corporation tax of £nil is payable for the year ended 31 March 2024.

16 Intangible fixed assets

Group

	Website development £	Total £
Cost		
At 1 April 2023	17,078	17,078
At 31 March 2024	17,078	17,078
Amortisation		
At 1 April 2023	15,134	15,134
Charge for the year	1,944	1,944
At 31 March 2024	17,078	17,078
Net book value		
At 31 March 2024	-	-
At 31 March 2023	1,944	1,944

Charity

	Website development £	Total £
Cost		
At 1 April 2023	17,078	17,078
At 31 March 2024	17,078	17,078
Amortisation		
At 1 April 2023	15,134	15,134
Charge for the year	1,944	1,944
At 31 March 2024	17,078	17,078
Net book value		
At 31 March 2024	-	-
At 31 March 2023	1,944	1,944

17 Tangible fixed assets

Group

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2023	45,477	1,042,015	1,735,524	2,823,016
Additions	-	220,286	93,302	313,588
Disposals	-	-	(40,813)	(40,813)
At 31 March 2024	45,477	1,262,301	1,788,013	3,095,791
Depreciation				
At 1 April 2023	23,643	768,528	1,558,556	2,350,727
Charge for the year	5,696	92,232	98,251	196,179
Eliminated on disposals	-	-	(39,963)	(39,963)
At 31 March 2024	29,339	860,760	1,616,844	2,506,943
Net book value				
At 31 March 2024	16,138	401,541	171,169	588,848
At 31 March 2023	21,834	273,487	176,968	472,289

Charity

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2023	45,477	631,326	1,735,524	2,412,327
Additions	-	173,454	93,302	266,756
Disposals	-	-	(40,813)	(40,813)
At 31 March 2024	45,477	804,780	1,788,013	2,638,270
Depreciation				
At 1 April 2023	23,643	506,716	1,558,556	2,088,915
Charge for the year	5,696	46,770	98,251	150,717
Eliminated on disposals	-	-	(39,963)	(39,963)
At 31 March 2024	29,339	553,486	1,616,844	2,199,669
Net book value				
At 31 March 2024	16,138	251,294	171,169	438,601
At 31 March 2023	21,834	124,610	176,968	323,412

18 Fixed asset investments

Group

Details of undertakings

Details of the investments in which the group holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held	Principal activity
Subsidiary undertakings				
Lincs Inspire Venues & Enterprises (No. 10409947)	United Kingdom	Ordinary	100%	Provision of venue hire and facilities for performing arts

Subsidiaries

The turnover of Lincs Inspire Venues & Enterprises Limited was £1,816,384 whilst expenditure totalled £1,812,181. The profit of Lincs Inspire Venues & Enterprises Limited was therefore £53,932 and the aggregate amount of capital and reserves at the end of the period was £108,051.

Charity

	2024 £	2023 £
Shares in group undertakings and participating interests	1	1

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 April 2023	1	1
At 31 March 2024	1	1
Net book value		
At 31 March 2024	1	1
At 31 March 2023	1	1

19 Stock

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Stocks	91,439	75,021	77,523	65,066

20 Debtors

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	77,022	90,662	53,815	87,378
Due from group undertakings	-	-	128,768	14,518
Prepayments	63,484	102,136	51,756	99,853
Accrued income	98,313	74,441	89,826	72,909
Other debtors	402	588	402	588
	239,221	267,827	324,567	275,246

21 Cash and cash equivalents

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Cash at bank	2,899,081	2,368,738	2,326,125	2,118,910

22 Creditors: amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	130,729	181,222	69,147	141,043
Other taxation and social security	174,979	186,106	174,980	186,106
Other creditors	801	1,889	801	1,889
Pension scheme creditor	36,250	38,277	36,250	38,277
Accruals	338,957	209,663	310,727	114,102
Deferred income	447,079	203,888	18,202	16,509
	1,128,795	821,045	610,107	497,926

Deferred income

	2024	2023
	£	£
Group		
Deferred income at 1 April 2023	203,888	270,534
Resources deferred in the period	447,079	203,888
Amounts released from previous periods	(203,888)	(270,534)
Deferred income at year end	447,079	203,888

	2024 £	2023 £
Charity		
Deferred income at 1 April 2023	16,509	17,500
Resources deferred in the period	18,202	16,509
Amounts released from previous periods	(16,509)	(17,500)
Deferred income at year end	18,202	16,509

Deferred income largely relates to ticket sales received in advance.

23 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Other				
Within one year	8,664	10,510	8,168	10,510
Between one and five years	11,933	2,736	11,892	2,736
	20,597	13,246	20,060	13,246

24 Provisions

Group

Deferred tax relates to differences between accumulated depreciation and capital allowances.

25 Pension and other schemes

Defined contribution pension scheme

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £196,649 (2023 - £194,862).

Defined benefit pension schemes

This scheme is a defined benefit scheme that is administered locally by East Riding Pension Fund, with the assets held in separate trustee-administered funds. The Charitable company and its employees pay contributions into a fund as noted below. The agreed contribution rates for future years are 21.2% for employers and between 5.5% and 9.9% for employees. Contributions are calculated at a level intended to balance the pension liabilities with investment assets.

The last relevant review by the Fund's actuary was at 31 March 2022. The actuary projected the results forward from this valuation to 31 March 2024 using approximate methods, and allowing for changes in financial assumptions.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2024 £	2023 £
Fair value of scheme assets	9,653,000	9,590,000
Present value of defined benefit obligation	(9,653,000)	(9,500,000)
Defined benefit pension scheme surplus	-	90,000

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2024 £
Present value at start of year	9,500,000
Current service cost	232,000
Past service cost	80,000
Interest cost	455,000
Actuarial gains and losses	(446,000)
Employee contributions	62,000
Benefits paid	(230,000)
Present value at end of year	9,653,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2024 £
Fair value at start of year	9,590,000
Interest income	557,000
Return on plan assets, excluding amounts included in interest income/(expense)	439,000
Employer contributions	254,000
Contributions by scheme participants	62,000
Benefits paid	(230,000)
Asset ceiling restriction	(1,019,000)
Fair value at end of year	9,653,000

Analysis of assets

The major categories of scheme assets are as follows:

	2024 £	2023 £
Cash and cash equivalents	127,560	231,680
Equity instruments	9,567,000	8,340,480
Corporate bonds	2,040,960	1,969,280
Property	1,020,480	1,042,560
	12,756,000	11,584,000

Return on scheme assets

	2024 £	2023 £
Return on scheme assets	996,000	84,000

The pension scheme has not invested in any of the group's own financial instruments or in properties or other assets used by the group.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2024 %	2023 %
Discount rate	4.85	4.75
Future salary increases	2.75	2.95
Future pension increases	2.75	2.95

Post retirement mortality assumptions

	2024 Years	2023 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	24.00
Future UK pensioners at retirement age - male	21.00	22.00
Future UK pensioners at retirement age - female	25.00	25.00

26 Contingent liabilities

Group

A review is ongoing in respect of the historic treatment of National Insurance deductions and payments. The remedial work undertaken so far has established that a net liability will exist, though this cannot be reliably estimated at this stage.

Charity

A review is ongoing in respect of the historic treatment of National Insurance deductions and payments. The remedial work undertaken so far has established that a net liability will exist, though this cannot be reliably estimated at this stage.

27 Funds

Group

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General fund	1,962,307	9,391,711	(8,907,946)	(134,000)	2,312,072
Restricted funds					
Digital Society	880	-	-	-	880
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	(1,532)	3,580	(1,788)	-	260
Libraries Connected	2,132	-	(1,137)	-	995
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	38,242	-	(11,656)	-	26,586
The National Lottery Community Grant - 'Active Forever' Project	50,116	2,948	(48,686)	-	4,378
NELC - Holiday Activity Fund	34,414	168,352	(174,714)	-	28,052
NELC Tier 2 Weight Management Programme	16,630	-	(16,628)	-	2
Clinically Extremely Vulnerable	77,350	-	(77,350)	-	-
Arts Council England, The Albert room	7,623	24,017	(12,241)	-	19,399
Active Humber - Functional Zone	10,000	-	-	-	10,000
Arts Council England - LibraryOn	-	24,000	(30,000)	-	(6,000)
Police and Crime Commissioner - Community Safety	-	2,500	(741)	-	1,759
Restoration Levy Fund	230,730	62,591	(27,883)	-	265,438
Theatres Trust - Theatre Reopening Fund	1,879	-	(940)	-	939
Total restricted funds	468,464	287,988	(403,764)	-	352,688
Total funds	2,430,771	9,679,699	(9,311,710)	(134,000)	2,664,760

Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General						
General fund	(2,232,022)	9,642,604	(9,529,693)	(582)	4,082,000	1,962,307
Restricted funds						
Digital Society	880	-	-	-	-	880
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	10,793	-	(12,325)	-	-	(1,532)
Libraries Connected	2,643	1,000	(1,511)	-	-	2,132
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	49,898	-	(11,656)	-	-	38,242
The National Lottery Community Grant - 'Active Forever' Project	75,533	23,992	(49,409)	-	-	50,116
NELC - Holiday Activity Fund	19,164	129,260	(114,010)	-	-	34,414
NELC Tier 2 Weight Management Programme	12,630	10,000	(8,000)	2,000	-	16,630
Clinically Extremely Vulnerable	111,250	-	(31,900)	(2,000)	-	77,350
Arts Council England, The Albert room	-	27,355	(19,732)	-	-	7,623
Active Humber - Functional Zone	-	10,000	-	-	-	10,000
Restoration Levy Fund	221,153	57,755	(48,178)	-	-	230,730
Arts Council England, reading pictures, seeing stories	2,300	-	(2,314)	14	-	-
Theatres Trust - Theatre Reopening Fund	2,819	-	(940)	-	-	1,879
NKDC Riverlight Festival	1,802	-	(1,268)	(534)	-	-
Junction Arts - Our Place	-	-	(702)	702	-	-
The Mighty Creatives	-	3,000	(3,400)	400	-	-
Total restricted funds	510,865	262,362	(305,345)	582	-	468,464
Total funds	(1,721,157)	9,904,966	(9,835,038)	-	4,082,000	2,430,771

Charity

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General fund	2,145,518	8,493,802	(8,031,576)	(134,000)	2,473,744
Restricted funds					
Digital Society	880	-	-	-	880
Heritage Lottery Fund streets and their stories fund	(1,532)	3,580	(1,788)	-	260
Libraries Connected	2,132	-	(1,137)	-	995
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	38,242	-	(11,656)	-	26,586
The National Lottery Community Grant - 'Active Forever' Project	50,116	2,948	(48,686)	-	4,378
NELC - Holiday Activity Fund	29,694	118,623	(123,610)	-	24,707
NELC - Tier 2 Weight Management Programme	16,630	-	(16,628)	-	2
Clinically Extremely Vulnerable	77,350	-	(77,350)	-	-
Arts Council England, The Albert room	7,623	24,017	(12,241)	-	19,399
Active Humber - Functional Zone	10,000	-	-	-	10,000
AC LibraryOn	-	24,000	(30,000)	-	(6,000)
PCC - Community Safety	-	2,500	(741)	-	1,759
Total restricted funds	231,135	175,668	(323,837)	-	82,966
Total funds	2,376,653	8,669,470	(8,355,413)	(134,000)	2,556,710

Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General						
General fund	(2,145,228)	8,831,814	(8,622,486)	(582)	4,082,000	2,145,518
Restricted funds						
Digital Society	880	-	-	-	-	880
Heritage Lottery Fund streets and their stories fund	10,793	-	(12,325)	-	-	(1,532)
Libraries Connected	2,643	1,000	(1,511)	-	-	2,132
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	49,898	-	(11,656)	-	-	38,242
The National Lottery Community Grant - 'Active Forever' Project	75,533	23,992	(49,409)	-	-	50,116
NELC - Holiday Activity Fund	19,164	107,646	(97,116)	-	-	29,694
NELC - Tier 2 Weight Management Programme	12,630	10,000	(8,000)	2,000	-	16,630
Clinically Extremely Vulnerable	111,250	-	(31,900)	(2,000)	-	77,350
Arts Council England, The Albert room	-	27,356	(19,733)	-	-	7,623
Active Humber - Functional Zone	-	10,000	-	-	-	10,000
Arts Council England, reading pictures, seeing stories	2,300	-	(2,314)	14	-	-
NKDC Riverlight Festival	1,802	-	(1,268)	(534)	-	-
Junction Arts - Our Place	-	-	(702)	702	-	-
The Mighty Creatives	-	3,000	(3,400)	400	-	-
Total restricted funds	286,893	182,994	(239,334)	582	-	231,135
Total funds	(1,858,335)	9,014,808	(8,861,820)	-	4,082,000	2,376,653

The specific purposes for which the funds are to be applied are as follows:

Restoration Levy – funds arising from a £1 ticket charge applied at Grimsby Auditorium with funds reinvested to improve customer comfort and enjoyment.

Libraries Connected – programme of complimentary events in statutory libraries.

Heritage Lottery Funding – (On Our Street Project/Streets & Their Stories) community based local history/reminiscence workshops and creative activities.

National Lottery Community Fund – 'Active Forever' supported capital and revenue investment to develop a Creative Hub to support community engagement post Covid 19.

Lincs Inspire Wellness Hub – includes capital grant funding contributions from Sport England and North East Lincolnshire Council, enabling the development of a new assisted exercise facility.

Theatres Trust - Theatre Reopening Fund - a contribution to automatic door entry at the Grimsby Auditorium.

Tier 2 Weight Management Programme - Public Health Funded programmes through NELC to support staff training and resource material.

Clinically Extremely Vulnerable Fund - to support those with specific medical conditions who would be particularly vulnerable if they contracted COVID-19.

Arts Council (Albert Room) - Supporting people at all stages of their lives to develop and increase their participation in a range of cultural activities such as creative writing, drama, sewing, spoken word events etc.

Active Humber (Functional Zone) - To support activity for those on low incomes, with disability & long-term health conditions.

Digital Society Steering Group - A fund to buy equipment to assist with the Library Digital Outreach project; improving ICT Skills within the local community.

Arts Council England, LibraryOn - Project to enable statutory duty public libraries to reach, connect with and help their audiences in new and better ways.

Police and Crime Commissioner, Community Safety Grant - Funding for KGV Skate park.

Active Lincolnshire Wonder Walks - Funding to arrange & support 2 walks within our community.

Holiday Activity Fund - Funding for activities and meals during the school holidays for low income families within North East Lincolnshire.

NEL Reshape Grant - Capital support from Government fund administered by NELC to assist with business restarts following COVID lockdown periods.

28 Analysis of net assets between funds

Group

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2024
	£	£	£
Tangible fixed assets	482,621	106,227	588,848
Current assets	2,983,280	246,461	3,229,741
Current liabilities	(1,128,795)	-	(1,128,795)
Provisions	(25,034)	-	(25,034)
Total net assets	2,312,072	352,688	2,664,760

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2023
	£	£	£
Intangible fixed assets	1,944	-	1,944
Tangible fixed assets	360,764	111,525	472,289
Current assets	2,354,647	356,939	2,711,586
Current liabilities	(821,045)	-	(821,045)
Provisions	(24,003)	-	(24,003)
Pension scheme liability	90,000	-	90,000
Total net assets	1,962,307	468,464	2,430,771

Charity

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2024
	£	£	£
Tangible fixed assets	407,480	31,121	438,601
Fixed asset investments	1	-	1
Current assets	2,676,370	51,845	2,728,215
Current liabilities	(610,107)	-	(610,107)
Total net assets	2,473,744	82,966	2,556,710

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2023
	£	£	£
Intangible fixed assets	1,944	-	1,944
Tangible fixed assets	278,425	44,987	323,412
Fixed asset investments	1	-	1
Current assets	2,273,074	186,148	2,459,222
Current liabilities	(497,926)	-	(497,926)
Pension scheme liability	90,000	-	90,000
Total net assets	2,145,518	231,135	2,376,653

29 Related party transactions

Group

Charity

During the year the charity made the following related party transactions:

Lincs Inspire Venues & Enterprises Limited
(100% owned subsidiary of Lincs Inspire Limited)
Recharges made from the subsidiary to the parent totalled £643,204 (2023: £463,465).

Recharges made from the parent to the subsidiary totalled £207,517 (2023: £125,500). At the balance sheet date the amount due from Lincs Inspire Venues & Enterprises Limited was £128,768 (2023 - £63,945).

LINCS INSPIRE LIMITED

England & Wales - Charity number 1169071

Accounts

Company registration number: 08293679
Charity registration number: 1169071

Lincs Inspire Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Forrester Boyd
26 South St. Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

Lincs Inspire Limited

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 5
Strategic Report	6 to 11
Statement of Trustees' Responsibilities	12
Independent Auditors' Report	13 to 15
Consolidated Statement of Financial Activities	16 to 17
Consolidated Balance Sheet	18
Balance Sheet	19
Consolidated Statement of Cash Flows	20
Notes to the Financial Statements	21 to 48

Lincs Inspire Limited

Reference and Administrative Details

Chairman	M Towle
Trustees	A Bird I Keal M Hodson C Lumley
Secretary	R Marshall
Senior Management / Leadership Team	S Wells, CEO D Huddleston, Finance Director C Williams, General Manager R Topliss, Contracts and Performance Manager T Bratton, Head of HR and Compliance
Charity Registration Number	1169071
Company Registration Number	08293679 The charity is incorporated in England.
Registered Office	Bradley Football Development Centre Bradley Road Grimsby North East Lincolnshire DN37 0AG
Auditor	Forrester Boyd 26 South St. Mary's Gate Grimsby North East Lincolnshire DN31 1LW
Bankers	Barclays Bank plc 35 Victoria Street Grimsby N E Lincolnshire DN31 1DE

Lincs Inspire Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2023.

Objectives and activities

Purpose of the Charity
Lincs Inspire is committed to helping local people achieve their aspirations, stay active, stay well, and enjoy life to the full.

Our Aims -
• Provide services that residents want to use, value, and recommend.
• Help our community to be more active, healthy, and resilient.
• Inspire and support lifelong learning and creative engagement.
• Be a high performing, efficient and agile organisation.

Our Objectives -
• Grow our business through increased participation and by introducing innovative services.
• Improve our resilience by remodelling services reliant on subsidy.
• Continue to develop our workforce and facilities to be agile and effective.
• Develop funding reserves to support future growth, opportunity, and management of risk.

Our Values -
• Our Core Social Value is based on the achievement of direct well-being impacts.
• Our Added Social Value is based on our wider ethos of supporting local supply chains, providing local employment, being energy efficient and environmentally responsible.

What We Do
Lincs Inspire delivers a wide range of services, focusing on:

• Borough-wide sports and leisure facilities, including the operation of leisure centres, swimming pools, a football development centre, athletics stadium, and a diverse programme of community-based activities.

• Dedicated Health and Wellbeing Centre focussed on supporting residents to manage long-term health conditions and disabilities through adapted exercise, physical therapy, and low impact sporting activities.

• Showcasing cultural experiences and opportunities for participation, including operating the borough's largest live performance venue, statutory library service, public archive facility, and providing creative activities aimed at supporting wellbeing and social interaction.

• Working with schools and academies to support children to be active and stay safe via a range of after school activities and a boroughwide road safety/safe cycling training programme.

• Within Greater Lincolnshire, operating an accessible and popular visitor centre and multi-use conference/community space within the heart of an inspiring nature reserve.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Fundraising disclosures

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Lincs Inspire Limited

Trustees' Report

Structure, governance and management

Nature of governing document

Lincs Inspire Limited is a registered Charity (No.1169071) which was incorporated on 14 November 2012. It is a company limited by guarantee and is governed by its Memorandum and Articles of Association.

Recruitment and appointment of trustees

When recruiting new trustees, the company applies a process of application and interview. Following which all appointments are subject to final proposal at the appropriate following board meeting, a vote is undertaken, and the appointment duly recorded.

By virtue of its Articles of Association (its governing document), all members of the charity are also trustees and directors. The board of trustees meet whenever required but no less often that once per quarter to review the charity's performance, governance and to support strategic planning for future developments and the sustainability of the charity. In addition, a sub-committee is also in place to consider specific areas of governance when required, this includes regular reviews of financial performance.

At all board and sub-committee meetings declarations of interest are recorded where relevant and in the event of a conflict, the trustee would be required to leave the meeting and take no part in any related decision-making process.

The Articles of Association reflect the use of virtual meeting platforms, enabling discussion and decision making to be flexible. The board however endeavours to meet in person with all board meetings during 2022/23 conducted in person.

Induction and training of trustees

New trustees also undertake a process of induction including familiarisation with the charity's aims and objectives, overview of policies and procedures, understanding of roles and responsibilities and an introduction to key services, facilities, and senior staff.

Organisational structure

Day to day management of Lincs Inspire Limited is delegated to the Chief Executive – Ms S. Wells.

Finance and governance is managed by the Finance Director, Mr D Huddleston.

Company Secretary continues to be Mr D. Marshall.

External Auditor is Forrester Boyd.

Banking Services are provided by Barclays Bank Plc.

Governance
Charity trustees:

Trustee Name	Office (if any)	Dates acted if not for whole year
Alan Leslie Bird		Whole year
Mark Hodson		Whole year
Charles Lumley		Appointed July 2023
Irene Keal		Appointed September 2022
Malcolm Reginald Towle	Chair of Trustees from 17 July 2017 to present date	
Amy Quickfall		Appointed December 2022 and resigned September 2023
Sally Jack		Resigned April 2022

Trustees' Report

The Trustees were sorry to say goodbye to Sally Jack who has been a key member of the board and involved in the Charity's development since its inception. All board members wished Sally well in her future endeavours.

At the Charity's Annual General Meeting in October 2022, Mr Malcolm Towle was re-elected as Chair of the Board of Trustees. Fellow board members thanked Malcolm for his continued chairmanship of the charity and commitment to the ongoing development of its services and those of the company's subsidiary too.

At the AGM board members also welcomed new trustee, Irene Keal, who brings a wealth of business experience and local knowledge to the table, alongside a keen interest in sports, leisure, and cultural activities.

At the December 2022 board meeting, members were delighted to welcome a further new trustee, Amy Quickfall, who shares with the charity her extensive experience of working within the health sector and especially working with mental health services and developmental areas.

Existing Governance:

There are no trustees holding title to property belonging to the charity.

There are no funds held as custodian trustees on behalf of others.

All key Charity Commission guidance documents are formally reported to the charity trustees who are also encouraged to visit the Charity Commission website and to raise issues internally within the charity via the Chief Executive or via the Company Secretary.

In relation to the Charity Commission's specific guidance on public benefit, the trustees understand the essential requirement that for a purpose to be charitable it must comply with the following two tests, namely:
(a) it must be beneficial, and any detriment or harm that results from the purpose must not outweigh the benefit ('the benefit aspect'); and
(b) it must benefit the public in general, or a sufficient section of the public ('the public aspect').

The trustees also recognise that a charitable purpose may only benefit individuals or other legal entities to an extent that is no more than incidental to the furtherance of the charitable purpose.

The Charity Commission's guidance has been seen by all trustees.

The trustees have created a structure which separates all activities that comply with the above two tests from those that do not. Those that do not, unless the incidental benefit exemption applies, are wholly reserved to the trading subsidiary.

The Charity also submitted its annual Confirmation Statement in November 2022, and this was required to include a statement relating to People with Significant Control (Regulations 2016). The purpose of which is to list individuals with "significant control" over companies, including charities and limited liability partnerships, to increase the transparency of corporate structures and to identify those able to exercise, or actually exercising, significant control.

It was concluded that the PSC Register for Lincs Inspire could not identify any individual with significant control. In terms of Lincs Inspire Venues & Enterprises (subsidiary company), it was also confirmed that the entry for the PSC Register recorded the company knows, or has reasonable cause to believe, that there is no registrable person in relation to the company."

Trading Subsidiary:

2022/23 was the sixth year of trading for Lincs Inspire Venues & Enterprises Limited, a not-for-profit private limited company set up as a trading subsidiary, specifically to operate the Grimsby Auditorium and, possible other commercial ventures where trading is not ancillary to a core charitable activity.

Lincs Inspire Venues & Enterprises Limited continues to operate through its own board of directors, including representation from the main board of trustees for Lincs Inspire Limited, and meets on a quarterly basis to review the strategic operation of the company and its ongoing support to the charity.

A stable board of directors was retained throughout 2022/23 and at the company's AGM in October 2022, all directors were thanked for their continued support and commitment.

Employment of disabled persons
Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited will employ disabled persons when they appear to be suitable for a particular vacancy and every effort is made to ensure that they are given full and fair consideration when such vacancies arise.

During employment Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited seeks to work with employees, considering their personal circumstances to ensure appropriate training, development and advancement opportunities are available to enable them to reach their full potential.

Employee involvement
Lincs Inspire Limited and its trading subsidiary Lincs Inspire Venues & Enterprises Limited encourages the involvement of its employees through regular management and team meetings, and the dissemination of information of particular concern to employees and for receiving their views on important matters of policy.

Disclosure of information to auditor
Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 13 December 2023 and signed on its behalf by:

.....
M Towle
Chairman

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2023, in compliance with s414C of the Companies Act 2006.

The trustees are pleased to present their annual report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2023, which is also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Lincs Inspire Limited is an independent, not for profit company, set up to deliver a range of community services including sport, leisure, and cultural services, principally provided in and around Lincolnshire.

The following report concentrates on the financial year 2022/23. The company was incorporated on 14 November 2012 and achieved registration as a charity with the Charity Commission on 7 September 2016.

Achievements and performance

2022/23 has been a challenging year, with earlier uncertainty arising from the ending of the pandemic's restrictions, through to more recent financial pressures felt by everyone.

It has been pleasing to see performance in many areas gradually returning to levels we would expect to see, and even some of our more sensitive services starting to see numbers grow once again.

2022/23 Performance Impact at a glance

- Leisure subscription members rose from c. 9.6k in April 2022 to c. 10.3k by March 2023, plus a further c. 38k casual (pay-as-you-go) users, equating to a strong 724k visits across the year.
- Over 120k swim lessons were delivered, supporting an average 2k children participating per week.
- Our Active Forever and Active Seniors programmes clocked up a healthy 35.4k engagements, which includes 844 health professional referrals on to our 12-week Active Forever programme, our highest number of referrals since the programme's launch.
- Bradley Football Development Centre had a strong season, despite a 7-week closure whilst a new 3G pitch was laid, total engagements topped 125k, and our overall football participation (including KGV Stadium) equated to 140k.
- Sports Development continued to work with 38 schools delivering 'Bikeability' learn to ride programmes, and a wide range of in and out of school activities, resulting in c. 26k pupil engagements. In addition, delivering over 4k holiday activity places during half-terms.
- Grimsby Auditorium had a stronger year with 145 performances and nearly 78k attendances, including a diverse programme of professional shows, alongside inspiring community theatre and music events. Pantomime proved once again to be a great success with several sell out performances.
- Over 160k Library visits resulted in nearly 140k books being issued which is a good increase on previous restricted years and getting closer to pre-covid performance.
- 67k people visited the National Centre for Craft and Design, compared to 117k pre-Covid, a very gradual return to engagement has been experienced over the last 12 months.
- Over 256k people visited Whisby Natural World Centre, this is a further increase in attendance, and good to see hospitality getting closer to pre-covid performance.

Performance highlights:

Leisure Centres - the year finished at 724k visits, which is 38% below our target. This represents an improvement on the previous 12 months and also reflects some disruption to attendance as a result of closures at Cleethorpes and Immingham facilities for repair and replacement works. Leisure memberships have remained relatively stable at just over 10k which given the uncertainties of the financial climate is not an unreasonable position.

Swim lessons continue to be popular with demand often outstripping capacity. The national teacher shortage continues to be a challenge, preventing scheme growth. We are currently working with the IOS (Institute of Swimming) to deliver a Teacher Academy in the hope of training more aspiring new teachers.

Cleethorpes leisure centre has also played host to a couple of new events this year, firstly the Children's Health and Wellbeing Fayre, attended by over 400 children and adults. This is the first event we have trialled of this nature and involved several of our services, local businesses, and service providers who specialise in children's mental health. With a variety of activity on offer, and all SEN friendly, feedback was very positive, and we aim to add this to our annual event calendar going forward.

In addition, and in partnership with 'Cineshow', we introduced a sensory cinema experience into our sports hall at Cleethorpes leisure centre. This event incorporated a movie showing, live performance, soft play, messy play, and various other activities. These screenings are designed to be immersive and accessible for children with SEN. Response from families has been very positive, and going forward we aim to deliver a screening of a different movie each quarter.

Health and Wellbeing Centre - this venue continues to deliver our community wellbeing programme of physical and mental health activities that support adults to be active, stronger, and more resilient. Facilities include a range of adapted sports and exercises, plus assisted equipment, all specifically designed to enable participation, whatever the level of mobility, strength, or confidence.

The venue is also home to our 'Active Forever' scheme, which includes a 12-week supported programme, based on referrals from medical professionals and this year we received 844 referrals, which is the highest annual number since we started this programme back in 2016/17. Including those participants continuing after the 12-week referral programme, and self-referring participants, across the year this equates to 35.4k attendances and makes our Wellbeing Hub one of the highest performing in England.

Libraries & Public Archives - the Library Service ended the year with an improved position, demonstrating a continued journey towards pre-covid performance. Footfall across all four libraries equated to over 160k with nearly 154k of books being issued.

Further developments in online resources and increased access to collections has helped the service to achieve 13k online book issues, with a further 4k reference and research issues too.

Cultural events within Libraries, including those funded via an Arts Council England grant resulted in nearly 4k attendances at 33 events. These included Creative Writing Workshops, Live Performances, Craft Events and Sewing Workshops. In addition, two large scale events included a Junior Open Art Exhibition and a project delivered by the 'Colour Foundry' working with a local school.

Sports Development - Lincs Inspire is the area's largest provider of school sports services, supporting PE and after school clubs, and providing a comprehensive road safety and learn to ride programme called 'Bikeability'.

A combined total of c.3k pupils attended level 1 and 2 'Bikeability' courses throughout 2022/23, with an average 93% pass rate.

The delivery of extracurricular activities within schools has also increased, with attendances reaching c. 4.1k (compared to 1.4k in 2021/22). This area is gradually returning to pre-pandemic levels. However, PPA (planning, preparation, and assessment) delivery hours as part of the school day remain low. This is due largely to school finances and their ability to fund these activities.

Bradley Football Development Centre - open all year round, providing facilities for training and development across all ages and abilities, alongside provision of a competitive pitch, suitable for local and regional lower league fixtures.

Overall football engagement totalled c.125k, which despite a seven-week closure earlier in the year (for the replacement of the 3G pitch surface) we have met the target set. Performance is quite evenly split across adult and junior use, with a continued strong attendance by our over 55's, walking footballers, who ended the year on just over 11k engagements.

Grimsby Auditorium - The Auditorium capacity is 1.3k seated and 2k standing and is the largest live performance venue in the borough.

The year has seen a return to more normal programming with a variety of shows featuring live bands, comedians, musicals, and drama. Plus, a good selection of local dance, amateur dramatics, and music. The venue provided 145 performances and received nearly 78k attendances, including our most successful pantomime to date. In addition, community and business events have included festivals, business AGM's, NHS awareness raising events, plus school careers events and a singing festival.

Whisby Natural World Centre - the venue is located within a nature reserve and provides hospitality alongside a range of activities for young and old, including indoor and outdoor play areas, craft fairs and workshops, plus facilities to host social and celebratory events.

Hospitality continues to be challenging, with ever increasing costs and recruitment pressures. Overall visitor patronage has been strong, with a good number of social event hires taking place. Business events have however been very slow to rebuild.

Over 250k visits is very positive, supporting an increase in food and beverage sales too. However continuous pricing reviews remain essential, due to rising costs.

The National Centre for Craft and Design - 2022/23 has been the final year of this contract, with a well-managed transfer to a new operator taking place at the year end.

The past two years of trading have been difficult due to the impact of the pandemic and a reliance on income generated by hospitality and retail sales put increased pressure on the service. However, a full programme of diverse exhibitions and events were delivered, alongside creative learning experiences for all ages and abilities.

HAF (Holiday Activities Funding) - 2022/23 saw further growth in our HAF activities, funded via a national government scheme administered by the local authority. HAF funds positive and enriching activities for school children from low-income households during main school holidays. We have provided over 5,100 spaces across our sports, leisure, library, and entertainment services for all appropriate school holiday periods. These sessions included dance, sports, creative and interactive activities, and two pantomime performances exclusively for HAF users. In addition, we include sessions that support children with special educational needs.

Marketing - We have continued to strengthen our marketing campaigns across a wide range of platforms. 2022/23 included an extended radio advertising campaign, using targeted channels and messages. This has greatly assisted the promotion of our services to older people and the promotion of the Active Forever programmes noted above.

Significant investment has also been made into the development of two new websites, firstly for the company overall and secondly for Whisby Natural World Centre. The end results provide customers with online resources that are easy to access and use, aligned to a range of booking and payment options.

Staffing - Employee numbers have remained relatively stable throughout the year at c. 500 (combined full, part-time and casual staff - utilised at busy times). Recruitment has continued to be challenging throughout the year, however towards the end of 2022/23 early signs of improvement were emerging, with renewed interest in training opportunities, especially supporting the leisure sector.

Development of our workforce continues to be a key priority and the charity provides a wide range of opportunities from sport and leisure apprenticeships through to attainment of nationally recognised qualifications. During 2022/23 this included swim teaching qualifications, Fitness Instructor qualifications, RLSS Lifeguard qualifications through to Accountancy, Human Resources and Payroll qualifications.

In addition, a range of vocational training and awareness raising opportunities are provided both internally and externally supporting areas such as customer services, supervisory skills, and health condition awareness.

A mandatory training programme also supports new recruits, alongside refresher/CPD training for existing staff, for example First Aid at Work, ISOH (managing health and safety), Manual Handling, Working at Heights etc.

Throughout 2022/23 we also supported a number of work experience placements, including working with young people with disabilities in partnership with health sector colleagues.

The Charity also submitted its annual Gender Pay Gap report on time, highlighting a balanced workforce where pay is based on the role and its requirements, with all job descriptions evaluated and aligned to an appropriate pay grade.

Risk Management

Health and Safety:
The charity continues to actively promote good health and safety practice. This includes investment in staff training, both formal accredited training (such as IOSH Managing Safely training) through to general health and safety awareness raising.

Health and safety audits have continued throughout 2022/23 with a continued focus on ensuring our facilities remain safe and accessible for staff and customers. Board meetings include a standing agenda item, providing a summary of quarterly health and safety performance. In addition, nominated health and safety representatives from each service area meet regularly.

Strategic Risk:
The charity's senior management team meets monthly. This provides a forum in which strategic and operational risks may be raised for discussion and or escalation. All senior managers have responsibility for raising risk related concerns either immediately with the chief executive or as part of the monthly cycle of senior management team meetings.

The board of trustees continues to review the company's Strategic Risk Register on a regular basis. In addition, an Assurance Map is produced and signed off by the board. Managing risk is an ongoing process, and is the responsibility of all staff, volunteers, and trustees.

The overall risk appetite that the board of trustees consider appropriate in relation to business decisions continues to be an 'Open' appetite. This means that the board is prepared to consider all delivery options and will select those with the highest probability of productive outcomes. However, an exception to this would arise where an activity has health and safety or safeguarding risks, whereby the appetite would reduce to 'Averse'.

Financial Review

2022/23 Review:
Our main sources of income; leisure memberships and theatre ticket sales have begun to show a good return to pre-pandemic levels, ending the year at c. 85-90% return when compared to 2019/20. This places the charity in a better position than originally forecast, however this must be taken within the context of current financial pressures arising from the increased cost of supply and the cost-of-living crisis impact on customer's disposable income.

Pricing Policy:
Annual price increases are applied, based on inflationary or just below figures across all customer paying services. In certain circumstances part year amendments have also been necessary in relation to the ever-increasing costs associated with food and beverage sales.

Principal Funding Sources:
The principal funding sources during 2022/23 for the Charity are from admission and usage income, supported by contract income from North East Lincolnshire Council and North Kesteven District Council. In addition, several restricted funds arise from grants that have been secured to support specific objectives.

Approach to Investment:
The board of trustees review all key/strategic investment proposals, considering overall cost against lifetime benefit. Investment in equipment and operating systems is considered through the development of business cases and presentation of options. Procurement is in accordance with the charity's procurement procedures and a commitment to achieve best value.

The charity continues to benefit from the use of procurement frameworks and where practical collaborative purchasing, for example, working in partnership with other regional library services for the collective purchasing of library books.

The charity does not hold any external investments or plan to undertake any investments outside the core delivery of its services.

Included within our environmental commitments is an aim, where possible, to utilise local suppliers, to re-use and recycle, and to carefully manage energy use.

Financial Reserves

The board of trustees have considered their approach to holding reserves and to date the level cash within the organisation has not been sufficient to enable the creation of any long-term reserves.

However, as a charity short to medium term reserves are in place, which are linked to restricted funds and compliance with grant funding conditions.

Additionally, unrestricted funds include:
• General Fund Reserve, being an accumulation of unrestricted reserves, and
• Designated Fund Reserves, being an available framework to support known future investment requirements, for example the replacement of vehicles or gym equipment, though this option has not been deployed to date. Such replacements to date have been funded without setting aside designated funds in advance.

Where practical to do so, the charity does have the option to hold funds within accounts attracting higher interest rates, based on a given notice to withdraw period.

The charity also holds bond/guarantor arrangements provided by North East Lincolnshire Council in support of a public sector pensions risk arising because of transferred services.

A reserves policy is in place and reviewed from time to time to ensure effectiveness.

The charitable group's year started with unrestricted funds of £2,232,022 deficit (2022: £4,113,405 deficit). Unrestricted incoming resources were £9,642,604 (2022: £8,342,645). Unrestricted resources expended amounted to £9,529,693 (2022: £8,482,656), Actuarial re-measurement loss on the defined benefit scheme was a surplus of £4,082,000 (2022: £2,032,000) and a transfer to restricted funds of £582 (2022: £11,823) left a surplus of £1,962,307 (2022: £2,232,022 deficit). This includes a pension asset of £90,000. In the instance of the pension being in a liability position, this is guaranteed by North East Lincolnshire Council. Excluding this amount, unrestricted reserves stand at £1,872,307.

Restricted reserves stand at £468,464 (£2022: £510,865) of which £111,525 (2022: £118,090) relates to amounts already expended on fixed assets.

Total reserves stand at £2,430,771. Free reserves, which excludes the pension surplus, restricted funds and amounts which can only be realised by disposing of fixed assets stand at £1,398,074 surplus.

The trading subsidiary, Lincs Inspire Venue and Enterprises Limited, had net funds at the year end of £54,118, made up of restricted funds of £237,329 surplus and unrestricted funds of £183,211 deficit. This is after incurring an in year loss before tax of £11,993.

The charity itself had a net position of £2,376,653 made up of restricted funds of £231,135 and unrestricted funds of £2,145,518. This is after incurring an in year surplus of £4,234,988.

Plans for future periods

Aims and key objectives for future periods

To ensure our continued business viability we aim to increase participation, introduce new services that support our aims, and to rationalise those services that no longer meet the needs of the business or are no longer affordable. Most importantly, we will continue to develop our workforce to meet these demands.

Summary of current development activity:
• Building a Digital Roadmap – work is underway to support greater use of technology, more efficient systems and targeted investment that achieves a measurable return.
• Exploring flexibility for live performances – continued exploration of opportunities to unlock funding options to support more flexible live performance spaces.
• Growing pre-school activities – focusing on positive activities for special educational needs children and widening our sensory services within main leisure facilities (subject to investment).
• Extending the scope of our Active Forever programme – with an aim to support level 4 health referrals (cardio and pulmonary re-hab).
• Increasing Swim School Capacity - working with Swim England/IOS to grow the swim teacher training academy approach.
• Embedding our new HR and Payroll system – following recent investment in a fully integrated system that supports greater efficiency and accessibility, we now enter a 6-9 month period of implementation, training and embedding.

We also continue to work with our partners to explore investment and modernisation opportunities and where relevant, work together to progress external funding applications to aid capital investment.

Going forward there is also a commitment to work together to unlock opportunities for greater energy efficiency and reduced carbon footprints, especially within those services that consume high energy levels, such as swimming pools.

Summary

Against a backdrop of financial pressures experienced by our communities, staff, and the organisation, we will continue to ensure our services are delivered as effectively and efficiently as possible, providing great value for money. We will also continue to explore opportunities to unlock grant funding and investment that enables us to grow our range of community services.

Our business planning looks to the future and new development opportunities, at the same time protecting the core business to ensure we continue to be able to deliver services that have a positive community impact. We remain committed to supporting health and wellbeing and encouraging our community to stay active and enjoy life.

We are also proud of our workforce and will continue to invest in their training and development, alongside creating opportunities for career progression.

We want both our staff and customers to have the best possible experience when they engage with Lincs Inspire.

The strategic report was approved by the trustees of the charity on 13 December 2023 and signed on its behalf by:

.....
M Towle
Chairman

Lincs Inspire Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Lincs Inspire Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the parent charitable company will continue in business.

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

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

Approved by the trustees of the charity on 13 December 2023 and signed on its behalf by:

.....
M Towle
Chairman

Independent Auditor's Report to the Members of Lincs Inspire Limited

Opinion

We have audited the financial statements of Lincs Inspire Limited (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2023, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity'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 responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Independent Auditor's Report to the Members of Lincs Inspire Limited

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 12), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussions with management, including consideration of known or suspected instances of non-compliance held.
- Challenging assumptions and judgements made within significant accounting estimates and judgements such as depreciation.
- Identification of key laws and regulations central to the charities operations and review of compliance with such laws including a review of Charities Commission website.
- Testing of journal entries and potential override of systems.

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. The 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.

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Independent Auditor's Report to the Members of Lincs Inspire Limited

.....
Carrie Jensen ACA (Senior Statutory Auditor)
For and on behalf of Forrester Boyd, Statutory Auditor

26 South St. Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

13 December 2023

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2023 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £ (As restated)
Income and Endowments from:					
Donations and legacies	3	2,870,126	201,835	3,071,961	3,862,394
Charitable activities	4	4,024,125	2,773	4,026,898	2,945,415
Other trading activities	5	2,358,657	-	2,358,657	1,848,163
Investment income	6	45,360	-	45,360	1,709
Other income	7	344,336	57,754	402,090	267,582
Total income		9,642,604	262,362	9,904,966	8,925,263
Expenditure on:					
Raising funds	8	(1,887,681)	(66,011)	(1,953,692)	(1,594,285)
Charitable activities	9	(7,642,012)	(239,334)	(7,881,346)	(7,295,782)
Total expenditure		(9,529,693)	(305,345)	(9,835,038)	(8,890,067)
Net income/(expenditure)		112,911	(42,983)	69,928	35,196
Transfers between funds		(582)	582	-	-
Other recognised gains and losses					
Actuarial gains/ (losses) on defined benefit pension schemes	25	4,082,000	-	4,082,000	2,032,000
Net movement in funds		4,194,329	(42,401)	4,151,928	2,067,196
Reconciliation of funds					
Total funds brought forward		(2,232,022)	510,865	(1,721,157)	(3,788,353)
Total funds carried forward	27	1,962,307	468,464	2,430,771	(1,721,157)

Comparative figures can be seen on the following page.

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2023 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £ (As restated)
Income and Endowments from:				
Donations and legacies	3	3,319,513	542,881	3,862,394
Charitable activities	4	2,945,415	-	2,945,415
Other trading activities	5	1,848,163	-	1,848,163
Investment income	6	1,709	-	1,709
Other income	7	227,845	39,737	267,582
Total income		8,342,645	582,618	8,925,263
Expenditure on:				
Raising funds	8	(1,537,654)	(56,631)	(1,594,285)
Charitable activities	9	(6,943,785)	(351,997)	(7,295,782)
Total expenditure		(8,481,439)	(408,628)	(8,890,067)
Net (expenditure)/income		(138,794)	173,990	35,196
Transfers between funds		(11,823)	11,823	-
Taxation		-	-	-
Other recognised gains and losses				
Actuarial gains/ (losses) on defined benefit pension schemes		2,032,000	-	2,032,000
Net movement in funds		1,881,383	185,813	2,067,196
Reconciliation of funds				
Total funds brought forward		(4,113,405)	325,052	(3,788,353)
Total funds carried forward	27	(2,232,022)	510,865	(1,721,157)

The notes on pages 21 to 48 form an integral part of these financial statements.

Lincs Inspire Limited

(Registration number: 08293679)
Consolidated Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	16	1,944	10,866
Tangible assets	17	472,289	547,428
		474,233	558,294
Current assets			
Stocks	19	75,021	78,557
Debtors	20	267,827	255,572
Cash at bank and in hand	21	2,368,738	2,059,026
		2,711,586	2,393,155
Creditors: Amounts falling due within one year	22	(821,045)	(984,950)
Net current assets		1,890,541	1,408,205
Total assets less current liabilities		2,364,774	1,966,499
Provisions	24	(24,003)	(25,656)
Net assets excluding pension liability		2,340,771	1,940,843
Pension scheme liability	25	90,000	(3,662,000)
Net assets/(liabilities) including pension liability		2,430,771	(1,721,157)
Funds of the group:			
Restricted income funds			
Restricted funds	27	468,464	510,865
Unrestricted income funds			
Unrestricted funds		1,962,307	(2,232,022)
Total funds	27	2,430,771	(1,721,157)

The financial statements on pages 16 to 48 were approved by the trustees, and authorised for issue on 13 December 2023 and signed on their behalf by:

.....
M Towle
Chairman

Lincs Inspire Limited

(Registration number: 08293679)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	16	1,944	10,866
Tangible assets	17	323,412	384,906
Investments	18	1	1
		325,357	395,773
Current assets			
Stocks	19	65,066	66,240
Debtors	20	275,246	578,479
Cash at bank and in hand	21	2,118,910	1,377,388
		2,459,222	2,022,107
Creditors: Amounts falling due within one year	22	(497,926)	(614,215)
Net current assets		1,961,296	1,407,892
Net assets excluding pension liability		2,286,653	1,803,665
Pension scheme liability	25	90,000	(3,662,000)
Net assets/(liabilities) including pension liability		2,376,653	(1,858,335)
Funds of the charity:			
Restricted income funds			
Restricted funds	27	231,135	286,893
Unrestricted income funds			
Unrestricted funds		2,145,518	(2,145,228)
Total funds	27	2,376,653	(1,858,335)

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a surplus after tax for the financial year of £4,234,988 (2022 - £1,944,056) of which £4,082,000 relates to the decrease in pension scheme deficit.

The financial statements on pages 16 to 48 were approved by the trustees, and authorised for issue on 13 December 2023 and signed on their behalf by:

.....
M Towle
Chairman

Lincs Inspire Limited

Consolidated Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £ (As restated)
Cash flows from operating activities			
Net cash income		4,151,928	2,067,196
Adjustments to cash flows from non-cash items			
Depreciation	8	225,474	288,578
Amortisation	8	7,672	7,673
Investment income	6	(45,360)	(1,709)
Loss on disposal of intangible fixed assets		1,250	-
Loss on disposal of tangible fixed assets	11	24,778	6,043
FRS102 actuarial liability adjustment		(3,752,000)	(1,641,000)
		613,742	726,781
Working capital adjustments			
Decrease in stocks	19	3,536	317
(Increase)/decrease in debtors	20	(12,255)	178,821
Decrease in creditors	22	(56,634)	(99,082)
(Decrease)/increase in provisions	24	(1,653)	3,375
Decrease in deferred income		(66,646)	(74,915)
Net cash flows from operating activities		480,090	735,297
Cash flows from investing activities			
Interest receivable and similar income	6	45,360	1,709
Purchase of tangible fixed assets	17	(175,113)	(265,523)
Sale of tangible fixed assets		-	(2,236)
Net cash flows from investing activities		(129,753)	(266,050)
Cash flows from financing activities			
Repayment of loans and borrowings	22	(40,625)	(40,625)
Net increase in cash and cash equivalents		309,712	428,622
Cash and cash equivalents at 1 April		2,059,026	1,630,404
Cash and cash equivalents at 31 March		2,368,738	2,059,026

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Bradley Football Development Centre
Bradley Road
Grimsby
North East Lincolnshire
DN37 0AG

These financial statements were authorised for issue by the trustees on 13 December 2023.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (published October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation
Lincs Inspire Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling and rounded to the nearest pound.

Departure from requirements of FRS 102
The charity has taken advantage of FRS102 reduced framework and chosen not to disclose a charity specific cash flow statement.

Basis of consolidation
The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertakings drawn up to 31 March 2023.

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group.

Going concern
The trustees consider that there are no material uncertainties about the group's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the group.

Prior period errors
During the audit it was determined that heritage assets had been incorrectly introduced therefore overstating fixed assets and reserves.

	Relating to the current period disclosed in these financial statements £	Relating to the prior period disclosed in these financial statements £	Relating to prior periods before the prior period disclosed in these financial statements £
Fixed assets	-	(214,660)	(215,961)
Unrestricted funds	-	-	-
Unrestricted funds brought forward	214,660	215,877	215,961
Other expenditure	-	(1,217)	-

The figures above for the current period reflect the changes to the opening reserves. Positive figures reflect a debit adjustment, negative figures a credit.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the group has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably.

All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, staff numbers.

Governance costs

These include costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website costs	3 years straight line

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Gym equipment	20%
ICT Equipment	33%
Plant and equipment	20% - 50%
Local history reference books	13%
Hardback books	14%
Paperback books	25%
Children's books	33%
Recordings, radio and visual	17%

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO) method.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised at the transaction price, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers and are recognised at transaction price.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the profit and loss account over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the company has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Provisions
Provisions are recognised when the charity has an obligation at the reporting date as a result of a past event, it is probably that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

Retirement benefits to employees of the charitable company are provided by the East Riding Pension Fund (ERPF). This is a defined benefit scheme. The ERPF is a funded scheme and the assets are held separately from those of the charitable company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit 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 at least triennially and are updated at each balance sheet date. The amounts charged to the operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs incurred. Net interest on the net defined benefit liability/ asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and the interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses. With effect from 1 April 2015 the scheme was frozen and no longer available to new employees.

From 1 July 2015 employees were able to join the defined contribution scheme with the People's pension. Contributions are expensed as they become payable.

Financial instruments

Classification

The charity only has financial assets and financial liabilities that qualify as basic financial instruments.

Recognition and measurement

Basic financial instruments are initially recognised at transaction value and subsequently measured at their fair value.

Fixed asset investments are measured at fair value, with gains and losses being recognised in the Statement of Financial Activities.

Investments

Investments in subsidiaries measured at cost less impairment.

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions 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 discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 March 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	2,018	-	2,018
Grants, including capital grants;			
Government grants	-	139,260	139,260
Grants from other sources	60,000	62,575	122,575
Contract income	2,808,108	-	2,808,108
	2,870,126	201,835	3,071,961

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	2,183	-	2,183
Grants, including capital grants;			
Government grants	363,747	462,444	826,191
Grants from other sources	196,333	80,437	276,770
Contract income	2,757,250	-	2,757,250
	3,319,513	542,881	3,862,394

Included within government grants are amounts amounting to £Nil (2022: £157,046) relating to the Coronavirus Job Retention Scheme, £Nil (2022: £206,700) relating to local government discretionary grants for Covid-19 closures, £129,260 (2022: £156,254) relating to local authority grants for running school holiday activities, £Nil (2022: £111,250) relating to local authority grants for Clinically Extremely Vulnerable funding, £Nil (2022: £97,000) relating to a grant from the local authority for the Wellness Hub, £Nil (2022: £53,850) relating to NKDC Riverlight Festival, £10,000 (2022: £22,507) relating to local authority grants for Tier 2 weight management programme and £Nil (2022: £21,584) relating to NEL Reshape Grant.

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Sports, fitness and leisure	3,898,865	392	3,899,257
Arts and attractions	89,632	2,381	92,013
Libraries and archives	35,628	-	35,628
	4,024,125	2,773	4,026,898

	Unrestricted funds General £	Total 2022 £
Sports, fitness and leisure	2,818,612	2,818,612
Arts and attractions	107,162	107,162
Libraries and archives	19,641	19,641
	2,945,415	2,945,415

5 Income from other trading activities

	Unrestricted funds General £	Total 2023 £
Events income;		
Other events income	519	519
Retail sales income	118,202	118,202
Ticket sales	1,127,154	1,127,154
Food and beverage	1,014,103	1,014,103
Commissions on sale of merchandise	98,679	98,679
	2,358,657	2,358,657

	Unrestricted funds General £	Total 2022 £
Events income;		
Other events income	1,466	1,466
Retail sales income	133,162	133,162
Ticket sales	909,184	909,184
Food and beverage	773,873	773,873
Commissions on sale of merchandise	30,478	30,478
	1,848,163	1,848,163

6 Investment income

	Unrestricted funds General £	Total 2023 £
Interest receivable and similar income;		
Interest receivable on bank deposits	45,360	45,360
	45,360	45,360

	Unrestricted funds General £	Total 2022 £
Interest receivable and similar income;		
Interest receivable on bank deposits	1,709	1,709
	1,709	1,709

7 Other income

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Income from trading subsidiary	48,168	57,754	105,922
Hire of facilities	32,537	-	32,537
Sundry income	263,631	-	263,631
	344,336	57,754	402,090

	Unrestricted funds General £	Restricted funds £	Total 2022 As restated £
Income from trading subsidiary	31,922	39,737	71,659
Hire of facilities	40,410	-	40,410
Sundry income	155,513	-	155,513
	227,845	39,737	267,582

8 Expenditure on raising funds

a) Costs of trading activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Costs of goods sold	1,345,513	-	1,345,513
Other subsidiary costs	115,606	30,345	145,951
Depreciation, amortisation and other similar costs	32,688	31,527	64,215
Staff Costs	393,874	4,139	398,013
	1,887,681	66,011	1,953,692

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Costs of goods sold	1,077,332	-	1,077,332
Other subsidiary costs	105,102	36,860	141,962
Depreciation, amortisation and other similar costs	32,911	19,771	52,682
Staff Costs	322,309	-	322,309
	1,537,654	56,631	1,594,285

9 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2023 £
Sports, fitness and leisure	3,792,325	858,235	4,650,560
Arts and attractions	1,499,297	225,807	1,725,104
Libraries and archives	1,274,042	231,640	1,505,682
	6,565,664	1,315,682	7,881,346

	Activity undertaken directly £	Activity support costs £	2022 £
Sports, fitness and leisure	3,304,927	826,685	4,131,612
Arts and attractions	1,481,108	255,324	1,736,432
Libraries and archives	996,676	431,062	1,427,738
	5,782,711	1,513,071	7,295,782

In addition to the expenditure analysed above, there are also governance costs of £49,254 (2022 - £51,197) which relate directly to charitable activities. See note 10 for further details.

10 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs including depreciation £	Other support costs £	Total 2023 £
Sports, fitness and leisure	A	32,129	15,536	9,327	578,894	6,885	7,261	208,203	858,235
Arts and attractions	A	8,453	4,088	2,454	152,311	1,812	1,910	54,779	225,807
Libraries and archives	A	8,672	4,193	2,517	156,245	1,858	1,960	56,195	231,640
		49,254	23,817	14,298	887,450	10,555	11,131	319,177	1,315,682

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs including depreciation £	Other support costs £	Total 2022 £
Sports, fitness and leisure	A	31,886	11,110	8,750	549,277	5,864	36,142	183,656	826,685
Arts and attractions	A	9,848	3,431	2,703	169,646	1,811	11,163	56,722	255,324
Libraries and archives	A	9,463	3,297	2,597	163,015	1,740	197,661	53,289	431,062
		51,197	17,838	14,050	881,938	9,415	244,966	293,667	1,513,071

Basis of allocation

Reference	Method of allocation
A	Staff numbers

Governance costs

	Unrestricted funds General £	Total 2023 £
Audit fees		
Audit of the financial statements	24,880	24,880
Other fees paid to auditors	9,975	9,975
Legal fees	14,399	14,399
	49,254	49,254

	Unrestricted funds General £	Total 2022 £
Audit fees		
Audit of the financial statements	22,619	22,619
Other fees paid to auditors	23,446	23,446
Legal fees	5,132	5,132
	51,197	51,197

11 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2023 £	2022 £
Operating leases - other assets	11,471	13,626
Audit fees	24,880	22,619
Other non-audit services	9,975	25,081
Loss on disposal of intangible fixed assets	1,250	-
Loss on disposal of tangible fixed assets	24,778	6,043
Depreciation of fixed assets	225,474	288,578
Amortisation of goodwill	7,672	7,673

12 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	5,274,820	4,746,549
Social security costs	419,229	287,776
Pension costs	527,765	570,114
	6,221,814	5,604,439

The monthly average number of persons (including senior management team) employed by the group during the year expressed as a head count was as follows:

	2023 No	2022 No
Sport, Fitness & Leisure	312	285
Arts and Attractions	72	73
Libraries	45	48
Auditorium	74	57
Central management, maintenance and marketing	27	25
	530	488

The number of employees whose emoluments fell within the following bands was:

	2023 No	2022 No
£60,001 - £70,000	1	-
£80,001 - £90,000	1	1

The total employee benefits, contract and service costs of the key management personnel of the group were £354,845 (2022 - £323,892).

13 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

14 Auditors' remuneration

	2023 £	2022 £
Audit of the financial statements	24,880	22,619
Other fees to auditors		
All other non-audit services	9,975	23,446

£4,840 (2022: £4,400) of the above amount was remuneration for the audit of the trading subsidiary

15 Taxation

The parent company is a registered charity and its activities are exempt from taxation. The trading subsidiary is subject to tax, and corporation tax of £nil is payable for the year ended 31 March 2023.

16 Intangible fixed assets

Group

	Website development £	Total £
Cost		
At 1 April 2022	23,018	23,018
Disposals	(5,940)	(5,940)
At 31 March 2023	17,078	17,078
Amortisation		
At 1 April 2022	12,152	12,152
Charge for the year	7,672	7,672
Eliminated on disposals	(4,690)	(4,690)
At 31 March 2023	15,134	15,134
Net book value		
At 31 March 2023	1,944	1,944
At 31 March 2022	10,866	10,866

Charity

	Website development £	Total £
Cost		
At 1 April 2022	23,018	23,018
Disposals	(5,940)	(5,940)
At 31 March 2023	17,078	17,078
Amortisation		
At 1 April 2022	12,152	12,152
Charge for the year	7,672	7,672
Eliminated on disposals	(4,690)	(4,690)
At 31 March 2023	15,134	15,134
Net book value		
At 31 March 2023	1,944	1,944
At 31 March 2022	10,866	10,866

17 Tangible fixed assets

Group

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2022	37,543	1,016,284	1,719,708	2,773,535
Additions	22,784	78,068	74,261	175,113
Disposals	(14,850)	(52,337)	(58,445)	(125,632)
At 31 March 2023	45,477	1,042,015	1,735,524	2,823,016
Depreciation				
At 1 April 2022	30,119	693,486	1,502,502	2,226,107
Charge for the year	949	112,081	112,444	225,474
Eliminated on disposals	(7,425)	(37,039)	(56,390)	(100,854)
At 31 March 2023	23,643	768,528	1,558,556	2,350,727
Net book value				
At 31 March 2023	21,834	273,487	176,968	472,289
At 31 March 2022	7,424	322,798	217,206	547,428

Charity

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2022	37,543	649,417	1,719,708	2,406,668
Additions	22,784	27,498	74,261	124,543
Disposals	(14,850)	(45,589)	(58,445)	(118,884)
At 31 March 2023	45,477	631,326	1,735,524	2,412,327
Depreciation				
At 1 April 2022	30,119	489,141	1,502,502	2,021,762
Charge for the year	949	47,866	112,444	161,259
Eliminated on disposals	(7,425)	(30,291)	(56,390)	(94,106)
At 31 March 2023	23,643	506,716	1,558,556	2,088,915
Net book value				
At 31 March 2023	21,834	124,610	176,968	323,412
At 31 March 2022	7,424	160,276	217,206	384,906

18 Fixed asset investments

Group

Details of undertakings

Details of the investments in which the group holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held	Principal activity
Subsidiary undertakings				
Lincs Inspire Venues & Enterprises (No. 10409947)	United Kingdom	Ordinary	100%	Provision of venue hire and facilities for performing arts

Subsidiaries

The turnover of Lincs Inspire Venues & Enterprises Limited was £1,685,776 whilst expenditure totalled £1,697,769. The profit/ loss of Lincs Inspire Venues & Enterprises Limited was therefore £11,993 loss and the aggregate amount of capital and reserves at the end of the period was £54,118.

Charity

	2023 £	2022 £
Shares in group undertakings and participating interests	1	1

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 April 2022	1	1
At 31 March 2023	1	1
Net book value		
At 31 March 2023	1	1
At 31 March 2022	1	1

19 Stock

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Stocks	75,021	78,557	65,066	66,240

20 Debtors

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade debtors	90,662	137,520	87,378	129,668
Due from group undertakings	-	-	14,518	332,349
Prepayments	102,136	74,772	99,853	73,401
Accrued income	74,441	42,108	72,909	42,108
Other debtors	588	1,172	588	953
	267,827	255,572	275,246	578,479

21 Cash and cash equivalents

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Cash at bank	2,368,738	2,059,026	2,118,910	1,377,388

22 Creditors: amounts falling due within one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	181,222	232,818	141,043	198,225
Other loans	-	40,625	-	40,625
Other taxation and social security	186,106	136,791	186,106	136,791
Other creditors	1,889	1,631	1,889	1,631
Pension scheme creditor	38,277	35,906	38,277	35,906
Accruals	209,663	266,645	114,102	183,537
Deferred income	203,888	270,534	16,509	17,500
	821,045	984,950	497,926	614,215

On 31 March 2014 North East Lincolnshire Council loaned £325,000 to Lincs Inspire Limited repayable over a period of 9 years. The loan was made at the market interest of 4% other than in the event of the Bank of England base rate rising to 4.0% or above, at which point interest becomes repayable at 2% above the interest rate. In accordance with the revised agreement there was no principal repayment until financial year 2017/18. The effective interest method has been adopted to recognise and measure the financial liability.

Deferred income

	2023 £	2022 £
Group		
Deferred income at 1 April 2022	270,534	345,449
Resources deferred in the period	203,888	270,534
Amounts released from previous periods	(270,534)	(345,449)
Deferred income at year end	203,888	270,534

Deferred income relates to show income received in advance of £184,050, room hire bookings of £3,329, leisure direct debits received in advance of £14,443, skills fair income £1,700 and memberships £366.

	2023 £	2022 £
Charity		
Deferred income at 1 April 2022	17,500	7,139
Resources deferred in the period	16,509	17,500
Amounts released from previous periods	(17,500)	(7,139)
Deferred income at year end	16,509	17,500

Deferred income relates to leisure direct debits received in advance of £14,443, skills fair income £1,700 and memberships £366.

23 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Other				
Within one year	10,510	11,471	10,510	11,471
Between one and five years	2,736	10,962	2,736	10,962
	13,246	22,433	13,246	22,433

24 Provisions

Group

Deferred tax relates to differences between accumulated depreciation and capital allowances.

25 Pension and other schemes

Defined contribution pension scheme

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £194,862 (2022 - £180,077).

Defined benefit pension schemes

This scheme is a defined benefit scheme that is administered locally by East Riding Yorkshire Council, with the assets held in separate trustee-administered funds. The Charitable company and its employees pay contributions into a fund as noted below. The agreed contribution rates for future years are 21.2% for employers and between 5.5% and 9.9% for employees. Contributions are calculated at a level intended to balance the pension liabilities with investment assets.

The last relevant review by the Fund's actuary was at 31 March 2022. The actuary projected the results forward from this valuation to 31 March 2023 using approximate methods, and allowing for changes in financial assumptions.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2023 £	2022 £
Fair value of scheme assets	11,584,000	11,151,000
Present value of defined benefit obligation	(9,500,000)	(14,813,000)
Defined benefit pension scheme surplus/(deficit)	2,084,000	(3,662,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2023 £
Present value at start of year	14,813,000
Current service cost	450,000
Interest cost	412,000
Actuarial gains and losses	(6,069,000)
Benefits paid	(173,000)
Contributions by scheme participants	67,000
Present value at end of year	9,500,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2023 £
Fair value at start of year	11,151,000
Interest income	308,000
Return on plan assets, excluding amounts included in interest income/(expense)	(311,000)
Actuarial gains and losses	318,000
Employer contributions	224,000
Contributions by scheme participants	67,000
Benefits paid	(173,000)
Asset ceiling restriction	(1,994,000)
Fair value at end of year	9,590,000

Analysis of assets

The major categories of scheme assets are as follows:

	2023 £	2022 £
Cash and cash equivalents	231,680	111,510
Equity instruments	8,340,480	8,140,230
Corporate bonds	1,969,280	1,895,670
Property	1,042,560	1,003,590
	11,584,000	11,151,000

Return on scheme assets

	2023 £	2022 £
Return on scheme assets	84,000	916,000

The pension scheme has not invested in any of the group's own financial instruments or in properties or other assets used by the group.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2023 %	2022 %
Discount rate	4.75	2.75
Future salary increases	2.95	4.05
Future pension increases	2.95	3.15

Post retirement mortality assumptions

	2023 Years	2022 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	24.00
Future UK pensioners at retirement age - male	22.00	22.00
Future UK pensioners at retirement age - female	25.00	25.00

26 Contingent liabilities

Group

A review is ongoing in respect of the historic treatment of National Insurance deductions and payments. The remedial work undertaken so far has established that a net liability will exist, though this cannot be reliably estimated at this stage.

Charity

A review is ongoing in respect of the historic treatment of National Insurance deductions and payments. The remedial work undertaken so far has established that a net liability will exist, though this cannot be reliably estimated at this stage.

27 Funds

Group

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General						
General fund	(2,232,022)	9,642,604	(9,529,693)	(582)	4,082,000	1,962,307
Restricted funds						
Restoration Levy Fund	221,153	57,755	(48,178)	-	-	230,730
Libraries Connected	2,643	1,000	(1,511)	-	-	2,132
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	10,793	-	(12,325)	-	-	(1,532)
Arts Council England, reading pictures, seeing stories	2,300	-	(2,314)	14	-	-
Arts Council England, The Albert room	-	27,355	(19,732)	-	-	7,623
The National Lottery Community Grant - 'Active Forever' Project	75,533	23,992	(49,409)	-	-	50,116
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	49,898	-	(11,656)	-	-	38,242
Theatres Trust - Theatre Reopening Fund	2,819	-	(940)	-	-	1,879
NKDC Riverlight Festival	1,802	-	(1,268)	(534)	-	-
NELC Tier 2 Weight Management Programme	12,630	10,000	(8,000)	2,000	-	16,630
NELC - Holiday Activity Fund	19,164	129,260	(114,010)	-	-	34,414
Junction Arts - Our Place	-	-	(702)	702	-	-
Clinically Extremely Vulnerable	111,250	-	(31,900)	(2,000)	-	77,350
Digital Society	880	-	-	-	-	880
The Mighty Creatives	-	3,000	(3,400)	400	-	-
Active Humber - Functional Zone	-	10,000	-	-	-	10,000
Total restricted funds	510,865	262,362	(305,345)	582	-	468,464
Total funds	(1,721,157)	9,904,966	(9,835,038)	-	4,082,000	2,430,771

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
Unrestricted funds						
General						
General fund	(4,113,405)	8,342,645	(8,481,439)	(11,823)	2,032,000	(2,232,022)
Restricted funds						
Restoration Levy Fund	203,700	39,737	(34,107)	11,823	-	221,153
Libraries Connected	-	7,500	(4,857)	-	-	2,643
Active Lincolnshire - Tackling Inequalities	-	6,245	(6,245)	-	-	-
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	15,023	-	(4,230)	-	-	10,793
Arts Council England, reading pictures, seeing stories	-	2,300	-	-	-	2,300
The Arts Society Holland & Kesteven	240	-	(240)	-	-	-
LCC Community Collaboration Fund	3,496	-	(3,496)	-	-	-
The Reading Agency - Reading Friends	-	295	(295)	-	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	300	-	(300)	-	-	-
The National Lottery Community Grant - 'Active Forever' Project	28,534	52,650	(5,651)	-	-	75,533
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	70,000	97,000	(117,102)	-	-	49,898
Theatres Trust - Theatre Reopening Fund	3,759	-	(940)	-	-	2,819
NKDC Riverlight Festival	-	53,850	(52,048)	-	-	1,802
Active Lincolnshire - Wonder Walks	-	2,730	(2,730)	-	-	-
NELC Tier 2 Weight Management Programme	-	22,506	(9,876)	-	-	12,630
NELC - Holiday Activity Fund	-	156,254	(137,090)	-	-	19,164
Junction Arts - Our Place	-	3,750	(3,750)	-	-	-
NEL - Reshape Grant	-	21,584	(21,584)	-	-	-
Clinically Extremely Vulnerable	-	111,250	-	-	-	111,250
Digital Society	-	4,967	(4,087)	-	-	880
Total restricted funds	325,052	582,618	(408,628)	11,823	-	510,865
Total funds	(3,788,353)	8,925,263	(8,890,067)	-	2,032,000	(1,721,157)

Charity

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General						
General fund	(2,145,228)	8,831,814	(8,622,486)	(582)	4,082,000	2,145,518
Restricted funds						
Libraries Connected	2,643	1,000	(1,511)	-	-	2,132
Heritage Lottery Fund streets and their stories fund	10,793	-	(12,325)	-	-	(1,532)
Arts Council England, reading pictures, seeing stories	2,300	-	(2,314)	14	-	-
Arts Council England, The Albert room	-	27,356	(19,733)	-	-	7,623
The National Lottery Community Grant - 'Active Forever' Project	75,533	23,992	(49,409)	-	-	50,116
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	49,898	-	(11,656)	-	-	38,242
NKDC Riverlight Festival	1,802	-	(1,268)	(534)	-	-
NELC - Tier 2 Weight Management Programme	12,630	10,000	(8,000)	2,000	-	16,630
Junction Arts - Our Place	-	-	(702)	702	-	-
Clinically Extremely Vulnerable	111,250	-	(31,900)	(2,000)	-	77,350
Digital Society	880	-	-	-	-	880
NELC - Holiday Activity Fund	19,164	107,646	(97,116)	-	-	29,694
The Mighty Creatives	-	3,000	(3,400)	400	-	-
Active Humber - Functional Zone	-	10,000	-	-	-	10,000
Total restricted funds	286,893	182,994	(239,334)	582	-	231,135
Total funds	(1,858,335)	9,014,808	(8,861,820)	-	4,082,000	2,376,653

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
Unrestricted funds					
General					
General fund	(3,919,984)	7,118,842	(7,376,086)	2,032,000	(2,145,228)
Restricted funds					
Libraries Connected	-	7,500	(4,857)	-	2,643
Active Lincolnshire - Tackling Inequalities	-	6,245	(6,245)	-	-
Heritage Lottery Fund streets and their stories fund	15,023	-	(4,230)	-	10,793
Arts Council England, reading pictures, seeing stories	-	2,300	-	-	2,300
The Arts Society Holland & Kesteven	240	-	(240)	-	-
LCC Community Collaboration Fund	3,496	-	(3,496)	-	-
The Reading Agency - Reading Friends	-	295	(295)	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	300	-	(300)	-	-
The National Lottery Community Grant - 'Active Forever' Project	28,534	52,650	(5,651)	-	75,533
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	70,000	97,000	(117,102)	-	49,898
NKDC Riverlight Festival	-	53,850	(52,048)	-	1,802
NELC - Tier 2 Weight Management Programme	-	22,506	(9,876)	-	12,630
Junction Arts - Our Place	-	3,750	(3,750)	-	-
Clinically Extremely Vulnerable	-	111,250	-	-	111,250
Digital Society	-	4,967	(4,087)	-	880
Active Lincolnshire - Wonder Walks	-	2,730	(2,730)	-	-
NELC - Holiday Activity Fund	-	156,254	(137,090)	-	19,164
Total restricted funds	117,593	521,297	(351,997)	-	286,893
Total funds	(3,802,391)	7,640,139	(7,728,083)	2,032,000	(1,858,335)

The specific purposes for which the funds are to be applied are as follows:

Restoration Levy – funds arising from a £1 ticket charge applied at Grimsby Auditorium with funds reinvested to improve customer comfort and enjoyment.

Libraries Connected – programme of complimentary events in statutory libraries.

Tackling Inequalities Fund – community dance programme for all ages and abilities.

Heritage Lottery Funding – (On Our Street Project/Streets & Their Stories) community based local history/reminiscence workshops and creative activities.

Reading Pictures Seeing Stories – Library project supporting visual literacy.

Arts Society Holland & Kesteven – funding to enable 10 children to undertake Discover Arts Awards.

LCC Community Collaboration Fund – funding to support value and impact assessment of creative arts participation.

Reading Friends Fund – funding to support connectivity with house bound library users during Covid restrictions.

National Lottery Community Fund – 'Virtual Lincs' programme provided online access to light exercise and crafts during Covid restrictions.

National Lottery Community Fund – 'Active Forever' supported capital and revenue investment to develop a Creative Hub to support community engagement post Covid 19.

Lincs Inspire Wellness Hub – includes capital grant funding contributions from Sport England and North East Lincolnshire Council, enabling the development of a new assisted exercise facility.

Theatres Trust - Theatre Reopening Fund - a contribution to automatic door entry at the Grimsby Auditorium.

The NKDC RiverLight Festival - was an event in March 2022 organised by the Hub in partnership with North Kesteven District Council using Government Welcome Back Funding and commissioned via Lincs Inspire.

Tier 2 Weight Management Programme - Public Health Funded programmes through NELC to support staff training and resource material.

Junction Arts Our Place - to support the show-casing of creativity during the COVID lockdown periods.

Clinically Extremely Vulnerable Fund - to support those with specific medical conditions who would be particularly vulnerable if they contracted COVID-19.

The Mighty Creatives - To explore and test different ways of working with creative digital technology to document and share the Hub's exhibitions.

Arts Council (Albert Room) - Supporting people at all stages of their lives to develop and increase their participation in a range of cultural activities such as creative writing, drama, sewing, spoken word events etc.

Active Humber (Functional Zone) - To support activity for those on low incomes, with disability & long-term health conditions.

Digital Society Steering Group - A fund to buy equipment to assist with the Library Digital Outreach project; improving ICT Skills within the local community.

Active Lincolnshire Wonder Walks - Funding to arrange & support 2 walks within our community.

Holiday Activity Fund - Funding for activities and meals during the school holidays for low income families within North East Lincolnshire.

NEL Reshape Grant - Capital support from Government fund administered by NELC to assist with business restarts following COVID lockdown periods.

28 Analysis of net assets between funds

Group

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2023
	£	£	£
Intangible fixed assets	1,944	-	1,944
Tangible fixed assets	360,764	111,525	472,289
Current assets	2,354,647	356,939	2,711,586
Current liabilities	(821,045)	-	(821,045)
Provisions	(24,003)	-	(24,003)
Pension scheme liability	90,000	-	90,000
Total net assets	1,962,307	468,464	2,430,771

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2022
	£	£	£
Intangible fixed assets	10,866	-	10,866
Tangible fixed assets	429,338	118,090	547,428
Current assets	2,000,380	392,775	2,393,155
Current liabilities	(984,950)	-	(984,950)
Provisions	(25,656)	-	(25,656)
Pension scheme liability	(3,662,000)	-	(3,662,000)
Total net assets	(2,232,022)	510,865	(1,721,157)

Charity

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2023
	£	£	£
Intangible fixed assets	1,944	-	1,944
Tangible fixed assets	278,425	44,987	323,412
Fixed asset investments	1	-	1
Current assets	2,273,074	186,148	2,459,222
Current liabilities	(497,926)	-	(497,926)
Pension scheme liability	90,000	-	90,000
Total net assets	2,145,518	231,135	2,376,653

	Unrestricted funds	Restricted funds	Total funds at 31 March 2022
	General		
	£	£	£
Intangible fixed assets	10,866	-	10,866
Tangible fixed assets	323,352	61,554	384,906
Fixed asset investments	1	-	1
Current assets	1,796,768	225,339	2,022,107
Current liabilities	(614,215)	-	(614,215)
Pension scheme liability	(3,662,000)	-	(3,662,000)
Total net assets	(2,145,228)	286,893	(1,858,335)

29 Related party transactions

Group

Charity
During the year the charity made the following related party transactions:

Lincs Inspire Venues & Enterprises Limited
(100% owned subsidiary of Lincs Inspire Limited)
Recharges made from the subsidiary to the parent totalled £463,465 (2022: £457,745). The parent has also received a corporate gift aid payment of £72,720 during the year.

Recharges made from the parent to the subsidiary totalled £125,500 (2022: £112,590). At the balance sheet date the amount due from Lincs Inspire Venues & Enterprises Limited was £63,945 (2022 - £332,349).

LINCS INSPIRE LIMITED

England & Wales - Charity number 1169071

Accounts

Company registration number: 08293679
Charity registration number: 1169071

Lincs Inspire Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

Forrester Boyd
26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

Lincs Inspire Limited

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 5
Strategic Report	6 to 12
Statement of Trustees' Responsibilities	13
Independent Auditors' Report	14 to 16
Consolidated Statement of Financial Activities	17 to 18
Consolidated Balance Sheet	19
Balance Sheet	20
Consolidated Statement of Cash Flows	21
Notes to the Financial Statements	22 to 51

Lincs Inspire Limited

Reference and Administrative Details

Chairman	M Towle
Trustees	A Bird I Keal M Hodson
Secretary	R Marshall
Senior Management Team	S Wells, CEO D Huddleston, Finance Director C Williams, General Manager R Topliss, Contracts and Performance Manager T Bratton, Head of HR and Compliance
Registered Office	Bradley Football Development Centre Bradley Road Grimsby North East Lincolnshire DN37 0AG The charity is incorporated in England.
Company Registration Number	08293679
Charity Registration Number	1169071
Bankers	Barclays Bank plc 35 Victoria Street Grimsby N E Lincolnshire DN31 1DE
Auditor	Forrester Boyd 26 South Saint Mary's Gate Grimsby North East Lincolnshire DN31 1LW

Lincs Inspire Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2022.

Objectives and activities

Purpose of the Charity
Lincs Inspire is committed to helping local people achieve their aspirations, stay active, stay well, and enjoy life to the full.

Our Aspirations -

• **Ensure** our local community can access and enjoy first class community sports, leisure and cultural facilities and activities
• **Enable** the inactive to become active, through fitness of mind and body
• **Be** a strong, resilient Charity and well-respected local employer
• **Work** with partners to maximise resources, expertise, and opportunities, ensuring that together we can make a real difference and make every community contact count

Our Actions -

• **Provide** our local communities with positive and beneficial sport and leisure activities and services, inspiring all ages and abilities to be active, be healthy, be informed and be safe when taking part.
• **Generate** income from commercial activities that enable us to support community-based sport and leisure services and to continue to ensure they remain affordable and accessible
• **Respond** to key community challenges and proactively develop opportunities that enhance health and wellbeing, no matter the age, background, or ability
• **Deliver** uplifting, inspiring and thought-provoking live entertainment, and cultural experiences, providing social benefit and supporting wider economic impacts

Our Values -

• Our **Core Social Value** is based on the achievement of direct well-being impacts
• Our **Added Social Value** is based on our wider ethos of supporting local supply chains, providing local employment, being energy efficient and environmentally responsible

What We Do
Lincs Inspire delivers a wide range of services, focusing on:

• Borough-wide sports and leisure facilities, including the operation of leisure centres, swimming pools, a football development centre, athletics stadium, and a diverse programme of community-based activities.

• Dedicated Health and Wellbeing Centre focussed on supporting residents to manage long-term health conditions and disabilities through adapted exercise, physical therapy and low impact sporting activities.

• Showcasing cultural experiences and opportunities for participation, including operating the borough's largest performing arts venue, statutory library service, public archive facility, and a wide range of cultural and creative community activities aimed at supporting wellbeing and social interaction.

• Working with schools and academies to support children to be active and stay safe via a boroughwide road safety/safe cycling training programme.

• Working within Greater Lincolnshire, operating an accessible and popular visitor centre and multi-use conference/community space within the heart of an inspiring nature reserve.

• Proudly managing the National Centre for Craft and Design (Arts Council England - National Portfolio Organisation) on behalf of the local authority and providing an exhibition and event programme celebrating the very best in design and maker expertise.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Fundraising disclosures

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Structure, governance and management

Nature of governing document

Lincs Inspire Limited is a registered Charity (No.1169071) which was incorporated on 14 November 2012. It is a company limited by guarantee and is governed by its Memorandum and Articles of Association.

Recruitment and appointment of trustees

When recruiting new trustees, the company applies a process of application and interview. Following which all appointments are subject to final proposal at the appropriate following board meeting, a vote is undertaken, and the appointment duly recorded.

New trustees also undertake a process of induction including familiarisation with the charity's aims and objectives, overview of policies and procedures, understanding of roles and responsibilities and an introduction to key services, facilities, and senior staff.

By virtue of its Articles of Association (its governing document), all members of the charity are also trustees and directors. The board of trustees meet whenever required but no less often that once per quarter to review the charity's performance, governance and to support strategic planning for future developments and the sustainability of the charity. In addition, a sub-committee is also in place to consider specific areas of the business when required, this includes regular reviewing of financial performance.

At all board and sub-committee meetings declarations of interest are recorded where relevant and in the event of a conflict, the trustee would be required to leave the meeting and take no part in any related decision-making process.

As a result of the uncertain and difficult times that continued throughout 2021/22, the board resolved to continue to meet virtually, when Government safety guidance regarding the Covid-19 pandemic recommended the avoidance of in-person meetings. The Articles of Association reflect the use of virtual meeting platforms, enabling discussion and decision making to continue. Moving into 2022/23 the board is now meeting in person, however, retains this option, should this be necessary in the future.

2022/23 will see an ongoing drive to increase the number of trustees, focusing on the importance of diversity and bringing new ideas and thinking to the charity, especially considering the growing health and wellbeing agenda, the charity's work with children and its environmental responsibilities.

Organisational structure

Day to day management of Lincs Inspire Limited is delegated to the Chief Executive – Ms S. Wells.

Finance and governance during 21-22 was managed by the Finance Director, Mr D Huddleston.

Company Secretary continues to be Mr D. Marshall.

External Auditor is Forrester Boyd.

Banking Services are provided by Barclays Bank Plc.

Lincs Inspire Limited

Trustees' Report

Charity Trustees:

Trustee Name	Office (if any)	Dates acted if not for whole year
Sudip Bhaduri		Resigned September 2021
Alan Leslie Bird		Whole year
Mark Hodson		Appointed June 2021
Sally Jack		Whole year (resigned 13 April 2022)
Irene Keal		Appointed September 2022
Malcolm Reginald Towle	Chair of Trustees from 17 July 2017 to present date	
Terence Peter Walker		Retired October 2021

At the Charity's Annual General Meeting in October 2021, Mr Malcolm Towle was re-elected as Chair of the Board of Trustees. Fellow board members thanked Malcolm for his continued chairmanship of the charity and commitment to the ongoing development of its services and those of the company's subsidiary too.

At the AGM board members also acknowledged and thanked Sudip Bhaduri for his five years as Trustee and the important contribution he made to Lincs Inspire, especially championing health improvement through increased physical and mental wellbeing. Best wishes for a new start and relocation were conveyed to Sudip by board members.

Sadly, the board also said good-bye to Terry Walker, following a health related absence, the board sent their good wishes for a comfortable and enjoyable retirement.

June 2021 saw the welcoming of new trustee, Mark Hodson and more recently Irene Keal as an additional trustee in September 2022. Both new trustees bring a wealth of experience and local knowledge to the table, supported by a passion for cultural and sporting activities.

Existing Governance:

There are no trustees holding title to property belonging to the charity.

There are no funds held as custodian trustees on behalf of others.

All key Charity Commission guidance documents are formally reported to the charity trustees who are also encouraged to visit the Charity Commission web site and to raise issues internally within the charity via the Chief Executive or via the Company Secretary.

In relation to the Charity Commission's specific guidance on public benefit, the trustees understand the essential requirement that for a purpose to be charitable it must comply with the following two tests, namely:

(a) it must be beneficial, and any detriment or harm that results from the purpose must not outweigh the benefit ('the benefit aspect'); and
(b) it must benefit the public in general, or a sufficient section of the public ('the public aspect').

The trustees also recognise that a charitable purpose may only benefit individuals or other legal entities to an extent that is no more than incidental to the furtherance of the charitable purpose.

The Charity Commission's guidance has been seen by all trustees.

The trustees have created a structure which separates all activities that comply with the above two tests from those that do not. Those that do not, unless the incidental benefit exemption applies, are wholly reserved to the trading subsidiary.

The Charity also submitted its annual Confirmation Statement in November 2021, and this was required to include a statement relating to People with Significant Control (Regulations 2016). The purpose of which is to list individuals with "significant control" over companies, including charities and limited liability partnerships, to increase the transparency of corporate structures and to identify those able to exercise, or actually exercising, significant control.

It was concluded that the PSC Register for Lincs Inspire could not identify any individual with significant control. In terms of Lincs Inspire Venues & Enterprises (subsidiary company), it was also confirmed that the entry for the PSC Register recorded the company knows, or has reasonable cause to believe, that there is no registrable person in relation to the company."

Trading Subsidiary:

2021/22 was the fifth year of trading for Lincs Inspire Venues & Enterprises Limited, as a not-for-profit private limited company set up as a trading subsidiary, specifically to operate the Grimsby Auditorium and, possible other commercial ventures where trading is not ancillary to a core charitable activity.

Lincs Inspire Venues & Enterprises Limited continues to operate through its own board of directors, including representation from the main board of trustees for Lincs Inspire Limited, and meets no less often than once per quarter to review the strategic operation of the company and its ongoing support to the charity.

A stable board of directors has been retained throughout 2021/22 and at the company's AGM in October 2021, all directors were thanked for their continued support and commitment.

Employment of disabled persons
Lincs Inspire Limited will employ disabled persons when they appear to be suitable for a particular vacancy and every effort is made to ensure that they are given full and fair consideration when such vacancies arise.

During employment Lincs Inspire Limited seeks to work with employees, taking into account their personal circumstances to ensure appropriate training, development and advancement opportunities are available to enable them to reach their full potential.

Employee involvement
Lincs Inspire Limited encourages the involvement of its employees through regular management and team meetings and the dissemination of information of particular concern to employees and for receiving their views on important matters of policy.

Disclosure of information to auditor
Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 12 October 2022 and signed on its behalf by:

.....
M Towle
Chairman

Strategic Report for the Year Ended 31 March 2022

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2022, in compliance with s414C of the Companies Act 2006.

The following trustees report covers the financial year ending 31 March 2022 and is the nineth company report following its commencement on 1 April 2013.

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2022, which is also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Lincs Inspire Limited is an independent, not for profit company, set up to deliver a range of community services including sport, leisure, and cultural services, principally provided in and around Lincolnshire.

The following report concentrates on the financial year 2021/22. The company was incorporated on 14 November 2012 and achieved registration as a charity with the Charity Commission on 7 September 2016.

Achievements and performance

During 2021/22 our services were once again directly affected by the Covid-19 pandemic, with many services significantly restricted in their ability to be open, capacity and in some cases their overall operation. Leisure Centres didn't see a relaxation of restrictions until July 2021 and for Grimsby Auditorium this was much later. Therefore, the following performance review is based on a gradual return of business over the third and fourth quarters of the year.

2021/22 Performance Impact at a glance

• Leisure subscription members rose from c. 5,000 in April 2021 to c. 9,600 by March 2022, a significant improvement following the downturn of the previous year - with the number of visits totalling 632,956
• From September 2021 swimming lessons returned with over 1,650 children participating and attending 74,500 lessons
• The new Wellness Hub with increased facilities opened in November 2021 and this is seeing an increasing level of engagement with over 17,200 attendances.
• Bradley Football Development Centre was one of first facilities to be able to reopen fully, which commenced April 2021 and resulted in over 109,000 engagements
• Over 1,500 level 1 and over 1,800 level 2 'Bikeability' (learn to ride) cycling places were delivered
• Grimsby Auditorium had a gradual return of shows, initially with restrictions in place, resulting in over 53,000 attendances, including a record-breaking Pantomime attendance.
• Over 70,000 Library visits resulted in over 97,000 books being issued which is gradually improving, however significantly down on pre-Covid figures of 246,000 Library visits and over 216,000 books borrowed.
• 67,000 people visited the National Centre for Craft and Design, compared to 117,000 pre-Covid.
• Over 226,000 people visited Whisby Natural World Centre, compared to 293,000 pre-Covid. This number is a significant increase on 2020/21

Performance highlights:

Leisure Centres - after a very challenging start to the year, by quarter three membership numbers started to show a healthy return in the region of 70-80% of pre-pandemic figures. Customers responded well to new and innovative opportunities, including attendance at our first movie night in a swimming pool, which naturally had to be the showing of 'Jaws'. A range of different group exercise classes have also been launched and great to see swim school returning too.

Children's fun sessions, such as aqua discos and roller discos have also returned much to the delight of our young customers. Weekly sessions are regularly sold out well in advance.

However, this year has not been without challenge, arising from a significant turn-over in staffing and in some areas demand out stripping our capacity, namely swim lessons. The need to recruit and train teachers and lifeguards quickly became a top priority. Thankfully having well established internal training facilities has supported this major undertaking.

We have also successfully relaunched our Leisure Services Apprenticeship programme, with three new trainees embarking on their training.

Health and Wellbeing Centre - this has been a significant year for the centre, with earlier awards of external grant funding coming to fruition. A new Wellbeing Hub was launched in November, providing one of the largest toning therapy facilities in the country. As an extension to the existing service, this is now more accessible and with greater capacity, having proved to be a timely addition, and very well received by our community.

Working in partnership with North East Lincolnshire Council and health partners we are currently supporting residents with their recovery from the symptoms of Long-Covid, delivering healthy weight management programmes and continuing to support social prescribing referrals. All of which is helping our community to be stronger and more resilient.

In addition, the centre also launched a Creative Hub, thanks to further grant funding, this is a bright cheerful space with lots of social activities available, and fast becoming a hive of activity for many of our users and their friends, carers, and partners. This facility directly supports improved mental wellbeing and is helping to rebuild confidence and social engagement.

Together these hubs are having a very positive impact, supporting our communities to be stronger and more resilient.

Libraries & Public Archives - Library and Archive services remained accessible during 2021/22, gradually reintroducing face to face services and activities and following national guidelines to ensure customer safety.

Despite restrictions the service successfully partnered with Hull Library Service and the British Library to secure grant funding to develop a BIPC service (business and intellectual property). This was officially launched at the end of March and is now welcoming customers seeking assistance with their business questions.

The service has continued to work with North East Lincolnshire Council and this year began supporting the Local Tax and Benefits service by providing IT support and advice that enables customers to apply on line for support and to securely provide documentary evidence too.

Central Library has also welcomed the East Riding of Yorkshire Credit Union into the ground floor lending library, providing an ideal location to support this valuable service and to hopefully aid increased footfall and exploration of library services as well.

Grant funding was secured to support children's exploration of writing, drawing and illustration, alongside further funding to help improve digital inclusivity with the local community. This includes the delivery awareness and taster sessions in community settings.

As part of the Libraries' development programme work is now underway to provide greater support for users with visual impairment and to also support families with Autistic children.

Sports Development - this team typically works within schools and community settings, both of which have been significantly impacted by the pandemic. Thankfully 2021/22 started to see a return to school activities, especially the delivery of 'Bikeability' (safe cycling). Schools have been keen to ensure children have access to their level 1 and 2 training, resulting in a busy period across most primary schools in the area.

In addition, the team have delivered a comprehensive range of school holiday activities, as part of the HAF (Government Holiday Activity Fund) managed by North East Lincolnshire Council. This has covered Summer and Christmas holiday periods, providing sporting and creative activities for children from low-income families (in receipt of free school meals).

Bradley Football Development Centre - this was the very first venue to reopen following restrictions, welcoming back our footballers of all ages, and seeing attendance levels exceed those of 2019/20, which is an excellent result.

Walking Football and targeted health improvement sessions continue to be well supported and helping to keep our community active.

Hospitality services for both corporate and social functions unfortunately were badly affected by restrictions, however this is now gradually returning with a regular flow of party and meeting bookings.

North East Lincolnshire Council has commissioned the replacement of the 3G pitch surface, which is in accordance with the original grant funding conditions and covered by a sinking fund, in place since the venue opened in 2010. The surface has exceeded normal life expectancy through a robust maintenance regime, and across Summer 2022 a full new surface has been laid, in readiness for the next football season.

Grimsby Auditorium - theatres and live performance venues were some of the very last to reopen, initially with Government restrictions limiting capacity to 50%, which meant some shows were not viable and therefore cancelled or rescheduled. The refunding of tickets continued, however by July 2021 full capacities were once again possible. The Auditorium has successfully hosted a diverse range of performances throughout the second half of the year, including a number of sell-out shows, which is great to see.

A highlight of the year was being able to present a Christmas Pantomime once again, with the 2021 season producing very positive results and a strong community appetite for music, dance, and sparkle. This was further enhanced by the venue's participation in the HAF programme, enabling 1,600 free places, with transport to be provided to local schools and eligible children. This made for some very busy performances and a lovely Christmas treat.

Whisby Natural World Centre - as part of the hospitality sector, this venue had a very challenging year. Outdoor/take-away services continued throughout, with positive visitor numbers utilising the nature reserve. A gradual return to indoor services in accordance with guidance has seen a very positive customer response. The venue has also hosted several events including an arts and craft exhibition, and a range of celebratory events.

Staff recruitment has been challenging across this sector and thankfully the team at Whisby have pulled together to ensure minimal service disruption.

The National Centre for Craft and Design - underwent a relaunch and rebranding following a significant refurbishment by North Kesteven District Council, reopening in May 2021 with a much-improved facility and new name - The Hub. The ground floor extended café, workshop and retail/gallery spaces have been a big success with customers, providing a much-needed revenue boost via the cafe and new footfall into the centre.

The Hub has also restarted its programme of exhibitions and ended 2021/22 with a town wide week of events, delivered on behalf of North Kesteven District Council and aimed at encouraging a customer return to the town centre. Feedback was very positive and a good example of community, businesses and local authority coming to together to celebrate the local area.

Marketing - To support the rebuilding of our business a strong marketing campaign has been essential, highlighting the services and activities once again available and encouraging our communities to be active, healthy, and resilient. Extensive social media, press and radio advertising/awareness during January and February resulted in a very strong uplift in enquiries and website engagement.

Staffing - Employee numbers have remained relatively stable throughout the year at just under 400 (combined full and part-time). Recruitment and training continue to be busy as a result of higher-than-normal staff turn-over arising from the pandemic.

Risk Management

Health and Safety:

The charity continues to actively promote good health and safety practice. This includes investment in staff training, both formal accredited training (such as IOSH Managing Safely training) through to general health and safety awareness raising.

Health and safety audits have continued throughout 2021/22 with a continued focus on ensuring our facilities remain safe and accessible for staff and customers. Covid specific risk assessments are no longer required, however throughout the past year a close review of Covid safe measures has continued.

All facilities continue to maintain provision of hand-sanitising stations, increased cleaning regimes, and where practical pre-booking and online payments to avoid queuing.

Strategic Risk:

The charity's senior management team meets monthly. This provides a forum in which strategic and operational risks may be raised for discussion and or escalation. All senior managers have responsibility for raising risk related concerns either immediately with the chief executive or as part of the monthly cycle of senior management team meetings.

The board of trustees meet 4-6 times per year, and these meetings are now in person, with the option to join virtually if required. The board continue to review the strategic risk register every six months. Managing risk is an ongoing process, and is the responsibility of all staff, volunteers, and trustees.

The overall risk appetite that the board of trustees consider appropriate in relation to business decisions continues to be an 'Open' appetite. This means that the Board is prepared to consider all delivery options and will select those with the highest probability of productive outcomes. However, an exception to this would arise where an activity has health and safety or safeguarding risks, whereby the appetite would reduce to 'Averse'.

Financial Review

This has been another challenging year for everyone and managing our finances and cashflow effectively has been crucial throughout. We utilised the Government's job retention funding programme through to the end in September 2021 and applied for relevant and eligible Government support grants. All of which has helped us to develop a strong platform to move forward from and importantly to support us during the rebuilding of business when expenditure inevitably exceeds income.

Our main sources of income; leisure memberships and theatre sales have been badly hit over the last two years, however by quarter three 2021/22 we started to see a gradual return to more normal levels of participation. This continued into quarter four, ending the year at approximately 75-80% of pre-Covid levels.

However, as we enter the next financial year, we do face the additional challenges arising from rising costs, including National Minimum Wage and National Insurance increases. To help mitigate this a full review of all pricing has been undertaken.

Pricing Policy

Price increases were applied during December and January broadly in line with inflationary increases. Price increases are fully considered by the board of trustees and suitable notice is provided to customers. Leisure customers continue to take advantage of direct debit monthly payments for memberships and as part of the review of pricing, a revised membership programme was introduced to better support customers with a long-term health condition, disability or recovering from serious illness.

Principal Funding Sources

The principal funding sources of the Charity are from admission and usage income of the facilities offered by the Charity, contract income from North East Lincolnshire Council and North Kesteven District Council and also from grants that have been obtained to support specific and targeted objectives.

Approach to Investment

The board of trustees review all key/strategic investment proposals, considering overall cost against lifetime benefit. Investment in equipment is considered through the development of business cases and presentation of options. Procurement is in accordance with the charity's procurement procedures and commitment to achieve best value.

The charity continues to benefit from the use of procurement frameworks and where practical collaborative purchasing, for example, working in partnership with other regional library services for the collective purchasing of library books.

The charity does not hold any external investments or plan to undertake any investments outside the core delivery of its services.

Included within our environmental commitments is an aim, where possible, to utilise local suppliers, to re-use and recycle and to carefully manage energy use.

Financial Reserves

The board of trustees have considered their approach to holding reserves and to date the level cash within the organisation has not been sufficient to enable the creation of any long-term reserves.

However, as a charity short to medium term reserves are in place, linked to restricted funds and compliance with grant funding conditions. Unrestricted funds are also held to support known future investment requirements, for example the replacement of vehicles or gym equipment.

The charity also holds bond/guarantor arrangements provided by North East Lincolnshire Council in support of public sector pensions risk arising because of transferred services.

An annual review of the board's reserves policy is in place.

The charitable group's year started with unrestricted funds of £3,897,528 deficit (2021: £1,330,188 deficit). Unrestricted incoming resources were £8,342,645 (2021: £7,046,818). Unrestricted resources expended amounted to £8,482,656 (2021: £6,958,469), Actuarial re-measurement loss on the defined benefit scheme was a surplus of £2,032,000 (2021 deficit: £2,618,000) and a transfer to restricted funds of £11,823 (2021: £15,408) left a deficit of £2,017,362 (2021: £3,897,528). This includes a pension deficit of £3,662,000, which is guaranteed by North East Lincolnshire Council. Excluding this amount, unrestricted reserves stand at £1,644,638.

Restricted reserves stand at £510,865 (£2021: £325,052) of which £118,090 (2021: £50,202) relates to amounts already expended on fixed assets.

Total reserves stand at £1,506,497 deficit. Free reserves, which excludes the pension deficit, restricted funds and amounts which can only be realised by disposing of tangible fixed assets stand at £882,550 surplus.

The trading subsidiary, Lincs Inspire Venue and Enterprises Limited, had net funds at the year end of £137,178, made up of restricted funds of £221,153 surplus and unrestricted funds of £83,975 deficit. This is after incurring an in year profit before tax of £126,516.

The charity itself had a net deficit position of £1,643,675 made up of restricted funds of £286,893 surplus and unrestricted funds of £1,930,568 deficit. This is after incurring an in year surplus of £1,942,839.

Funds in Deficit

The Charitable group is carrying a deficit of £2,017,362 (2021: £3,875,247) on the unrestricted reserve due to future pension liabilities exceeding the current value of assets held by £3,662,000 (2021: £5,303,000). North East Lincolnshire Council have confirmed to act as guarantor for these future liabilities up to a value of £6.7 million.

Plans for future periods

Aims and key objectives for future periods

Our objectives include rebuilding capacity and income in a safe, sustainable format. To do this we have reprofiled some services and activities to be more self-financing and less reliant on single funding/income sources, in addition, we have adjusted our workforce to reflect new operating models. This work will continue in managed and informed way.

We continue to work with our partners to explore investment and modernisation opportunities and where relevant, progress external funding applications to aid capital investment.

A business development programme has been agreed with the board of trustees and work is underway to establish a programme of invest to save/gain projects.

In addition, a project is underway to introduce a new integrated Human Resources and Payroll system, aimed at greater efficiency through automation.

Lincs Inspire Limited

Strategic Report for the Year Ended 31 March 2022

Summary

2021/22 has been another challenging year for our charity. Our business model is reliant on the levels of income we can generate at our larger leisure venues, enabling surpluses to support our community focused venues that do not generate sufficient income to standalone.

With income levels not starting to rebuild until quarter three this has led to a slower than wished for pace of change. However, we have been successful in gaining external funding which is helping to develop new opportunities and raise awareness. We have also seen an increase in partner engagement, especially linked to wider health and wellbeing initiatives, which is very welcome and sets a good platform to move forward into hopefully a stronger and more stable year.

Our future business planning looks to the future and new development opportunities, at the same time protecting the core business to ensure we continue to be able to deliver community services that have a positive impact.

We have a strong workforce and will continue to invest in this and continue our training and development opportunities.

We remain committed to ensuring our customers enjoy the best possible experience and that services continue to grow and present great value for money for our community.

The strategic report was approved by the trustees of the charity on 12 October 2022 and signed on its behalf by:

.....
M Towle
Chairman

Lincs Inspire Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Lincs Inspire Limited for the purposes of company law) are responsible for preparing the trustees' report, strategic report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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 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.

Approved by the trustees of the charity on 12 October 2022 and signed on its behalf by:

.....
M Towle
Chairman

Independent Auditor's Report to the Members of Lincs Inspire Limited

Opinion

We have audited the financial statements of Lincs Inspire Limited (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2022, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 March 2022 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 group 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Independent Auditor's Report to the Members of Lincs Inspire Limited

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 13), the trustees 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 charity'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 charity 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussions with management, including consideration of known or suspected instances of non-compliance held.
- Challenging assumptions and judgements made within significant accounting estimates and judgements such as depreciation.
- Identification of key laws and regulations central to the charities operations and review of compliance with such laws including a review of Charities Commission website.
- Testing of journal entries and potential override of systems.

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. The 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 concealement, forgery collusion, omission or misrepresentation.

A further description of our responsibilities is available 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 parent 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 parent company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Independent Auditor's Report to the Members of Lincs Inspire Limited

.....
Carrie Jensen ACA (Senior Statutory Auditor)
For and on behalf of Forrester Boyd, Statutory Auditor

26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

12 October 2022

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2022 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	3,319,513	542,881	3,862,394
Charitable activities	4	2,967,503	-	2,967,503
Other trading activities	5	1,848,163	-	1,848,163
Investment income	6	1,709	-	1,709
Other income	7	205,757	39,737	245,494
Total income		8,342,645	582,618	8,925,263
Expenditure on:				
Raising funds	8	(1,537,654)	(56,631)	(1,594,285)
Charitable activities	9	(6,945,002)	(351,997)	(7,296,999)
Total expenditure		(8,482,656)	(408,628)	(8,891,284)
Net (expenditure)/income		(140,011)	173,990	33,979
Transfers between funds		(11,823)	11,823	-
Other recognised gains and losses				
Actuarial gains/ (losses) on defined benefit pension schemes	27	2,032,000	-	2,032,000
Net movement in funds		1,880,166	185,813	2,065,979
Reconciliation of funds				
Total funds brought forward		(3,897,528)	325,052	(3,572,476)
Total funds carried forward	29	(2,017,362)	510,865	(1,506,497)

Comparative figures can be seen on the following page.

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2022 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £ (As restated)
Income and Endowments from:				
Donations and legacies	3	5,868,897	189,669	6,058,566
Charitable activities	4	773,769	-	773,769
Other trading activities	5	232,803	-	232,803
Investment income	6	791	-	791
Other income	7	170,558	-	170,558
Total income		7,046,818	189,669	7,236,487
Expenditure on:				
Raising funds	8	(483,749)	(19,620)	(503,369)
Charitable activities	9	(6,497,001)	(79,785)	(6,576,786)
Total expenditure		(6,980,750)	(99,405)	(7,080,155)
Net income		66,068	90,264	156,332
Transfers between funds		(15,408)	15,408	-
Taxation		-	-	-
Other recognised gains and losses				
Actuarial gains/ (losses) on defined benefit pension schemes		(2,618,000)	-	(2,618,000)
Net movement in funds		(2,567,340)	105,672	(2,461,668)
Reconciliation of funds				
Total funds brought forward		(1,330,188)	219,380	(1,110,808)
Total funds carried forward	29	(3,897,528)	325,052	(3,572,476)

Lincs Inspire Limited

(Registration number: 08293679)
Consolidated Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £ (As restated)
Fixed assets			
Intangible assets	16	10,866	18,539
Tangible assets	17	547,428	574,290
Heritage assets	18	214,660	215,877
		772,954	808,706
Current assets			
Stocks	20	78,557	78,872
Debtors	21	255,572	434,393
Cash at bank and in hand	22	2,059,026	1,630,404
		2,393,155	2,143,669
Creditors: Amounts falling due within one year	23	(984,950)	(1,158,945)
Net current assets		1,408,205	984,724
Total assets less current liabilities		2,181,159	1,793,430
Creditors: Amounts falling due after more than one year	24	-	(40,625)
Provisions	26	(25,656)	(22,281)
Net assets excluding pension liability		2,155,503	1,730,524
Pension scheme liability	27	(3,662,000)	(5,303,000)
Net liabilities including pension liability		(1,506,497)	(3,572,476)
Funds of the group:			
Restricted income funds			
Restricted funds	29	510,865	325,052
Unrestricted income funds			
Unrestricted funds		(2,017,362)	(3,897,528)
Total funds	29	(1,506,497)	(3,572,476)

The financial statements on pages 17 to 51 were approved by the trustees, and authorised for issue on 12 October 2022 and signed on their behalf by:

.....
M Towle
Chairman

Lincs Inspire Limited

(Registration number: 08293679)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Intangible assets	16	10,866	18,539
Tangible assets	17	384,906	423,500
Heritage assets	18	214,660	215,877
Investments	19	1	1
		610,433	657,917
Current assets			
Stocks	20	66,240	74,868
Debtors	21	578,479	428,953
Cash at bank and in hand	22	1,377,388	1,624,973
		2,022,107	2,128,794
Creditors: Amounts falling due within one year	23	(614,215)	(1,029,600)
Net current assets		1,407,892	1,099,194
Total assets less current liabilities		2,018,325	1,757,111
Creditors: Amounts falling due after more than one year	24	-	(40,625)
Net assets excluding pension liability		2,018,325	1,716,486
Pension scheme liability	27	(3,662,000)	(5,303,000)
Net liabilities including pension liability		(1,643,675)	(3,586,514)
Funds of the charity:			
Restricted income funds			
Restricted funds	29	286,893	117,593
Unrestricted income funds			
Unrestricted funds		(1,930,568)	(3,704,107)
Total funds	29	(1,643,675)	(3,586,514)

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a surplus after tax for the financial year of £1,942,839 (2021 - £2,826,915 deficit) of which £2,032,000 relates to the decrease in pension scheme deficit.

The financial statements on pages 17 to 51 were approved by the trustees, and authorised for issue on 12 October 2022 and signed on their behalf by:

.....
M Towle
Chairman

Lincs Inspire Limited

Consolidated Statement of Cash Flows for the Year Ended 31 March 2022

	Note	2022 £	2021 £ (As restated)
Cash flows from operating activities			
Net cash income/(expenditure)		2,065,979	(2,461,670)
Adjustments to cash flows from non-cash items			
Depreciation	8	288,578	336,602
Amortisation	8	7,673	4,479
Investment income	6	(1,709)	(791)
Loss on disposal of tangible fixed assets	11	6,043	2,183
Heritage asset impairment		898	-
FRS102 actuarial liability adjustment		(1,641,000)	2,801,000
		726,462	681,803
Working capital adjustments			
Decrease in stocks	20	317	13,705
Decrease/(increase) in debtors	21	178,821	(26,066)
(Decrease)/increase in creditors	23	(99,082)	56,359
Increase in provisions	26	3,375	22,281
(Decrease)/increase in deferred income	24	(74,915)	107,415
Net cash flows from operating activities		734,978	855,497
Cash flows from investing activities			
Interest receivable and similar income	6	1,709	791
Purchase of intangible fixed assets	16	-	(23,018)
Purchase of tangible fixed assets	17	(265,523)	(85,933)
Purchase of heritage assets	18	(1,917)	(626)
Net cash flows from investing activities		(265,731)	(108,786)
Cash flows from financing activities			
Repayment of loans and borrowings	23	(40,625)	(40,625)
Net increase in cash and cash equivalents		428,622	706,086
Cash and cash equivalents at 1 April		1,630,404	924,318
Cash and cash equivalents at 31 March		2,059,026	1,630,404

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Bradley Football Development Centre
Bradley Road
Grimsby
North East Lincolnshire
DN37 0AG

These financial statements were authorised for issue by the trustees on 12 October 2022.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (published October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation
Lincs Inspire Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling and rounded to the nearest pound.

Basis of consolidation
The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertakings drawn up to 31 March 2022.

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group.

Going concern
Specifically in connection with the current economic climate, the trustees have considered the impact of Covid-19 on the group and they are satisfied that the group has sufficient financial headroom to continue trading for at least the next twelve months. The group has made use of the government incentives including the furlough scheme and the culture recovery fund.

Although the balance sheet is in deficit, this is due to the pension scheme inherited. The total liability is currently underwritten in full by North East Lincolnshire Council. On that basis and with the pension scheme liability removed, the balance sheet would show a net position of £2,155,503.

For these reasons the financial statements have been prepared on a going concern basis.

Prior period errors
During the audit it was determined that a deferred tax provision was not introduced in the subsidiary 2020/21 accounts therefore overstating both the profit and loss account and balance sheet.

The figures above for the current period reflect the changes to the opening equity balance sheet position. Positive figures reflect a debit adjustment, negative figures a credit.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the group has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably.

All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, staff numbers.

Governance costs
These include costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets
Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets
Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Heritage assets
Heritage assets are recognised at cost or, where donated, at the prevailing market value at the time of donation. Expenditure that, in the Group's view, is required to preserve or prevent further deterioration of the assets is recognised in the Statement of Financial Activities as it is incurred. Heritage assets comprise local history books and documents which are available for reference by the public.

Amortisation
Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website costs	3 years straight line

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Gym equipment	20%
ICT Equipment	33%
Plant and equipment	20% - 50%
Local history reference books	13%
Hardback books	14%
Paperback books	25%
Children's books	33%
Recordings, radio and visual	17%

Stock
Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO) method.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised at the transaction price, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers and are recognised at transaction price.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the profit and loss account over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the company has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Provisions
Provisions are recognised when the charity has an obligation at the reporting date as a result of a past event, it is probably that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

Retirement benefits to employees of the charitable company are provided by the East Riding Pension Fund (ERPF). This is a defined benefit scheme. The ERPF is a funded scheme and the assets are held separately from those of the charitable company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit 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 at least triennially and are updated at each balance sheet date. The amounts charged to the operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs incurred. Net interest on the net defined benefit liability/ asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and the interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses. With effect from 1 April 2015 the scheme was frozen and no longer available to new employees.

From 1 July 2015 employees were able to join the defined contribution scheme with the People's pension. Contributions are expensed as they become payable.

Financial instruments

Classification

The charity only has financial assets and financial liabilities that qualify as basic financial instruments.

Recognition and measurement

Basic financial instruments are initially recognised at transaction value and subsequently measured at their fair value.

Fixed asset investments are measured at fair value, with gains and losses being recognised in the Statement of Financial Activities.

Investments

Investments in subsidiaries measured at cost less impairment.

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions 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 discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 March 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	2,183	-	2,183
Grants, including capital grants;			
Government grants	363,747	462,444	826,191
Grants from other sources	196,333	80,437	276,770
Contract income	2,757,250	-	2,757,250
	3,319,513	542,881	3,862,394

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	1,371	-	1,371
Grants, including capital grants;			
Government grants	2,394,700	73,000	2,467,700
Grants from other sources	587,221	116,669	703,890
Contract income	2,885,605	-	2,885,605
	5,868,897	189,669	6,058,566

Included within government grants are amounts amounting to £157,046 (2021: £1,742,794) relating to the Coronavirus Job Retention Scheme, £206,700 (2021: £476,906) relating to local government discretionary grants for Covid-19 closures, £Nil (2021: £175,000) relating to Covid support from North East Lincolnshire Council, £156,254 (2021: £Nil) relating to local authority grants for runnning school holiday activities, £111,250 (2021: £Nil) relating to local authority grants for Clinically Extremely Vulnerable funding, £97,000 (2021: £70,000) relating to a grant from the local authority for the Wellness Hub, £53,850 (2021: £Nil) relating to NKDC Riverlight Festival, £22,507 (2021: £Nil) relating to local authority grants for Tier 2 weight management prorgramme, £21,584 (2021: £Nil) relating to NEL Reshape Grant and £Nil (2021: £3,000) from Lincolnshire County Council in Community Collaborative Funding.

4 Income from charitable activities

	Unrestricted funds General £	Total 2022 £
Sports, fitness and leisure	2,818,612	2,818,612
Arts and attractions	129,250	129,250
Libraries and archives	19,641	19,641
	2,967,503	2,967,503

	Unrestricted funds General £	Total 2021 £
Sports, fitness and leisure	737,988	737,988
Arts and attractions	32,181	32,181
Libraries and archives	3,600	3,600
	773,769	773,769

5 Income from other trading activities

	Unrestricted funds General £	Total 2022 £
Events income;		
Other events income	1,466	1,466
Retail sales income	133,162	133,162
Ticket sales	909,184	909,184
Food and beverage	773,873	773,873
Commissions on sale of merchandise	30,478	30,478
	1,848,163	1,848,163

	Unrestricted funds General £	Total 2021 £
Retail sales income	17,742	17,742
Ticket sales	204	204
Food and beverage	207,776	207,776
Commissions on sale of merchandise	7,081	7,081
	232,803	232,803

6 Investment income

	Unrestricted funds General £	Total 2022 £
Interest receivable and similar income;		
Interest receivable on bank deposits	1,709	1,709
	1,709	1,709

	Unrestricted funds General £	Total 2021 £
Interest receivable and similar income;		
Interest receivable on bank deposits	791	791
	791	791

7 Other income

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Income from trading subsidiary	31,922	39,737	71,659
Hire of facilities	40,410	-	40,410
Sundry income	133,425	-	133,425
	205,757	39,737	245,494

	Unrestricted funds General £	Total 2021 As restated £
Hire of facilities	15,658	15,658
Sundry income	154,900	154,900
	170,558	170,558

8 Expenditure on raising funds

a) Costs of trading activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Costs of goods sold	1,077,332	-	1,077,332
Other subsidiary costs	105,102	36,860	141,962
Depreciation, amortisation and other similar costs	32,911	19,771	52,682
Staff Costs	322,309	-	322,309
	1,537,654	56,631	1,594,285

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Costs of goods sold	101,240	-	101,240
Other subsidiary costs	93,576	-	93,576
Depreciation, amortisation and other similar costs	33,789	19,620	53,409
Staff Costs	255,144	-	255,144
	483,749	19,620	503,369

9 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2022 £
Sports, fitness and leisure	3,304,927	826,685	4,131,612
Arts and attractions	1,481,108	255,324	1,736,432
Libraries and archives	996,676	432,279	1,428,955
	5,782,711	1,514,288	7,296,999

	Activity undertaken directly £	Activity support costs £	2021 £ (As restated)
Sports, fitness and leisure	3,054,329	778,932	3,833,261
Arts and attractions	1,118,393	204,134	1,322,527
Libraries and archives	1,005,436	415,562	1,420,998
	5,178,158	1,398,628	6,576,786

In addition to the expenditure analysed above, there are also governance costs of £51,197 (2021 - £27,506) which relate directly to charitable activities. See note 10 for further details.

10 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs including depreciation £	Other support costs £	Total 2022 £
Sports, fitness and leisure	A	31,886	11,110	8,750	549,277	5,864	36,142	183,656	826,685
Arts and attractions	A	9,848	3,431	2,703	169,646	1,811	11,163	56,722	255,324
Libraries and archives	A	9,463	3,297	2,597	163,015	1,740	197,661	54,506	432,279
		51,197	17,838	14,050	881,938	9,415	244,966	294,884	1,514,288

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs including depreciation £	Other support costs £	Total 2021 £
Sports, fitness and leisure	A	17,896	9,485	7,024	469,118	5,390	58,710	211,309	778,932
Arts and attractions	A	4,690	2,486	1,841	122,941	1,412	15,386	55,378	204,134
Libraries and archives	A	4,920	2,608	1,931	128,980	1,482	217,543	58,098	415,562
		27,506	14,579	10,796	721,039	8,284	291,639	324,785	1,398,628

Basis of allocation

Reference	Method of allocation
A	Staff numbers

Governance costs

	Unrestricted funds General £	Total 2022 £
Audit fees		
Audit of the financial statements	17,750	17,750
Other fees paid to auditors	28,315	28,315
Legal fees	5,132	5,132
	51,197	51,197

	Unrestricted funds General £	Total 2021 £
Audit fees		
Audit of the financial statements	16,950	16,950
Other fees paid to auditors	9,550	9,550
Legal fees	1,006	1,006
	27,506	27,506

11 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2022 £	2021 £
Operating leases - other assets	13,626	15,095
Audit fees	22,619	16,950
Other non-audit services	25,081	9,550
Loss on disposal of tangible fixed assets	6,043	2,183
Depreciation of fixed assets	296,251	336,602

12 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

13 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	4,746,549	4,693,720
Social security costs	287,776	245,656
Pension costs	570,114	438,839
	5,604,439	5,378,215

The monthly average number of persons (including senior management team) employed by the group during the year expressed as a head count was as follows:

	2022 No	2021 No
Sport, Fitness & Leisure	285	247
Arts and Attractions	73	57
Libraries	48	54
Auditorium	57	56
Central management, maintenance and marketing	25	24
	488	438

The number of employees whose emoluments fell within the following bands was:

	2022 No	2021 No
£80,001 - £90,000	1	1

The total employee benefits, contract and service costs of the key management personnel of the group were £323,892 (2021 - £283,685).

14 Auditors' remuneration

	2022 £	2021 £
Audit of the financial statements	17,750	16,950
Other fees to auditors		
All other non-audit services	28,315	9,550

£4,400 (2021: £4,200) of the above amount was remuneration for the audit of the trading subsidiary

15 Taxation

The parent company is a registered charity and its activities are exempt from taxation. The trading subsidiary is subject to tax, and corporation tax of £nil is payable for the year ended 31 March 2022.

16 Intangible fixed assets

Group

	Website development £	Total £
Cost		
At 1 April 2021	23,018	23,018
At 31 March 2022	23,018	23,018
Amortisation		
At 1 April 2021	4,479	4,479
Charge for the year	7,673	7,673
At 31 March 2022	12,152	12,152
Net book value		
At 31 March 2022	10,866	10,866
At 31 March 2021	18,539	18,539

Charity

	Website development £	Total £
Cost		
At 1 April 2021	23,018	23,018
At 31 March 2022	23,018	23,018
Amortisation		
At 1 April 2021	4,479	4,479
Charge for the year	7,673	7,673
At 31 March 2022	12,152	12,152
Net book value		
At 31 March 2022	10,866	10,866
At 31 March 2021	18,539	18,539

17 Tangible fixed assets

Group

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2021	37,543	802,425	1,730,082	2,570,050
Additions	-	213,859	51,664	265,523
Disposals	-	-	(62,038)	(62,038)
At 31 March 2022	37,543	1,016,284	1,719,708	2,773,535
Depreciation				
At 1 April 2021	26,406	595,556	1,373,798	1,995,760
Charge for the year	3,713	97,930	186,935	288,578
Eliminated on disposals	-	-	(58,231)	(58,231)
At 31 March 2022	30,119	693,486	1,502,502	2,226,107
Net book value				
At 31 March 2022	7,424	322,798	217,206	547,428
At 31 March 2021	11,137	206,869	356,284	574,290

Charity

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2021	37,543	499,972	1,730,082	2,267,597
Additions	-	149,445	51,664	201,109
Disposals	-	-	(62,038)	(62,038)
At 31 March 2022	37,543	649,417	1,719,708	2,406,668
Depreciation				
At 1 April 2021	26,406	443,893	1,373,798	1,844,097
Charge for the year	3,713	45,248	186,935	235,896
Eliminated on disposals	-	-	(58,231)	(58,231)
At 31 March 2022	30,119	489,141	1,502,502	2,021,762
Net book value				
At 31 March 2022	7,424	160,276	217,206	384,906
At 31 March 2021	11,137	56,079	356,284	423,500

18 Heritage assets

Group

	Books and magazines £	Local historical items £	Total £
Cost			
At 1 April 2021	93,219	122,658	215,877
Impairment	(898)	-	(898)
Additions	-	1,917	1,917
Disposals	-	(2,236)	(2,236)
At 31 March 2022	92,321	122,339	214,660
Depreciation			
At 1 April 2021	-	-	-
At 31 March 2022	-	-	-
Net book value			
At 31 March 2022	92,321	122,339	214,660

Charity

	Books and magazines £	Local historical items £	Total £
Cost			
At 1 April 2021	93,219	122,658	215,877
Impairment	(898)	-	(898)
Additions	-	1,917	1,917
Disposals	-	(2,236)	(2,236)
At 31 March 2022	92,321	122,339	214,660
Depreciation			
At 1 April 2021	-	-	-
At 31 March 2022	-	-	-
Net book value			
At 31 March 2022	92,321	122,339	214,660

Summary of transactions

	2022 £	2021 £	2018 £
Purchases and additions			
Purchases	1,917	626	-
Disposals			
Disposals	2,236	710	22,903

During the year ended 31 March 2015 the Charitable company received donations of heritage assets from North East Lincolnshire Council under a service contract amounting to £234,264. These were included as a donation at fair value at 31 March 2015.

19 Fixed asset investments

Group

Details of undertakings

Details of the investments in which the group holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held	Principal activity
Subsidiary undertakings				
Lincs Inspire Venues & Enterprises (No. 10409947)	United Kingdom	Ordinary	100%	Provision of venue hire and facilities for performing arts

Subsidiaries

The turnover of Lincs Inspire Venues & Enterprises Limited was £1,446,068 whilst expenditure totalled £1,369,854. The profit/ loss of Lincs Inspire Venues & Enterprises Limited was therefore £126,515 profit and the aggregate amount of capital and reserves at the end of the period was £162,834.

Charity

	2022 £	2021 £
Shares in group undertakings and participating interests	1	1

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 April 2021	1	1
At 31 March 2022	1	1
Net book value		
At 31 March 2022	1	1
At 31 March 2021	1	1

20 Stock

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Stocks	78,557	78,872	66,240	74,868

21 Debtors

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	137,520	119,561	129,668	116,715
Due from group undertakings	-	-	332,349	-
Prepayments	74,772	73,319	73,401	70,725
Accrued income	42,108	241,513	42,108	241,513
Other debtors	1,172	-	953	-
	255,572	434,393	578,479	428,953

22 Cash and cash equivalents

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Cash at bank	2,059,026	1,630,404	1,377,388	1,624,973

23 Creditors: amounts falling due within one year

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	232,818	180,263	198,225	123,910
Other loans	40,625	40,625	40,625	40,625
Due to group undertakings	-	-	-	281,536
Other taxation and social security	136,791	263,408	136,791	263,408
Other creditors	1,631	911	1,631	911
Pension scheme creditor	35,906	34,317	35,906	34,317
Accruals	266,645	293,972	183,537	277,754
Deferred income	270,534	345,449	17,500	7,139
	984,950	1,158,945	614,215	1,029,600

On 31 March 2014 North East Lincolnshire Council loaned £325,000 to Lincs Inspire Limited repayable over a period of 9 years. The loan was made at the market interest of 4% other than in the event of the Bank of England base rate rising to 4.0% or above, at which point interest becomes repayable at 2% above the interest rate. In accordance with the revised agreement there was no principal repayment until financial year 2017/18. The effective interest method has been adopted to recognise and measure the financial liability.

Deferred income

	2022	2021
	£	£
Group		
Deferred income at 1 April 2021	(345,449)	(238,034)
Resources deferred in the period	270,534	345,449
Amounts released from previous periods	345,449	238,034
Deferred income at year end	270,534	345,449

	2022	2021
	£	£
Charity		
Deferred income at 1 April 2021	(7,139)	(27,456)
Resources deferred in the period	17,500	7,139
Amounts released from previous periods	7,139	27,456
Deferred income at year end	17,500	7,139

24 Creditors: amounts falling due after one year

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Other loans	-	40,625	-	40,625

On 31 March 2014 North East Lincolnshire Council loaned £325,000 to Lincs Inspire Limited repayable over a period of 9 years. The loan was made at the market interest of 4% other than in the event of the Bank of England base rate rising to 4.0% or above, at which point interest becomes repayable at 2% above the interest rate. In accordance with the revised agreement there was no principal repayment until financial year 2017/18. The effective interest method has been adopted to recognise and measure the financial liability.

25 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Other				
Within one year	11,471	13,626	11,471	13,129
Between one and five years	10,962	20,446	10,962	18,957
	22,433	34,072	22,433	32,086

26 Provisions

Group

Deferred tax relates to differences between accumulated depreciation and capital allowances.

27 Pension and other schemes

Defined contribution pension scheme

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £180,077 (2021 - £93,277).

Defined benefit pension schemes

This scheme is a defined benefit scheme that is administered locally by East Riding Yorkshire Council, with the assets held in separate trustee-administered funds. The Charitable company and its employees pay contributions into a fund as noted below. The agreed contribution rates for future years are 21.2% for employers and between 5.5% and 9.9% for employees. Contributions are calculated at a level intended to balance the pension liabilities with investment assets.

The last relevant review by the Fund's actuary was at 31 March 2019. The actuary projected the results forward from this valuation to 31 March 2021 using approximate methods, and allowing for changes in financial assumptions.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2022	2021
	£	£
Fair value of scheme assets	11,151,000	10,090,000
Present value of defined benefit obligation	(14,813,000)	(15,393,000)
Defined benefit pension scheme deficit	(3,662,000)	(5,303,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2022 £
Present value at start of year	15,393,000
Current service cost	504,000
Interest cost	320,000
Actuarial gains and losses	(1,324,000)
Benefits paid	(147,000)
Contributions by scheme participants	67,000
Present value at end of year	14,813,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2022 £
Fair value at start of year	10,090,000
Interest income	208,000
Actuarial gains and losses	708,000
Employer contributions	225,000
Contributions by scheme participants	67,000
Benefits paid	(147,000)
Fair value at end of year	11,151,000

Analysis of assets

The major categories of scheme assets are as follows:

	2022 £	2021 £
Cash and cash equivalents	111,510	302,700
Equity instruments	8,140,230	6,760,300
Corporate bonds	1,895,670	1,816,200
Property	1,003,590	1,210,800
	11,151,000	10,090,000

Return on scheme assets

	2022 £	2021 £
Return on scheme assets	916,000	1,491,000

The pension scheme has not invested in any of the group's own financial instruments or in properties or other assets used by the group.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2022 %	2021 %
Discount rate	2.75	2.05
Future salary increases	4.05	3.70
Future pension increases	3.15	2.80

Post retirement mortality assumptions

	2022 Years	2021 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	24.00
Future UK pensioners at retirement age - male	22.00	22.00
Future UK pensioners at retirement age - female	25.00	26.00

28 Contingent liabilities

Group

Pension Payments - A review is ongoing in respect of the historic treatment of pension payments under the People's Pension regulations. The remedial work undertaken so far has established that a net liability will exist though this cannot be reliably estimated at this stage.

VAT – A review has been undertaken in respect of the treatment of VAT on ticket sales at the Auditorium, particularly in respect of whether the VAT should be paid to HMRC by Lincs Inspire or by the Promoters of the shows held at the Auditorium. The outcome of this may result in a liability, but this cannot be reliably estimated at this stage.

Charity

Pension Payments - A review is ongoing in respect of the historic treatment of pension payments under the People's Pension regulations. The remedial work undertaken so far has established that a net liability will exist though this cannot be reliably estimated at this stage.

29 Funds

Group

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
Unrestricted funds						
General						
General fund	(3,897,528)	8,342,645	(8,482,656)	(11,823)	2,032,000	(2,017,362)
Restricted funds						
Restoration Levy Fund	203,700	39,737	(34,107)	11,823	-	221,153
Libraries Connected	-	7,500	(4,857)	-	-	2,643
Active Lincolnshire - Tackling Inequalities	-	6,245	(6,245)	-	-	-
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	15,023	-	(4,230)	-	-	10,793
Arts Council England, reading pictures, seeing stories	-	2,300	-	-	-	2,300
The Arts Society Holland & Kesteven	240	-	(240)	-	-	-
LCC Community Collaboration Fund	3,496	-	(3,496)	-	-	-

Notes to the Financial Statements for the Year Ended 31 March 2022

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
The Reading Agency - Reading Friends	-	295	(295)	-	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	300	-	(300)	-	-	-
The National Lottery Community Grant - 'Active Forever' Project	28,534	52,650	(5,651)	-	-	75,533
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	70,000	97,000	(117,102)	-	-	49,898
Theatres Trust - Theatre Reopening Fund	3,759	-	(940)	-	-	2,819
NKDC Riverlight Festival	-	53,850	(52,048)	-	-	1,802
NELC Tier 2 Weight Management Programme	-	22,506	(9,876)	-	-	12,630
Junction Arts - Our Place	-	3,750	(3,750)	-	-	-
Clinically Extremely Vulnerable	-	111,250	-	-	-	111,250
Digital Society	-	4,967	(4,087)	-	-	880
Active Lincolnshire - Wonder Walks	-	2,730	(2,730)	-	-	-
NELC - Holiday Active Fund	-	156,254	(137,090)	-	-	19,164
NEL - Reshape Grant	-	21,584	(21,584)	-	-	-
Total restricted funds	325,052	582,618	(408,628)	11,823	-	510,865
Total funds	(3,572,476)	8,925,263	(8,891,284)	-	2,032,000	(1,506,497)

	Balance at 1 April 2020 £	Incoming resources as restated £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2021 £
Unrestricted funds						
General						
General fund	(1,330,188)	7,046,818	(6,980,750)	(15,408)	(2,618,000)	(3,897,528)
Restricted funds						
Restoration Levy Fund	206,972	-	(18,680)	15,408	-	203,700
Libraries Connected	5,000	1,000	(6,000)	-	-	-
Active Lincolnshire - Tackling Inequalities	-	4,000	(4,000)	-	-	-
Heritage Lottery Fund, On Our Street Project/Streets & Their Stories	703	14,320	-	-	-	15,023
Arts Council England, reading pictures, seeing stories	695	-	(695)	-	-	-
Radcliffe Trust DN mentoring scheme	3,500	-	(3,500)	-	-	-
The Arts Society Holland & Kesteven	240	-	-	-	-	240
LCC Community Collaboration Fund	2,270	3,000	(1,774)	-	-	3,496
The Football Foundation Fund	-	5,500	(5,500)	-	-	-
The Reading Agency - Reading Friends	-	9,300	(9,300)	-	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	-	48,800	(48,500)	-	-	300
The National Lottery Community Grant - 'Active Forever' Project	-	29,050	(516)	-	-	28,534
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	-	70,000	-	-	-	70,000
Theatres Trust - Theatre Reopening Fund	-	4,699	(940)	-	-	3,759
Total restricted funds	219,380	189,669	(99,405)	15,408	-	325,052
Total funds	(1,110,808)	7,236,487	(7,080,155)	-	(2,618,000)	(3,572,476)

Charity

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2022 £
Unrestricted funds					
General					
General fund	(3,704,107)	7,118,842	(7,377,303)	2,032,000	(1,930,568)
Restricted funds					
Libraries Connected	-	7,500	(4,857)	-	2,643
Active Lincolnshire - Tackling Inequalities	-	6,245	(6,245)	-	-
Heritage Lottery Fund streets and their stories fund	15,023	-	(4,230)	-	10,793
Arts Council England, reading pictures, seeing stories	-	2,300	-	-	2,300
The Arts Society Holland & Kesteven	240	-	(240)	-	-
LCC Community Collaboration Fund	3,496	-	(3,496)	-	-
The Reading Agency - Reading Friends	-	295	(295)	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	300	-	(300)	-	-
The National Lottery Community Grant - 'Active Forever' Project	28,534	52,650	(5,651)	-	75,533
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	70,000	97,000	(117,102)	-	49,898
NKDC Riverlight Festival	-	53,850	(52,048)	-	1,802
NELC - Tier 2 Weight Management Programme	-	22,506	(9,876)	-	12,630
Junction Arts - Our Place	-	3,750	(3,750)	-	-
Clinically Extremely Vulnerable	-	111,250	-	-	111,250
Digital Society	-	4,967	(4,087)	-	880
Active Lincolnshire - Wonder Walks	-	2,730	(2,730)	-	-
NELC - Holiday Active Fund	-	156,254	(137,090)	-	19,164
Total restricted funds	117,593	521,297	(351,997)	-	286,893
Total funds	(3,586,514)	7,640,139	(7,729,300)	2,032,000	(1,643,675)

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2021 £
Unrestricted funds					
General					
General fund	(772,007)	6,244,976	(6,559,076)	(2,618,000)	(3,704,107)
Restricted funds					
Libraries Connected	5,000	1,000	(6,000)	-	-
Active Lincolnshire - Tackling Inequalities	-	4,000	(4,000)	-	-
Heritage Lottery Fund streets and their stories fund	703	14,320	-	-	15,023
Arts Council England, reading pictures, seeing stories	695	-	(695)	-	-
Radcliffe Trust DN mentoring scheme	3,500	-	(3,500)	-	-
The Arts Society Holland & Kesteven	240	-	-	-	240
LCC Community Collaboration Fund	2,270	3,000	(1,774)	-	3,496
The Football Foundation Fund	-	5,500	(5,500)	-	-
The Reading Agency - Reading Friends	-	9,300	(9,300)	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	-	48,800	(48,500)	-	300
The National Lottery Community Grant - 'Active Forever' Project	-	29,050	(516)	-	28,534
Lincs Inspire Wellness Hub Capital investment by Sport England and NELC	-	70,000	-	-	70,000
Total restricted funds	12,408	184,970	(79,785)	-	117,593
Total funds	(759,599)	6,429,946	(6,638,861)	(2,618,000)	(3,586,514)

The specific purposes for which the funds are to be applied are as follows:

Restoration Levy – funds arising from a £1 ticket charge applied at Grimsby Auditorium with funds reinvested to improve customer comfort and enjoyment.

Libraries Connected – programme of complimentary events in statutory libraries.

Tackling Inequalities Fund – community dance programme for all ages and abilities.

Heritage Lottery Funding – (On Our Street Project/Streets & Their Stories) community based local history/reminiscence workshops and creative activities.

Reading Pictures Seeing Stories – Library project supporting visual literacy.

Radcliffe Trust – artist mentoring support.

Arts Society Holland & Kesteven – funding to enable 10 children to undertake Discover Arts Awards.

LCC Community Collaboration Fund – funding to support value and impact assessment of creative arts participation.

Football Foundation Fund – supporting safe reopening following Covid restrictions.

Reading Friends Fund – funding to support connectivity with house bound library users during Covid restrictions.

National Lottery Community Fund – 'Virtual Lincs' programme provided online access to light exercise and crafts during Covid restrictions.

National Lottery Community Fund – 'Active Forever' supported capital and revenue investment to develop a Creative Hub to support community engagement post Covid 19.

Lincs Inspire Wellness Hub – includes capital grant funding contributions from Sport England and North East Lincolnshire Council, enabling the development of a new assisted exercise facility.

Theatres Trust - Theatre Reopening Fund - a contribution to automatic door entry at the Grimsby Auditorium.

The NKDC RiverLight Festival - was an event in March 2022 organised by the Hub in partnership with North Kesteven District Council using Government Welcome Back Funding and commissioned via Lincs Inspire.

Tier 2 Weight Management Programme - Public Health Funded programmes through NELC to support staff training and resource material.

Junction Arts Our Place - to support the show-casing of creativity during the COVID lockdown periods.

Clinically Extremely Vulnerable Fund - to support those with specific medical conditions who would be particularly vulnerable if they contracted COVID-19.

Digital Society Steering Group - A fund to buy equipment to assist with the Library Digital Outreach project; improving ICT Skills within the local community.

Active Lincolnshire Wonder Walks - Funding to arrange & support 2 walks within our community.

Holiday Activity Fund - Funding for activties and meals during the school holidays for low income families within North East Lincolnshire.

NEL Reshape Grant - Capital support from Government fund administered by NELC to assist with business restarts following COVID lockdown periods.

30 Analysis of net assets between funds

Group

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2022
	£	£	£
Intangible fixed assets	10,866	-	10,866
Tangible fixed assets	429,338	118,090	547,428
Heritage assets	214,660	-	214,660
Current assets	2,000,380	392,775	2,393,155
Current liabilities	(984,950)	-	(984,950)
Provisions	(25,656)	-	(25,656)
Pension scheme liability	(3,662,000)	-	(3,662,000)
Total net assets	(2,017,362)	510,865	(1,506,497)

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2021
	£	£	£
Intangible fixed assets	18,539	-	18,539
Tangible fixed assets	533,244	41,046	574,290
Heritage assets	215,877	-	215,877
Current assets	1,859,663	284,006	2,143,669
Current liabilities	(1,158,945)	-	(1,158,945)
Creditors over 1 year	(40,625)	-	(40,625)
Pension scheme liability	(5,303,000)	-	(5,303,000)
Total net assets	(3,875,247)	325,052	(3,550,195)

Charity

	Unrestricted funds General	Restricted funds	Total funds at 31 March 2022
	£	£	£
Intangible fixed assets	10,866	-	10,866
Tangible fixed assets	323,352	61,554	384,906
Heritage assets	214,660	-	214,660
Fixed asset investments	1	-	1
Current assets	1,796,768	225,339	2,022,107
Current liabilities	(614,215)	-	(614,215)
Pension scheme liability	(3,662,000)	-	(3,662,000)
Total net assets	(1,930,568)	286,893	(1,643,675)

	Unrestricted funds	Restricted funds	Total funds at 31 March 2021
	General		
	£	£	£
Intangible fixed assets	18,539	-	18,539
Tangible fixed assets	423,500	-	423,500
Heritage assets	215,877	-	215,877
Fixed asset investments	1	-	1
Current assets	1,729,665	117,593	1,847,258
Current liabilities	(748,064)	-	(748,064)
Creditors over 1 year	(40,625)	-	(40,625)
Pension scheme liability	(5,303,000)	-	(5,303,000)
Total net assets	(3,704,107)	117,593	(3,586,514)

31 Analysis of net funds

Group

	At 1 April 2021	Financing cash flows	At 31 March 2022
	£	£	£
Cash at bank and in hand	1,630,404	428,622	2,059,026
Debt due within one year	(40,625)	-	(40,625)
Debt due after more than one year	(40,625)	40,625	-
Net debt	1,549,154	469,247	2,018,401

	At 1 April 2020	Financing cash flows	At 31 March 2021
	£	£	£
Cash at bank and in hand	924,318	706,086	1,630,404
Debt due within one year	(40,625)	-	(40,625)
Debt due after more than one year	(81,250)	40,625	(40,625)
Net debt	802,443	746,711	1,549,154

32 Related party transactions

Charity
During the year the charity made the following related party transactions:

Lincs Inspire Venues & Enterprises Limited
(100% owned subsidiary of Lincs Inspire Limited)
Recharges made from the subsidiary to the parent totalled £457,745 (2021: £109,099).

Recharges made from the parent to the subsidiary totalled £112,590 (2021: £14,500). There has also been a transfer from the parent to the subsidiary in the form of contract income for the running of the auditorium of £100,000.. At the balance sheet date the amount due from Lincs Inspire Venues & Enterprises Limited was £332,349 (2021 - £281,536 due to).

LINCS INSPIRE LIMITED

England & Wales - Charity number 1169071

Accounts

Company registration number: 08293679

Charity registration number: 1169071

Lincs Inspire Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2021

Forrester Boyd
26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

Lincs Inspire Limited

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 5
Strategic Report	6 to 14
Statement of Trustees' Responsibilities	15
Independent Auditors' Report	16 to 18
Consolidated Statement of Financial Activities	19 to 20
Consolidated Balance Sheet	21
Balance Sheet	22
Consolidated Statement of Cash Flows	23
Notes to the Financial Statements	24 to 51

Lincs Inspire Limited

Reference and Administrative Details

Chairman	M Towle
Trustees	A Bird S Bhaduri S Jack T Walker
Secretary	R Marshall
Senior Management Team	S Wells, CEO D Huddleston, Finance Director A Hipkins, Head of Cultural Services C Williams, General Manager R Topliss, Contracts and Performance Manager
Registered Office	Bradley Football Development Centre Bradley Road Grimsby North East Lincolnshire DN37 0AG The charity is incorporated in England.
Company Registration Number	08293679
Charity Registration Number	1169071
Solicitors	Rickem Limited 64 Dagget Road Cleethorpes DN35 0EN
Bankers	Barclays Bank plc 35 Victoria Street Grimsby N E Lincolnshire DN31 1DE
Auditor	Forrester Boyd 26 South Saint Mary's Gate Grimsby North East Lincolnshire DN31 1LW

Lincs Inspire Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2021.

Objectives and activities

Purpose of the Charity
Lincs Inspire is committed to helping local people achieve their aspirations, stay active, stay well, and enjoy life to the full.

Our Aspirations -

- **Ensure** our local community can access and enjoy first class community sports, leisure and cultural facilities and activities
- **Enable** the inactive to become active, through fitness of mind and body
- **Be** a strong, resilient Charity and well-respected local employer
- **Work** with partners to maximise resources, expertise, and opportunities, ensuring that together we can make a real difference and make every community contact count

Our Actions -

- **Provide** our local communities with positive and beneficial sport and leisure activities and services, inspiring all ages and abilities to be active, be healthy, be informed and be safe when taking part.
- **Generate** income from commercial activities that enable us to support community-based sport and leisure services and to continue to ensure they remain affordable and accessible
- **Respond** to key community challenges and proactively develop opportunities that enhance health and wellbeing, no matter the age, background, or ability
- **Deliver** uplifting, inspiring and thought-provoking live entertainment, and cultural experiences, providing social benefit and supporting wider economic impacts

Our Values -

- Our **Core Social Value** is based on the achievement of direct well-being impacts
- Our **Added Social Value** is based on our wider ethos of supporting local supply chains, providing local employment, being energy efficient and environmentally responsible

What We Do
Lincs Inspire delivers a wide range of services, focusing on:

- Borough-wide sports and leisure facilities, including the operation of leisure centres, swimming pools, a football development centre, athletics stadium, and a diverse programme of community-based activities.

- Dedicated Health and Wellbeing Centre focussed on supporting residents to manage long-term health conditions and disabilities through adapted exercise, physical therapy and low impact sporting activities.

- Showcasing cultural experiences and opportunities for participation, including operating the borough's largest performing arts venue, statutory library service, public archive facility, and a wide range of cultural and creative community activities aimed at supporting wellbeing and social interaction.

- Working with schools and academies to support children to be active and stay safe via a boroughwide road safety/safe cycling training programme.

- Working within Greater Lincolnshire, operating an accessible and popular visitor centre and multi-use conference/community space within the heart of an inspiring nature reserve.

- Proudly managing the National Centre for Craft and Design (Arts Council England - National Portfolio Organisation) on behalf of the local authority and providing an exhibition and event programme celebrating the very best in design and maker expertise.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Fundraising disclosures

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Structure, governance and management

Nature of governing document

Lincs Inspire Limited is a registered Charity (No.1169071) which was incorporated on 14 November 2012. It is a company limited by guarantee and is governed by its Memorandum and Articles of Association.

Organisational structure

Day to day management of Lincs Inspire Limited is delegated to the Chief Executive – Ms S. Wells.

Finance and governance during 20-21 was managed by the Finance Director, Mr D Huddleston.

Company Secretary continues to be Mr D. Marshall.

External Auditor is Forrester Boyd.

Banking Services are provided by Barclays Bank Plc.

Trustees' Report

At the Charity's Annual General Meeting in August 2019, it was agreed that Mr Malcolm Towle would remain as Chair of Trustees for a further period of two years, being up to the AGM in 2021. The 2020 AGM acknowledged Malcolm's continued chairmanship of the charity and full engagement in all aspects of the company and its subsidiary.

The company applies a process of application and interview when appointing new trustees. Following which all appointments are subject to final proposal at the appropriate following board meeting, a vote is undertaken, and the appointment duly recorded.

New trustees also undertake a process of induction including familiarisation with the charity's aims and objectives, overview of policies and procedures, understanding of roles and responsibilities and an introduction to key services, facilities, and senior staff.

By virtue of its Articles of Association (its governing document), all members of the charity are also trustees and directors. The board of trustees meet whenever required but no less often than once per quarter to review the charity's operational performance and to strategically plan future developments. In addition, a sub-committee is also in place to consider specific areas of the business when required.

At all board and sub-committee meetings declarations of interest are recorded where relevant and in the event of a conflict, the trustee would be required to leave the meeting and take no part in any related decision-making process.

As a result of the uncertain and difficult times we have all experienced during 2020/21 the board resolved to continue to meet virtually, following Government safety guidance regarding the Covid-19 pandemic. The Articles of Association were amended to reflect the use of virtual meeting platforms, enabling discussion and decision making to continue.

Trading Subsidiary:

2020/21 was the fourth year of trading for Lincs Inspire Venues & Enterprises Limited, as a not-for-profit private limited company set up as a trading subsidiary, specifically to operate the Grimsby Auditorium and, possible other commercial ventures where trading is not ancillary to a core charitable activity.

Lincs Inspire Venues & Enterprises Limited continues to operate through its own board of directors, including representation from the main board of trustees for Lincs Inspire Limited, and meets no less often than once per quarter to review the strategic operation of the company and its ongoing support to the charity.

Existing Governance:

There are no trustees holding title to property belonging to the charity.

There are no funds held as custodian trustees on behalf of others.

All key Charity Commission guidance documents are formally reported to the charity trustees who are also encouraged to visit the Charity Commission web site and to raise issues internally within the charity via the Chief Executive or via the Company Secretary.

In relation to the Charity Commission's specific guidance on public benefit, the trustees understand the essential requirement that for a purpose to be charitable it must comply with the following two tests, namely:
(a) it must be beneficial, and any detriment or harm that results from the purpose must not outweigh the benefit ('the benefit aspect'); and
(b) it must benefit the public in general, or a sufficient section of the public ('the public aspect').

The trustees also recognise that a charitable purpose may only benefit individuals or other legal entities to an extent that is no more than incidental to the furtherance of the charitable purpose.

The Charity Commission's guidance has been seen by all trustees.

The trustees have created a structure which separates all activities that comply with the above two tests from those that do not. Those that do not, unless the incidental benefit exemption applies, are wholly reserved to the trading subsidiary.

The Charity also submitted its annual Confirmation Statement in November 2020, and this was required to include a statement relating to People with Significant Control (Regulations 2016). The purpose of which is to list individuals with "significant control" over companies, including charities and limited liability partnerships, to increase the transparency of corporate structures and to identify those able to exercise, or actually exercising, significant control.

It was concluded that the PSC Register for Lincs Inspire could not identify any individual with significant control. In terms of Lincs Inspire Venues & Enterprises (subsidiary company), it was also confirmed that the entry for the PSC Register recorded the company knows, or has reasonable cause to believe, that there is no registrable person in relation to the company."

Employment of disabled persons

Lincs Inspire Limited will employ disabled persons when they appear to be suitable for a particular vacancy and every effort is made to ensure that they are given full and fair consideration when such vacancies arise.

During employment Lincs Inspire Limited seeks to work with employees, taking into account their personal circumstances to ensure appropriate training, development and advancement opportunities are available to enable them to reach their full potential. The number of registered disabled persons employed by Lincs Inspire Limited during the year was 3 (2020: 3).

Employee involvement

Lincs Inspire Limited encourages the involvement of its employees through regular management and team meetings and the dissemination of information of particular concern to employees and for receiving their views on important matters of policy.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 17 November 2021 and signed on its behalf by:

M Towle
Chairman

Lincs Inspire Limited

Strategic Report for the Year Ended 31 March 2021

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2021, in compliance with s414C of the Companies Act 2006.

The following trustees report covers the financial year ending 31 March 2021 and is the eighth company report following its commencement on 1 April 2013.

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2021, which is also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (published October 2019).

Lincs Inspire Limited is an independent, not for profit company, set up to deliver a range of community services including sport, leisure, and cultural services, principally provided in and around Lincolnshire.

The following report concentrates on the financial year 2020/21. The company was incorporated on 14 November 2012 and achieved registration as a charity with the Charity Commission on 7 September 2016.

Achievements and performance

The company's business activities came to a halt towards the end of March 2020, when the UK entered national lockdown because of the Covid-19 Pandemic.

Throughout 2020/21 our services were directly and significantly affected by this devastating virus. Therefore, our normal performance review is not possible. However, we would like to set out a summary of our year, including some very different performance outcomes.

2020/21 Performance at a glance

- 10,000 active leisure subscription members in April 2020, dropping to 50% by March 2021, with active visits occurring briefly between lockdowns - moving from typically 450,000 visits per annum to 227,000.
- Virtual Lincs - our live streamed/on demand active seniors programme, group exercise classes and craft tutorials attracted over 1100 participants accessing over 8,300 sessions.
- 440 hours of school PE delivered in school and via our Virtual Lincs service.
- Over 700 level 1 and over 200 level 2 'Bikeability' cycling places delivered.
- Over 14,000 adults and 7,400 juniors participated in football training when outdoor training has been permitted. In addition, over 3,400 walking football attendances have taken place too.
- Grimsby Auditorium remained closed for the full year for all live performances.
- 4,500 active Library users borrowed 52,000 books, compared to 246,000 Library visits with over 216,000 books borrowed in the previous year.
- 2,000 people visited the National Centre for Craft and Design, compared to 117,000 the previous year.
- 90,000 people visited Whisby Natural World Centre, compared to 293,000 the previous year.

Performance highlights:

Leisure Centres - when permitted to open between periods of lockdown our facilities followed all government guidance to ensure both staff and customers were safe. This included reduced user numbers, pre-booked and paid for sessions, social distancing throughout, and full compliance with the NHS Test and Trace system.

Rigorous cleaning regimes, spacing of equipment and repurposing of sports halls to provide large open spaces has been the norm. During 2020/21 customers have safely used facilities and commented positively on the measures we have taken.

Two of our smaller sports and leisure venues remained closed due to their size and difficulties in meeting safe distancing for both customers and staff.

By the end of the year memberships across all leisure venues had dropped by c. 50%, despite the opportunity to freeze or defer memberships.

We however wanted to support our customers through this pandemic, enabling them to stay fit and active and feel they were still part of our fitness community. We therefore established live streaming and on demand fitness classes and offered these as a free service. Our own Fitness Supervisors and Sports Coaches produced a range of classes, based on our normal programme, however tailored to work in smaller spaces/a home environment. This equated to 230 live streamed classes between December and March, with attendance at both live and on demand classes exceeding 6,400. These classes have been well received throughout.

Health and Wellbeing Centre - as per our leisure centres, this facility has only opened during permitted periods. Between each lockdown customers have continued to benefit from the toning therapy suite and adaptive gym, albeit with reduced numbers at any one time and some equipment such as toning beds being unsuitable for use.

We have however been busy unlocking grant funding to support several key projects aimed at helping our communities to recover and be both physically and mentally well:

• National Lottery Funding at the start of the year enabled the health and wellbeing team to develop online/over the phone low impact exercise classes and craft tutorials, supported by general welfare calls just to keep in touch. Our craft tutorials continue to be available via YouTube.

• A second successful bid to the National Lottery has resulted in a continuation of this theme via the development of a creative hub within the centre. This will offer a range of activities in an informal and cheerful setting, using craft, music, reminiscence workshops and even a few board games. Community sessions will aim to improve mental wellbeing and commence during 2021/22.

• In 2019/20 we successfully secured funding from Sport England and North East Lincolnshire Council to create a new toning and wellbeing space with an extended range of toning equipment to support more people to manage long term health conditions, disability, and recovery from illness. The onset of the pandemic slowed this project down, which would have ideally been completed during 2020/21. However, work is due to commence during 2021 with the new facility operational by the summer.

In addition, working with our partner North East Lincolnshire Council, the Health and Wellbeing Centre's sports hall became a distribution centre for food parcels delivered to our most vulnerable residents during the pandemic.

Libraries & Public Archives - Library and Archive staff have continued to work throughout the year, providing customers with access to click and collect (or phone and collect) services to ensure we continue to provide a wide range of reading/research materials.

In addition, we increased our access and content for online newspapers, magazines, and comics, proving to be very popular during the periods of lockdown. We also continued to support care homes wishing to receive book selections for their residents. These were provided in a safe manner that included periods of quarantine before use.

Library staff have also worked with North East Lincolnshire Council during lockdowns, making calls to some of the area's most vulnerable residents and those following the requirements to stay home and shield. They have been providing a friendly voice and helping signpost residents to any support they may need.

To support children prior to being able to return to the classroom, Library staff also delivered a range of story telling sessions, available via You Tube (whilst copyright permissions were available). Sign-posted parents to helpful reading materials (available to collect) and also put together online holiday games packs and a summer reading challenge too.

We have also been busy applying for libraries grant funding, which includes:
• Reading Agency grant funding (from DCMS) secured to increase access to digital titles from the 'reading well' selections.
• Arts Council England grant funding secured to purchase e-books and e-audio materials.
• Reading Agency grant funding to deliver a 'reading friends' scheme - enabling staff to contact vulnerable library customers to read to them, discuss books they may enjoy or just to have a chat.
• British Library - Business and Intellectual Property Centre capital grant funding secured to develop BIPC services within Central Library, with work commencing at the end of 2020/21 in readiness for a roll-out of services during 2021/22.

During lockdown Library staff have also developed a craft and heritage shop within Cleethorpes Library. This provides a great opportunity for local artists and makers to promote and sell their work, alongside the sale of heritage items depicting images from the local history collection (mugs, tea-towels, prints etc.)

Sports Development - Traditional sports coaching and learn to ride activities within schools across the area came to a halt during 2020, re-emerging gradually by Spring 2021. During this period, we have been able to teach over 700 pupils at level 1 stage, achieving a 98% pass rate, and a further 200 pupils achieving a 91% pass rate at level 2. In addition, we also delivered 38 places on the reception year 'Bikeability Plus Balance' programme.

Out-reach physical activity within community settings, typically the active seniors programme also came to a halt when all indoor group exercise classes ceased. However, with the help of our National Lottery funding we were able to set up 'Virtual Lincs' our online service launched in the summer and continuing to be available via the 'on-demand' service.

Working with the Health and Wellbeing team, Sports Coaches have been able to provide online classes focusing on wellbeing, including regular Tai Chi and chair-based exercises. A programme of PE, classroom-based exercises and junior Tai Chi was also made available online for schools.

Bradley Football Development Centre - when permitted this facility has opened for football training, however competitive games have been very limited, and spectators excluded in accordance with Government guidelines. Tight Covid restrictions have been followed throughout the year with only outside pitch areas being accessible for community use.

At times throughout the year when football training outside has been permitted, we have seen a positive customer response, with teams delivering training sessions in accordance with Government guidelines. This has equated to over 21,000 evening attendances by all ages, plus over 3,400 day-time attendances by walking football groups.

Despite the periods of closure all local leagues have managed to complete their season, requiring lots of planning and flexibility by the teams and the venue.

We have also taken the opportunity to work with North East Lincolnshire Council during this time to develop plans for the replacement of the 3G pitch surface, which is in accordance with the original grant funding conditions and covered by a sinking fund, in place since the venue opened in 2010 and receiving annual deposits.

Grimsby Auditorium - the impact on theatres and live performances has been well covered in the national media, with venues remaining closed since the end of March 2020. It has therefore been a very tough year for the Auditorium, with shows cancelled or deferred to later dates, some well into 2022 and beyond. This has resulted in a significant amount of work required to refund tickets, rebook shows and prepare for a very different experience, with restrictions likely to continue well into 2021/22.

However, we didn't switch the lights off, instead between lockdowns, where group exercise was allowed, we converted the auditoria space to a giant workout studio, giving participants lots of space. We also worked with the local Music and Performing Arts Service to provide space to record and stream live performances for schools.

A successful grant application to the Arts Council (national culture recovery funding) enabled the venue to retain staffing, and make adjustments to support social distancing, protecting customers, performers and staff.
A further successful grant award was obtained from Theatres Trust adding to this work and enabling main access doors to be automated.

As 2020/21 came to an end we started to see customers looking to the future and starting to once again book future shows, especially those they couldn't enjoy in the last year, but are now returning later in 2021.

Whisby Natural World Centre - we would normally welcome nearly 300,000 visitors a year, however the restrictions within the hospitality sector have meant that the main venue has been closed for the majority of 2020/21. However, having the option to provide an outdoor kiosk / take-away service has enabled the venue to continue to provide a customer service, supporting the many walkers who when permitted have benefited from the wonderful walks across the nature reserve.

Refreshment sales and car park income has helped to support this venue, alongside additional support from our partner, North Kesteven District Council (NKDC).

During 2020/21 NKDC have also taken the opportunity to secure grant funding that is enabling improvements to the centre's entrance and disabled toilet facilities to be undertaken and be ready to support a return to business during 2021/22.

The National Centre for Craft and Design - National lockdowns have coincided with NKDC's significant refurbishment plans, extending the ground floor, and including a new gallery, dance studio and much improved retail and café area, plus an external decked area. With the facility being closed this work has been able to progress, with completion being achieved in time for the reopening of the retail, hospitality, and galleries sectors in May 2021.

As part of the refurbishment, an extensive re-branding exercise has also taken place, returning the venue to its much-loved local name - the Hub - which creates a sense of community alongside continuing to be a centre of excellence for craft and design. The new branding will also better encompass the wide range of community activities and dance programmes that are well supported and very beneficial to health and wellbeing.

Centre staff have worked throughout 2020/21 delivering a range of online craft activities, supporting makers and designers to attend virtual exhibitions and trade shows, and even establishing an online shop. Work has also continued with partners, exploring joint funding bids to enable a range of community online activities to be provided, including a 'front room arts club' and the delivery of recorded dance sessions for schools and vulnerable groups.

At the end of 2020/21, the NCCD was also successful in securing further Arts Council funding (national culture recovery funding) to support plans for reopening and rebuilding audience engagement.

Marketing - to bring this all together and continue to promote our services, the marketing team have also been busy designing a new company website, which showcases all our services in a connected and easily identifiable way, promoting the benefits to everyone's health and wellbeing. In addition, highlighting our wider income generating activities, such as training courses, room hire and event planning.

Social media has also been the go-to tool, enabling us to quickly communicate with our customers, informing them of changes to service delivery, Covid safe measures and our new booking and payments systems via an 'app' or our website, which also supports the NHS Test and Trace programme.

Staffing - during 2020/21 we have utilised the Government's Coronavirus Job Retention Scheme and furloughed staff who have not been able to work, or who could work partially, with their remaining hours being placed on furlough. This has resulted in a complex payroll system being applied to ensure both salaries and grant funding claims are accurate and reflecting the range of terms and conditions within this very welcome programme of support.

Employee numbers remained relatively stable throughout the year at just over 400 (combined full and part-time). Staff training has continued where online learning is possible or site attendance permitted, i.e., life-guard training. Regular staff communications have been key to supporting staff who are not able to work, and the introduction of Microsoft Teams has also improved communication between staff working remotely/from home.

A small number of staff have worked throughout the year carrying out daily building checks, tests, inspections and enabling routine maintenance works to take place. Our Finance and Human Resources teams have been busy supporting staff, managing furlough payments, supporting applications to grant funding programmes and managing our cash flow to ensure we remain a viable organisation.

Risk Management

Health and Safety:

The charity continues to actively promote good health and safety practice. This includes investment in staff training, both formal accredited training (such as IOSH Managing Safely training) through to general health and safety awareness raising.

Health and safety audits have continued throughout 2020/21 with many risk assessments, policies and procedures requiring review and significant amendment to reflect the changing Covid-19 requirements.

All facilities have ensured they fully comply with Government instructions as and when they were regularly updated throughout 2020/21, including social distancing, provision of hand-sanitising stations, increasing cleaning regimes, visitor recording for the NHS Test and Trace system and introducing pre-booking and online payments to avoid queuing.

Strategic Risk:

The charity's senior management team meets monthly, and have continued to do so throughout 2020/21, albeit utilising virtual technology to ensure safety remains of paramount importance. This provides a forum in which strategic and operational risks may be raised for discussion and or escalation. All senior managers have responsibility for raising risk related concerns either immediately with the chief executive or as part of the monthly cycle of senior management team meetings.

The board of trustees have also continued to meet, amending the Articles of Association to enable virtual meetings to be appropriate. This has included the review of the strategic risk register every six months, being especially relevant during 2020/21 as the register was extended to include the impacts arising from the pandemic.

Managing risk is an ongoing process, and is the responsibility of all staff, volunteers, and trustees.

The overall risk appetite that the board of trustees consider appropriate in relation to business decisions continues to be an 'Open' appetite. This means that the Board is prepared to consider all delivery options and will select those with the highest probability of productive outcomes. However, an exception to this would arise where an activity has health and safety or safeguarding risks, whereby the appetite would reduce to 'Averse'. This has naturally veered towards 'Averse' throughout 2020/21 because of the pandemic.

Financial Review

It has certainly been a challenging year for everyone and managing our finances and cashflow effectively has been crucial throughout. As noted above, we have explored, and been successful in securing, many grant funding programmes to support our business and enable us to maintain much needed customer contact. We have utilised the Government's job retention funding programme and applied for relevant and eligible Government support grants. We have appreciated the support we have received from our local authority partners too. The cumulative impact of all this has made a significant and positive difference to our cashflow and secures a strong platform to move forward from and be able to rebuild our business.

We have also continued to review our supplier contracts, to negotiate better terms and ensure renewal timescales are sensibly structured.

During 2020/21 we also undertook a review by HMRC of our pay structure, specifically linked to compliance with National Minimum Wage standards. This was successfully completed with no recommendations for improvement required.

As we enter 2021/22 and see a gradual reopening of businesses and relaxation of restrictions, we hope to see a return of customers and a steady increase in our customer-based income. Our financial planning is based on a gradual rebuilding of income, recognising that customer confidence will be key, and we must continue to provide good quality services within safe well managed settings to support the return of customer confidence.

Pricing Policy

Continued reviews of pricing policies ensure services remain accessible and affordable. Any necessary price increase is fully considered by the board of trustees and suitable notice is provided to customers. The charity's most significant customer income source is via the use of its leisure facilities where many customers take advantage of direct debit monthly payments for memberships.

During the periods of lockdown customers were able to 'freeze' their leisure membership or if they paid in full, their account was extended at the point facilities could be accessed. It is fair to note that many customers opted to cancel their membership which is not surprising. We have continued to offer pay as you go options when facilities were able to reopen.

Principal Funding Sources

The principal funding sources of the Charity are from admission and usage income of the facilities offered by the Charity, contract income from North East Lincolnshire Council and also from grants that have been obtained to support specific and targeted objectives.

Approach to Investment

The board of trustees review all key/strategic investment proposals, considering overall cost against lifetime benefit. Investment in equipment is considered through the development of business cases and presentation of options. Procurement is in accordance with the charity's procurement procedures and commitment to achieve best value.

The charity continues to benefit from the use of procurement frameworks and where practical collaborative purchasing, for example, working in partnership with other regional library services for the collective purchasing of library books.

The charity does not hold any external investments or plan to undertake any investments outside the core delivery of its services.

Included within our environmental commitments is an aim, where possible, to utilise local suppliers, to re-use and recycle and to carefully manage energy use.

Financial Reserves

The board of trustees have considered their approach to holding reserves and to date the level cash within the organisation has not been sufficient to enable the creation of any long-term reserves.

However, as a charity short to medium term reserves are in place, linked to restricted funds and compliance with grant funding conditions. Unrestricted funds are also held to support known future investment requirements, for example the replacement of vehicles or gym equipment.

The charity also holds bond/guarantor arrangements provided by North East Lincolnshire Council in support of public sector pensions risk arising because of transferred services.

An annual review of the board's reserves policy is in place.

The charitable group's year started with unrestricted funds of £1,330,188 deficit (2020: £1,445,385 deficit). Unrestricted incoming resources were £7,046,818 (2020: £9,534,503). Unrestricted resources expended amounted to £6,958,469 (2020: £9,743,306), Actuarial re-measurement loss on the defined benefit scheme was a deficit of £2,618,000 (2020 surplus: £324,000) and a transfer to restricted funds of £15,408 (2020: £Nil) left a deficit of £3,875,247 (2020: £1,330,188). This includes a pension deficit of £5,303,000, which is guaranteed by North East Lincolnshire Council. Excluding this amount, unrestricted reserves stand at £1,427,753.

Restricted reserves stand at £325,052 (£2020: £219,380) of which £50,202 (2020: £45,536) relates to amounts already expended on fixed assets.

Total reserves stand at £3,550,195 deficit. Free reserves, which excludes the pension deficit, restricted funds and amounts which can only be realised by disposing of tangible fixed assets stand at £853,461 surplus.

The trading subsidiary, Lincs Inspire Venue and Enterprises Limited, had net funds at the year end of £36,318, made up of restricted funds of £203,700 surplus and unrestricted funds of £167,382 deficit. This is after incurring an in year profit of £387,527.

The charity itself had a net deficit position of £3,586,514 made up of restricted funds of £117,593 surplus and unrestricted funds of £3,704,107 deficit. This is after incurring an in year deficit of £2,826,915.

Funds in Deficit

The Charitable group is carrying a deficit of £3,875,247 (2020: £1,330,188) on the unrestricted reserve due to future pension liabilities exceeding the current value of assets held by £5,303,000 (2020: £2,502,000). The increase in pension deficit can be attributed to actuarial assumptions of a 1% increase in penson increase rate (CPI) and a 1% increase in salary increase rate. North East Lincolnshire Council have confirmed to act as guarantor for these future liabilities up to a value of £6.7 million.

Plans for future periods

Aims and key objectives for future periods

The company's strategic business plan was reviewed during 2020/21 recognising the need for adjustment to reflect the impact of Covid-19 and to ensure our aspirations remain relevant to our communities.

Our objectives include rebuilding capacity and income in a safe, sustainable format. To do this we aim to reprofile some services and activities to be more self-financing and less reliant on single funding/income sources, in addition, shaping our workforce to support new service delivery models.

Our planned actions for 2021/22 include increasing our online business opportunities, working with our partners to develop new and improved facilities, alongside maximising the use of existing and under-used spaces. We also aim to increase our community wellbeing programmes following on from the investment underway at Grimsby Health and Wellbeing Centre. We are currently piloting a 'Wellness to Work' programme, based on supporting local employers, which we aim to promote and develop further.

Internally we will continue to review and improve our systems and specifically plan to review our Human Resources and Payroll systems, seeking greater efficiency through integration. We also aim to restart our apprenticeship programme, supporting young people across our organisation.

To ensure our internal communications continue to be efficient and accessible we also plan to develop our own intranet, making it easier for staff to find essential and useful information, to keep up to date with developments, and importantly to keep in contact too.

The future development of library services is also of key importance during the next year. We aim to work with NELC to review the service and ensure it can meet the needs of the local community, including providing access to a wide range of business information, supporting digital learning and continuing to grow our online resources, and relaunching our children's activities that encourage reading, literacy and social interaction via reading groups and creative workshops.

We also look forward to working with NKDC to develop the newly extended National Centre for Craft and Design, increasing footfall, and attracting new corporate and commercial use to complement the extensive exhibition and maker programmes.

2020/21 has been a very challenging year for our charity. Our business model is reliant on the levels of income we can generate at our larger leisure venues, enabling surpluses to support our community focused venues that do not generate sufficient income to standalone.

However, we have worked throughout the year to explore different funding streams and Government grants, plus we adapted some of our delivery models to meet the needs of our community and were determined to continue to provide essential health and wellbeing support.

We are also appreciative of the partner support we have received and a refreshed energy to work together and support wider community key agendas.

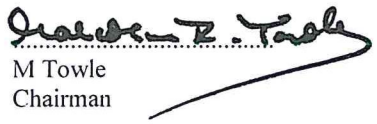
We therefore take forward a new more agile approach, blending both in person and virtual access to many of our services, unlocking capital investment, future income streams and rebuilding our business to enable us to remain a strong going concern.

Our future planning rightly balances actions that rebuild our customer base, at the same time looking to the future and new development opportunities.

We have also retained a strong workforce and want to continue to invest in this and restart our training and development opportunities.

We remain committed to ensuring our customers enjoy the best possible experience and that services continue to grow and present great value for money for our community.

The strategic report was approved by the trustees of the charity on 17 November 2021 and signed on its behalf by:



M Towle
Chairman

Lincs Inspire Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Lincs Inspire Limited for the purposes of company law) are responsible for preparing the trustees' report, strategic report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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 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.

Approved by the trustees of the charity on 17 November 2021 and signed on its behalf by:

M Towle
Chairman

Lincs Inspire Limited

Independent Auditor's Report to the Members of Lincs Inspire Limited

Opinion

We have audited the financial statements of Lincs Inspire Limited (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2021, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 March 2021 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 group 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Independent Auditor's Report to the Members of Lincs Inspire Limited

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 15), the trustees 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 charity'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 charity 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussions with management, including consideration of known or suspected instances of non-compliance held.
- Challenging assumptions and judgements made within significant accounting estimates and judgements such as depreciation.
- Identification of key laws and regulations central to the charities operations and review of compliance with such laws including a review of Charities Commission website.
- Testing of journal entries and potential override of systems.

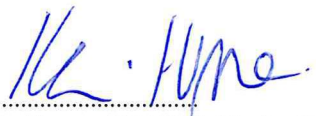
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed 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 concealement, forgery collusion, omission or misrepresentation.

A further description of our responsibilities is available 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 parent 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 parent company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Independent Auditor's Report to the Members of Lincs Inspire Limited



Kevin Hopper BFP FCA (Senior Statutory Auditor)
For and on behalf of Forrester Boyd, Statutory Auditor

26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

17 November 2021

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2021 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies	3	5,868,897	189,669	6,058,566
Charitable activities	4	773,769	-	773,769
Other trading activities	5	232,803	-	232,803
Investment income	6	791	-	791
Other income	7	170,558	-	170,558
Total income		7,046,818	189,669	7,236,487
Expenditure on:				
Raising funds	8	(461,468)	(19,620)	(481,088)
Charitable activities	9	(6,497,001)	(79,785)	(6,576,786)
Total expenditure		(6,958,469)	(99,405)	(7,057,874)
Net income		88,349	90,264	178,613
Transfers between funds		(15,408)	15,408	-
Other recognised gains and losses				
Actuarial gains/ (losses) on defined benefit pension schemes	26	(2,618,000)	-	(2,618,000)
Net movement in funds		(2,545,059)	105,672	(2,439,387)
Reconciliation of funds				
Total funds brought forward		(1,330,188)	219,380	(1,110,808)
Total funds carried forward	28	(3,875,247)	325,052	(3,550,195)

Comparative figures can be seen on the following page.

Lincs Inspire Limited

Consolidated Statement of Financial Activities for the Year Ended 31 March 2021 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 As restated £
Income and Endowments from:				
Donations and legacies	3	3,270,799	26,770	3,297,569
Charitable activities	4	3,802,515	-	3,802,515
Other trading activities	5	1,964,010	41,273	2,005,283
Investment income	6	7,791	-	7,791
Other income	7	489,388	-	489,388
Total income		9,534,503	68,043	9,602,546
Expenditure on:				
Raising funds	8	(1,758,333)	(15,408)	(1,773,741)
Charitable activities	9	(7,984,973)	(63,108)	(8,048,081)
Total expenditure		(9,743,306)	(78,516)	(9,821,822)
Net expenditure		(208,803)	(10,473)	(219,276)
Taxation		-	-	-
Other recognised gains and losses				
Actuarial gains/ (losses) on defined benefit pension schemes		324,000	-	324,000
Net movement in funds		115,197	(10,473)	104,724
Reconciliation of funds				
Total funds brought forward		(1,445,385)	229,853	(1,215,532)
Total funds carried forward	28	(1,330,188)	219,380	(1,110,808)

The notes on pages 24 to 51 form an integral part of these financial statements.

Lincs Inspire Limited

(Registration number: 08293679)
Consolidated Balance Sheet as at 31 March 2021

	Note	2021 £	2020 As restated £
Fixed assets			
Intangible assets	16	18,539	-
Tangible assets	17	574,290	826,432
Heritage assets	18	215,877	215,961
		808,706	1,042,393
Current assets			
Stocks	20	78,872	92,577
Debtors	21	434,393	408,327
Cash at bank and in hand	22	1,630,404	924,318
		2,143,669	1,425,222
Creditors: Amounts falling due within one year	23	(1,158,945)	(995,173)
Net current assets		984,724	430,049
Total assets less current liabilities		1,793,430	1,472,442
Creditors: Amounts falling due after more than one year	24	(40,625)	(81,250)
Net assets excluding pension liability		1,752,805	1,391,192
Pension scheme liability	26	(5,303,000)	(2,502,000)
Net liabilities including pension liability		(3,550,195)	(1,110,808)
Funds of the group:			
Restricted income funds			
Restricted funds	28	325,052	219,380
Unrestricted income funds			
Unrestricted funds		(3,875,247)	(1,330,188)
Total funds	28	(3,550,195)	(1,110,808)

The financial statements on pages 19 to 51 were approved by the trustees, and authorised for issue on 17 November 2021 and signed on their behalf by:

M Towle
Chairman

Lincs Inspire Limited

(Registration number: 08293679)
Balance Sheet as at 31 March 2021

	Note	2021 £	2020 As restated £
Fixed assets			
Intangible assets	16	18,539	-
Tangible assets	17	423,500	657,603
Heritage assets	18	215,877	215,961
Investments	19	1	1
		657,917	873,565
Current assets			
Stocks	20	74,868	86,166
Debtors	21	428,953	591,289
Cash at bank and in hand	22	1,624,973	916,256
		2,128,794	1,593,711
Creditors: Amounts falling due within one year	23	(1,029,600)	(643,625)
Net current assets		1,099,194	950,086
Total assets less current liabilities		1,757,111	1,823,651
Creditors: Amounts falling due after more than one year	24	(40,625)	(81,250)
Net assets excluding pension liability		1,716,486	1,742,401
Pension scheme liability	26	(5,303,000)	(2,502,000)
Net liabilities including pension liability		(3,586,514)	(759,599)
Funds of the charity:			
Restricted income funds			
Restricted funds	28	117,593	12,408
Unrestricted income funds			
Unrestricted funds		(3,704,107)	(772,007)
Total funds	28	(3,586,514)	(759,599)

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a loss after tax for the financial year of £2,826,915 (2020 - £290,404) of which £2,801,000 relates to the increase in pension scheme deficit.

The financial statements on pages 19 to 51 were approved by the trustees, and authorised for issue on 17 November 2021 and signed on their behalf by:

M Towle
Chairman

Lincs Inspire Limited

Consolidated Statement of Cash Flows for the Year Ended 31 March 2021

	Note	2021 £	2020 As restated £
Cash flows from operating activities			
Net cash (expenditure)/income		(2,439,389)	104,724
Adjustments to cash flows from non-cash items			
Depreciation	8	336,602	396,188
Amortisation	8	4,479	-
Investment income	6	(791)	(7,791)
Loss on disposal of tangible fixed assets	11	2,183	20,677
FRS102 actuarial liability adjustment		2,801,000	(38,000)
Income taxes paid		-	(13,231)
		704,084	462,567
Working capital adjustments			
Decrease/(increase) in stocks	20	13,705	(46,739)
(Increase)/decrease in debtors	21	(26,066)	75,239
Increase/(decrease) in creditors	23	56,359	(342,419)
Increase/(decrease) in deferred income	24	107,415	(72,592)
Net cash flows from operating activities		855,497	76,056
Cash flows from investing activities			
Interest receivable and similar income	6	791	7,791
Purchase of intangible fixed assets	16	(23,018)	-
Purchase of tangible fixed assets	17	(85,933)	(125,515)
Purchase of heritage assets	18	(626)	-
Net cash flows from investing activities		(108,786)	(117,724)
Cash flows from financing activities			
Repayment of loans and borrowings	23	(40,625)	(40,625)
Net increase/(decrease) in cash and cash equivalents		706,086	(82,293)
Cash and cash equivalents at 1 April		924,318	1,006,611
Cash and cash equivalents at 31 March		1,630,404	924,318

The notes on pages 24 to 51 form an integral part of these financial statements.

1 Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Bradley Football Development Centre
Bradley Road
Grimsby
North East Lincolnshire
DN37 0AG

These financial statements were authorised for issue by the trustees on 17 November 2021.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (published October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation
Lincs Inspire Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are presented in sterling and rounded to the nearest pound.

Basis of consolidation
The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertakings drawn up to 31 March 2021.

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group.

Going concern

Specifically in connection with the current economic climate, the trustees have considered the impact of Covid-19 on the group and they are satisfied that the group has sufficient financial headroom to continue trading for at least the next twelve months. The group has made use of the government incentives including the furlough scheme and the culture recovery fund.

Although the balance sheet is in deficit, this is due to the pension scheme inherited. The total liability is currently underwritten in full by North East Lincolnshire Council. On that basis and with the pension scheme liability removed, the balance sheet would show a net position of £1,752,805.

For these reasons the financial statements have been prepared on a going concern basis.

Prior period errors

During a review of the VAT it was found that the creditor from the prior years was not properly reflected in the opening balances and balance sheet. Changes have been made to correct these findings as they are material to the financial statements.

	Relating to the current period disclosed in these financial statements £	Relating to the prior period disclosed in these financial statements £	Relating to prior periods before the prior period disclosed in these financial statements £
Other income	-	(32,172)	(213,976)
Total funds brought forward	(246,148)	(213,976)	(213,976)
Creditors due within one year	246,148	246,148	213,976

The figures above for the current period reflect the changes to the opening equity balance sheet position. Positive figures reflect a debit adjustment, negative figures a credit.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the group has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably.

All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, staff numbers.

Governance costs

These include costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Heritage assets

Heritage assets are recognised at cost or, where donated, at the prevailing market value at the time of donation. Expenditure that, in the Group's view, is required to preserve or prevent further deterioration of the assets is recognised in the Statement of Financial Activities as it is incurred. Heritage assets comprise local history books and documents which are available for reference by the public.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website costs	3 years straight line

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Gym equipment	20%
ICT Equipment	33%

Plant and equipment	20% - 50%
Local history reference books	13%
Hardback books	14%
Paperback books	25%
Children's books	33%
Recordings, radio and visual	17%

Stock
Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO) method.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised at the transaction price, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers and are recognised at transaction price.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the profit and loss account over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the company has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Provisions
Provisions are recognised when the charity has an obligation at the reporting date as a result of a past event, it is probably that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

Retirement benefits to employees of the charitable company are provided by the East Riding Pension Fund (ERPF). This is a defined benefit scheme. The ERPF is a funded scheme and the assets are held separately from those of the charitable company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit 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 at least triennially and are updated at each balance sheet date. The amounts charged to the operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs incurred. Net interest on the net defined benefit liability/ asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and the interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses. With effect from 1 April 2015 the scheme was frozen and no longer available to new employees.

From 1 July 2015 employees were able to join the defined contribution scheme with the People's pension. Contributions are expensed as they become payable.

Financial instruments

Classification

The charity only has financial assets and financial liabilities that qualify as basic financial instruments.

Recognition and measurement

Basic financial instruments are initially recognised at transaction value and subsequently measured at their fair value.

Fixed asset investments are measured at fair value, with gains and losses being recognised in the Statement of Financial Activities.

Investments

Investments in subsidiaries measured at cost less impairment.

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions 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 discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 March 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	1,371	-	1,371
Grants, including capital grants;			
Government grants	2,394,700	73,000	2,467,700
Grants from other sources	587,221	116,669	703,890
Contract income	2,885,605	-	2,885,605
	5,868,897	189,669	6,058,566

	Unrestricted funds General £	Restricted funds £	Total 2020 £
Grants, including capital grants;			
Government grants	158,689	-	158,689
Grants from other sources	160,985	26,770	187,755
Contract income	2,951,125	-	2,951,125
	3,270,799	26,770	3,297,569

Included within government grants are amounts amounting to £1,742,794 (2020: £56,676) relating to the Coronavirus Job Retention Scheme, £476,906 (2020: £Nil) relating to local government discretionary grants for Covid-19 closures, £175,000 (2020: £102,013) relating to local authority grants for running of services, £70,000 (2020: £Nil) relating to a grant from the Local Authority for the Health and Wellbeing Centre and £3,000 (2020: £Nil) from Lincolnshire County Council in Community Collaborative Funding.

4 Income from charitable activities

	Unrestricted funds General £	Total 2021 £
Sports, fitness and leisure	737,988	737,988
Arts and attractions	32,181	32,181
Libraries and archives	3,600	3,600
	773,769	773,769

	Unrestricted funds General £	Total 2020 £
Sports, fitness and leisure	3,718,465	3,718,465
Arts and attractions	47,118	47,118
Libraries and archives	36,932	36,932
	3,802,515	3,802,515

5 Income from other trading activities

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Retail sales income	17,742	-	17,742
Ticket sales	204	-	204
Food and beverage	207,776	-	207,776
Commissions on sale of merchandise	7,081	-	7,081
	232,803	-	232,803

	Unrestricted funds General £	Restricted funds £	Total 2020 £
Retail sales income	266,976	-	266,976
Ticket sales	1,008,969	41,273	1,050,242
Food and beverage	614,402	-	614,402
Commissions on sale of merchandise	73,663	-	73,663
	1,964,010	41,273	2,005,283

6 Investment income

	Unrestricted funds General £	Total 2021 £
Interest receivable and similar income;		
Interest receivable on bank deposits	791	791
	791	791

	Unrestricted funds General £	Total 2020 £
Interest receivable and similar income;		
Interest receivable on bank deposits	7,791	7,791
	7,791	7,791

7 Other income

	Unrestricted funds General £	Total 2021 £
Hire of facilities	15,658	15,658
Sundry income	154,900	154,900
	170,558	170,558

	Unrestricted funds General £	Total 2020 As restated £
Income from trading subsidiary	43,541	43,541
Hire of facilities	92,707	92,707
Sundry income	353,140	353,140
	489,388	489,388

8 Expenditure on raising funds

a) Costs of trading activities

	Unrestricted funds General £	Restricted funds £	Total 2021 £
Costs of goods sold	99,956	-	99,956
Other subsidiary costs	72,579	-	72,579
Depreciation, amortisation and other similar costs	33,789	19,620	53,409
Staff Costs	255,144	-	255,144
	461,468	19,620	481,088

	Unrestricted funds General £	Restricted funds £	Total 2020 £
Costs of goods sold	1,214,196	-	1,214,196
Other subsidiary costs	116,411	-	116,411
Depreciation, amortisation and other similar costs	29,680	15,408	45,088
Staff Costs	398,046	-	398,046
	1,758,333	15,408	1,773,741

9 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2021 £
Sports, fitness and leisure	3,054,329	778,932	3,833,261
Arts and attractions	1,118,393	204,134	1,322,527
Libraries and archives	1,005,436	415,562	1,420,998
	5,178,158	1,398,628	6,576,786

	Activity undertaken directly £	Activity support costs £	2020 £
Sports, fitness and leisure	3,478,917	1,085,305	4,564,222
Arts and attractions	1,459,811	286,126	1,745,937
Libraries and archives	1,134,693	603,229	1,737,922
	6,073,421	1,974,660	8,048,081

In addition to the expenditure analysed above, there are also governance costs of £27,506 (2020 - £29,555) which relate directly to charitable activities. See note 10 for further details.

10 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs including depreciation £	Other support costs £	Total 2021 £
Sports, fitness and leisure	A	17,896	9,485	7,024	469,118	5,390	58,710	211,309	778,932
Arts and attractions	A	4,690	2,486	1,841	122,941	1,412	15,386	55,378	204,134
Libraries and archives	A	4,920	2,608	1,931	128,980	1,482	217,543	58,098	415,562
		27,506	14,579	10,796	721,039	8,284	291,639	324,785	1,398,628

	Basis of allocation	Governance costs £	Finance costs £	Information technology £	Staff costs £	Administration costs £	Premises costs including depreciation £	Other support costs £	Total 2020 £
Sports, fitness and leisure	A	18,577	18,833	62,776	443,159	26,651	201,882	313,427	1,085,305
Arts and attractions	A	4,898	4,965	16,550	116,833	7,026	53,223	82,631	286,126
Libraries and archives	A	6,080	6,163	20,545	145,034	8,722	314,108	102,577	603,229
		29,555	29,961	99,871	705,026	42,399	569,213	498,635	1,974,660

Basis of allocation

Reference	Method of allocation
A	Staff numbers

Governance costs

	Unrestricted funds General £	Total 2021 £
Audit fees		
Audit of the financial statements	16,950	16,950
Other fees paid to auditors	9,550	9,550
Legal fees	1,006	1,006
	27,506	27,506

	Unrestricted funds General £	Total 2020 £
Audit fees		
Audit of the financial statements	16,950	16,950
Other fees paid to auditors	9,550	9,550
Legal fees	3,055	3,055
	29,555	29,555

11 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2021 £	2020 £
Operating leases - other assets	15,095	15,350
Audit fees	16,950	16,950
Other non-audit services	9,550	9,550
Loss on disposal of tangible fixed assets	2,183	20,677
Depreciation of fixed assets	336,602	396,188

12 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

13 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	4,693,720	5,243,262
Social security costs	245,656	283,380
Pension costs	438,839	598,255
	5,378,215	6,124,897

The monthly average number of persons (including senior management team) employed by the group during the year expressed as a head count was as follows:

	2021 No	2020 No
Sport, Fitness & Leisure	247	290
Arts and Attractions	57	84
Libraries	54	60
Auditorium	56	66
Central management, maintenance and marketing	24	21
	438	521

The number of employees whose emoluments fell within the following bands was:

	2021 No	2020 No
£80,001 - £90,000	1	1

The total employee benefits, contract and service costs of the key management personnel of the group were £283,685 (2020 - £348,560).

14 Auditors' remuneration

	2021 £	2020 £
Audit of the financial statements	16,950	16,950
Other fees to auditors		
All other non-audit services	9,550	9,550

£4,200 (2020: £4,200) of the above amount was remuneration for the audit of the trading subsidiary

15 Taxation

The parent company is a registered charity and its activities are exempt from taxation. The trading subsidiary is subject to tax, and corporation tax of £nil is payable for the year ended 31 March 2021.

16 Intangible fixed assets

Group

	Website development £	Total £
Cost		
Additions	23,018	23,018
At 31 March 2021	23,018	23,018
Amortisation		
Charge for the year	4,479	4,479
At 31 March 2021	4,479	4,479
Net book value		
At 31 March 2021	18,539	18,539

Charity

	Website development £	Total £
Cost		
Additions	23,018	23,018
At 31 March 2021	23,018	23,018
Amortisation		
Charge for the year	4,479	4,479
At 31 March 2021	4,479	4,479
Net book value		
At 31 March 2021	18,539	18,539

17 Tangible fixed assets

Group

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2020	22,693	745,778	1,726,993	2,495,464
Additions	14,850	56,647	14,436	85,933
Disposals	-	-	(11,347)	(11,347)
At 31 March 2021	37,543	802,425	1,730,082	2,570,050
Depreciation				
At 1 April 2020	22,693	464,068	1,182,271	1,669,032
Charge for the year	3,713	131,488	201,401	336,602
Eliminated on disposals	-	-	(9,874)	(9,874)
At 31 March 2021	26,406	595,556	1,373,798	1,995,760
Net book value				
At 31 March 2021	11,137	206,869	356,284	574,290
At 31 March 2020	-	281,710	544,722	826,432

Charity

	Motor vehicles £	Plant and machinery £	Library books £	Total £
Cost				
At 1 April 2020	22,693	478,695	1,726,993	2,228,381
Additions	14,850	21,277	14,436	50,563
Disposals	-	-	(11,347)	(11,347)
At 31 March 2021	37,543	499,972	1,730,082	2,267,597
Depreciation				
At 1 April 2020	22,693	365,814	1,182,271	1,570,778
Charge for the year	3,713	78,079	201,401	283,193
Eliminated on disposals	-	-	(9,874)	(9,874)
At 31 March 2021	26,406	443,893	1,373,798	1,844,097
Net book value				
At 31 March 2021	11,137	56,079	356,284	423,500
At 31 March 2020	-	112,881	544,722	657,603

18 Heritage assets

Group

	Books and magazines £	Local historical items £	Total £
Cost			
At 1 April 2020	122,658	93,303	215,961
Additions	-	626	626
Disposals	-	(710)	(710)
At 31 March 2021	122,658	93,219	215,877
Depreciation			
At 1 April 2020	-	-	-
At 31 March 2021	-	-	-
Net book value			
At 31 March 2021	122,658	93,219	215,877

Summary of transactions

Charity

	Books and magazines £	Local historical items £	Total £
Cost			
At 1 April 2020	122,658	93,303	215,961
Additions	-	626	626
Disposals	-	(710)	(710)
At 31 March 2021	122,658	93,219	215,877
Depreciation			
At 1 April 2020	-	-	-
At 31 March 2021	-	-	-
Net book value			
At 31 March 2021	122,658	93,219	215,877

Summary of transactions

	2021 £	2020 £	2018 £	2017 £
Purchases and additions				
Purchases	626	-	-	2,320
Disposals				
Disposals	710	-	22,903	-

During the year ended 31 March 2015 the Charitable company received donations of heritage assets from North East Lincolnshire under a service contract amounting to £234,264. These were included as a donation at fair value at 31 March 2015.

19 Fixed asset investments

Group

Details of undertakings

Details of the investments in which the group holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held	Principal activity
Subsidiary undertakings				
Lincs Inspire Venues & Enterprises (No. 10409947)	United Kingdom	Ordinary	100%	Provision of venue hire and facilities for performing arts

Subsidiaries

The turnover of Lincs Inspire Venues & Enterprises was £903,483 whilst expenditure totalled £515,956. The profit/ loss of Lincs Inspire Venues & Enterprises was therefore £387,527 profit and the aggregate amount of capital and reserves at the end of the period was £36,318.

Charity

	2021 £	2020 £
Shares in group undertakings and participating interests	1	1

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 April 2020	1	1
At 31 March 2021	1	1
Net book value		
At 31 March 2021	1	1
At 31 March 2020	1	1

20 Stock

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Stocks	78,872	92,577	74,868	86,166

21 Debtors

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Trade debtors	119,561	68,997	116,715	56,622
Due from group undertakings	-	-	-	202,615
Prepayments	73,319	103,655	70,725	100,239
Accrued income	241,513	235,675	241,513	231,813
	434,393	408,327	428,953	591,289

22 Cash and cash equivalents

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Cash at bank	1,630,404	924,318	1,624,973	916,256

23 Creditors: amounts falling due within one year

	Group		Charity	
	2021	2020 As restated	2021	2020 As restated
	£	£	£	£
Trade creditors	180,263	243,422	123,910	234,227
Other loans	40,625	40,625	40,625	40,625
Due to group undertakings	-	-	281,536	-
Other taxation and social security	263,408	224,272	263,408	224,272
Other creditors	911	1,326	911	1,326
Pension scheme creditor	34,317	48,668	34,317	48,668
Accruals	293,972	198,826	277,754	67,051
Deferred income	345,449	238,034	7,139	27,456
	1,158,945	995,173	1,029,600	643,625

On 31 March 2014 North East Lincolnshire Council loaned £325,000 to Lincs Inspire Limited repayable over a period of 9 years. The loan was made at the market interest of 4% other than in the event of the Bank of England base rate rising to 4.0% or above, at which point interest becomes repayable at 2% above the interest rate. In accordance with the revised agreement there was no principal repayment until financial year 2017/18. The effective interest method has been adopted to recognise and measure the financial liability.

Deferred income

	2021	2020
	£	£
Group		
Deferred income at 1 April 2020	(238,034)	(310,626)
Resources deferred in the period	345,449	238,034
Amounts released from previous periods	238,034	310,626
Deferred income at year end	345,449	238,034

The amounts shown as deferred income relate to leisure memberships, grant funding retention, ticket sales and culture recovery funding.

	2021	2020
	£	£
Charity		
Deferred income at 1 April 2020	(27,456)	(42,865)
Resources deferred in the period	7,139	27,456
Amounts released from previous periods	27,456	42,865
Deferred income at year end	7,139	27,456

The amounts shown as deferred income relate to leisure memberships and grant funding retention.

24 Creditors: amounts falling due after one year

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Other loans	40,625	81,250	40,625	81,250

On 31 March 2014 North East Lincolnshire Council loaned £325,000 to Lincs Inspire Limited repayable over a period of 9 years. The loan was made at the market interest of 4% other than in the event of the Bank of England base rate rising to 4.0% or above, at which point interest becomes repayable at 2% above the interest rate. In accordance with the revised agreement there was no principal repayment until financial year 2017/18. The effective interest method has been adopted to recognise and measure the financial liability.

25 Obligations under leases and hire purchase contracts

Operating lease commitments

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

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Other				
Within one year	13,626	15,095	13,129	13,129
Between one and five years	20,446	34,072	18,957	32,086
	34,072	49,167	32,086	45,215

26 Pension and other schemes

Defined contribution pension scheme

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £93,277 (2020 - £91,143).

Defined benefit pension schemes

This scheme is a defined benefit scheme that is administered locally by East Riding Yorkshire Council, with the assets held in separate trustee-administered funds. The Charitable company and its employees pay contributions into a fund as noted below. The agreed contribution rates for future years are 21.2% for employers and between 5.5% and 9.9% for employees. Contributions are calculated at a level intended to balance the pension liabilities with investment assets.

The last relevant review by the Fund's actuary was at 31 March 2019. The actuary projected the results forward from this valuation to 31 March 2021 using approximate methods, and allowing for changes in financial assumptions.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2021	2020
	£	£
Fair value of scheme assets	10,090,000	8,471,000
Present value of defined benefit obligation	(15,393,000)	(10,973,000)
Defined benefit pension scheme deficit	(5,303,000)	(2,502,000)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2021 £
Present value at start of year	10,973,000
Current service cost	355,000
Interest cost	255,000
Actuarial gains and losses	3,913,000
Benefits paid	(172,000)
Contributions by scheme participants	69,000
Present value at end of year	15,393,000

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2021 £
Fair value at start of year	8,471,000
Interest income	196,000
Actuarial gains and losses	1,295,000
Employer contributions	231,000
Contributions by scheme participants	69,000
Benefits paid	(172,000)
Fair value at end of year	10,090,000

Analysis of assets

The major categories of scheme assets are as follows:

	2021 £	2020 £
Cash and cash equivalents	302,700	254,130
Equity instruments	6,760,300	5,590,860
Corporate bonds	1,816,200	1,440,070
Property	1,210,800	1,185,940
	10,090,000	8,471,000

Return on scheme assets

	2021 £	2020 £
Return on scheme assets	1,491,000	(1,032,000)

The pension scheme has not invested in any of the group's own financial instruments or in properties or other assets used by the group.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2021 %	2020 %
Discount rate	2.05	2.30
Future salary increases	3.70	2.70
Future pension increases	2.80	1.80

Post retirement mortality assumptions

	2021 Years	2020 Years
Current UK pensioners at retirement age - male	21.00	21.00
Current UK pensioners at retirement age - female	24.00	23.00
Future UK pensioners at retirement age - male	22.00	22.00
Future UK pensioners at retirement age - female	26.00	25.00

27 Contingent assets

Group

At the year end there was one ongoing reimbursements for which the charity is expecting to receive payment. The amounts known as at the sign off date have been recognised in accrued income..

28 Funds

Group

	Balance at 1 April 2020 as restated £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2021 £
Unrestricted funds						
General						
General fund	(1,330,188)	7,046,818	(6,958,469)	(15,408)	(2,618,000)	(3,875,247)
Restricted funds						
Restoration levy fund	206,972	-	(18,680)	15,408	-	203,700
Libraries connected	5,000	1,000	(6,000)	-	-	-
Active Lincolnshire - Tackling Inequalities	-	4,000	(4,000)	-	-	-
Heritage lottery, streets and their stories fund	703	14,320	-	-	-	15,023
Arts council reading pictures, seeing stories	695	-	(695)	-	-	-
Radcliffe Trust DN mentoring scheme	3,500	-	(3,500)	-	-	-
The Arts Society Holland & Kesteven	240	-	-	-	-	240
LCC Community Collaboration Fund	2,270	3,000	(1,774)	-	-	3,496
The Football Stadium Fund	-	5,500	(5,500)	-	-	-
The Reading Agency - Reading Friends	-	9,300	(9,300)	-	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	-	48,800	(48,500)	-	-	300
The National Lottery Community Grant - 'Active Forever' Project	-	29,050	(516)	-	-	28,534
NELC - Toning Suite Project	-	70,000	-	-	-	70,000
Theatres Trust - Theatre Reopening Fund	-	4,699	(940)	-	-	3,759
Total restricted funds	219,380	189,669	(99,405)	15,408	-	325,052
Total funds	(1,110,808)	7,236,487	(7,057,874)	-	(2,618,000)	(3,550,195)

	Balance at 1 April 2019 as restated £	Incoming resources as restated £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2020 as restated £
Unrestricted funds					
General					
General fund	(1,445,385)	9,534,503	(9,743,306)	324,000	(1,330,188)
Restricted funds					
Restoration levy fund	181,107	41,273	(15,408)	-	206,972
Heritage lottery Ruhleben fund	4,293	-	(4,293)	-	-
Libraries connected	-	5,000	-	-	5,000
Heritage lottery, streets and their stories fund	17,900	-	(17,197)	-	703
Arts council reading pictures, seeing stories	695	-	-	-	695
Arts council The Albert room 2018-2020	6,358	11,120	(17,478)	-	-
Postcode lottery sowing the seed of change inspire garden	16,000	-	(16,000)	-	-
Radcliffe Trust DN mentoring scheme	3,500	-	-	-	3,500
The Festival of the Sky	-	4,900	(4,900)	-	-
Canon Peter Hall Primary School, Immingham	-	450	(450)	-	-
The Arts Society Holland & Kesteven	-	300	(60)	-	240
LCC Community Collaboration Fund	-	5,000	(2,730)	-	2,270
Total restricted funds	229,853	68,043	(78,516)	-	219,380
Total funds	(1,215,532)	9,602,546	(9,821,822)	324,000	(1,110,808)

Charity

	Balance at 1 April 2020 as restated £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2021 £
Unrestricted funds					
General					
General fund	(772,007)	6,244,976	(6,559,076)	(2,618,000)	(3,704,107)
Restricted funds					
Libraries connected	5,000	1,000	(6,000)	-	-
Active Lincolnshire - Tackling Inequalities	-	4,000	(4,000)	-	-
Heritage lottery streets and their stories fund	703	14,320	-	-	15,023
Arts council reading pictures, seeing stories	695	-	(695)	-	-
Radcliffe Trust DN mentoring scheme	3,500	-	(3,500)	-	-
The Arts Society Holland & Kesteven	240	-	-	-	240
LCC Community Collaboration Fund	2,270	3,000	(1,774)	-	3,496
The Football Stadium Fund	-	5,500	(5,500)	-	-
The Reading Agency - Reading Friends	-	9,300	(9,300)	-	-
The National Lottery Community Grant - 'Virtual Lincs' Project	-	48,800	(48,500)	-	300
The National Lottery Community Grant - 'Active Forever' Project	-	29,050	(516)	-	28,534
NELC - Toning Suite Project	-	70,000	-	-	70,000
Total restricted funds	12,408	184,970	(79,785)	-	117,593
Total funds	(759,599)	6,429,946	(6,638,861)	(2,618,000)	(3,586,514)

Notes to the Financial Statements for the Year Ended 31 March 2021

	Balance at 1 April 2019 as restated £	Incoming resources as restated £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2020 as restated £
Unrestricted funds					
General					
General fund	(1,098,749)	8,327,662	(8,324,920)	324,000	(772,007)
Restricted funds					
Heritage lottery Ruhleben fund	4,293	-	(4,293)	-	-
Libraries connected	-	5,000	-	-	5,000
Heritage lottery streets and their stories fund	17,900	-	(17,197)	-	703
Arts council reading pictures, seeing stories	695	-	-	-	695
Arts council The Albert room 2018-2020	6,358	11,120	(17,478)	-	-
Postcode lottery sowing the seeds of change inspire garden	16,000	-	(16,000)	-	-
Radcliffe Trust DN mentoring scheme	3,500	-	-	-	3,500
The Festival of the Sky	-	4,900	(4,900)	-	-
Canon Peter Hall Primary School, Immingham	-	450	(450)	-	-
The Arts Society Holland & Kesteven	-	300	(60)	-	240
LCC Community Collaboration Fund	-	5,000	(2,730)	-	2,270
Total restricted funds	48,746	26,770	(63,108)	-	12,408
Total funds	(1,050,003)	8,354,432	(8,388,028)	324,000	(759,599)

The specific purposes for which the funds are to be applied are as follows:

The restoration levy fund arises from a £1 charge included in the ticket price on tickets sold for certain performances at the Grimsby Auditorium. The fund is then used to carry out repairs and upkeep as they arise.

Libraries connected funding is to host monthly "open mic" nights in local libraries where local writers and poets perform their work and thus encourage more interest in literature alongside increased use of libraries. The funds were used to start these sessions and achieve sustainability.

The tackling inequalities fund was made up of 3 parts:
1. Seated dance was a series of pre-recorded classes, designed for older adults and those with restricted mobility, who have been isolated and inactive during lockdown due to ill health, age and living situation.
2. Creative dance for adults with disabilities was a series of pre-recorded classes that focused on developing participants to become more confident in dance by experimenting with different ways of making and creating movement.
3. Boys dance was aimed at young males from low socio-economic backgrounds, the day offered a free dance experience.

The main objectives of the heritage lottery "On our street fund" are to work in four local care settings or with community groups to share memories, increase creative skills and learn about local heritage. Part of the funding is being used to work with a creative mixed media artist to lead on the creative side of the project and a member of the library staff will deliver the heritage aspect of the project.

Streets and their Stories uses workshops reminiscence sessions and talks, to build up a picture of what has happened in local streets over the years. The grant also enables digitising some of the photo archive for viewing on line and for sale.

Reading pictures seeing stories is to celebrate Visual Literacy. The funding has been used to run visual literacy workshops for children and young people across the region and it has also been used to develop a touring exhibition.

Radcliffe Trust funding was received to provide mentoring services for a number of artists/ makers to support their carer/ talent development.

The Arts Society Holland & Kesteven was awarded to support 10 young people to achieve their Discover Art Awards with the National Centre for Craft and Design.

The LCC Community Collaboration fund was awarded to assess the value and impact of taking part in creative activities with participants living in Sleaford (and up to 10 miles around) who are feeling lonely or isolated and might be house-bound for different mental or physical health reasons.

The Football Stadium fund was received in two parts. One part (£5k) was to help maintain and prepare the pitches at the Bradley site so they were match-fit when Government advice relaxed restrictions and the second part (£0.5k) was to help modify and prepare the buildings so that they were safe to re-open.

The Reading Friends fund was awarded to support the adapt and further development of the Home Library Services during the COVID-19 pandemic. Therefore, a great opportunity to engage with our existing customer base over the phone whilst restrictions remain in place. In addition, Library staff are currently supporting the local authority with support calls to residents that are shielding/clinically vulnerable. This is a fabulous service, signposting residents if they need a little help.

The Virtual Lincs project fund is to firstly help maintain core staff that are not furloughed and providing great online content and communications. Secondly; help towards providing smaller groups and classes for an initial period to ensure social distancing can continue.

The Active Forever fund was awarded to support the local community and encourage participation in activity sessions. In addition includes outreach work with GP's/medical professionals, community organisations and local residents to support referrals and recommendations.

The Toning Suite project fund is to go towards the renovation, improvement and new equipment for the Health & Wellbeing Toning Suite which will be making assisted exercise even more accessible.

29 Analysis of net assets between funds

Group

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2021 £
Intangible fixed assets	18,539	-	18,539
Tangible fixed assets	533,244	41,046	574,290
Heritage assets	215,877	-	215,877
Current assets	1,859,663	284,006	2,143,669
Current liabilities	(1,158,945)	-	(1,158,945)
Creditors over 1 year	(40,625)	-	(40,625)
Pension scheme liability	(5,303,000)	-	(5,303,000)
Total net assets	(3,875,247)	325,052	(3,550,195)

	Unrestricted funds General as restated £	Restricted funds £	Total funds at 31 March 2020 As restated £
Tangible fixed assets	780,692	45,740	826,432
Heritage assets	215,961	-	215,961
Current assets	1,251,582	173,640	1,425,222
Current liabilities	(995,173)	-	(995,173)
Creditors over 1 year	(81,250)	-	(81,250)
Pension scheme liability	(2,502,000)	-	(2,502,000)
Total net assets	(1,330,188)	219,380	(1,110,808)

Charity

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2021 £
Intangible fixed assets	18,539	-	18,539
Tangible fixed assets	423,500	-	423,500
Heritage assets	215,877	-	215,877
Fixed asset investments	1	-	1
Current assets	1,729,665	117,593	1,847,258
Current liabilities	(748,064)	-	(748,064)
Creditors over 1 year	(40,625)	-	(40,625)
Pension scheme liability	(5,303,000)	-	(5,303,000)
Total net assets	(3,704,107)	117,593	(3,586,514)

	Unrestricted funds General as restated	Restricted funds	Total funds at 31 March 2020 As restated
	£	£	£
Tangible fixed assets	657,603	-	657,603
Heritage assets	215,961	-	215,961
Fixed asset investments	1	-	1
Current assets	1,581,303	12,408	1,593,711
Current liabilities	(643,625)	-	(643,625)
Creditors over 1 year	(81,250)	-	(81,250)
Pension scheme liability	(2,502,000)	-	(2,502,000)
Total net assets	(772,007)	12,408	(759,599)

30 Analysis of net funds

Group

	At 1 April 2020	Financing cash flows	At 31 March 2021
	£	£	£
Cash at bank and in hand	924,318	706,086	1,630,404
Debt due within one year	(40,625)	-	(40,625)
Debt due after more than one year	(81,250)	40,625	(40,625)
Net debt	802,443	746,711	1,549,154

	At 1 April 2019	Financing cash flows	At 31 March 2020
	£	£	£
Cash at bank and in hand	1,006,611	(82,293)	924,318
Debt due within one year	(40,625)	-	(40,625)
Debt due after more than one year	(121,875)	40,625	(81,250)
Net debt	844,111	(41,668)	802,443

31 Related party transactions

Charity

During the year the charity made the following related party transactions:

Lincs Inspire Venues & Enterprises Limited

(100% owned subsidiary of Lincs Inspire Limited)

A recharge made from the subsidiary to the parent for staff costs totalled £95,599 (2020: £36,969) whilst a recharge of insurance costs totalled £13,500 (2020: £nil).

A recharge made from the parent to the subsidiary for staff costs totalled £12,155 (2020: £nil) whilst a recharge of travel costs totalled £2,345 (2020: £nil). There has also been a transfer from the parent to the subsidiary in the form of contract income for the running of the auditorium of £589,500. At the balance sheet date the amount due to Lincs Inspire Venues & Enterprises Limited was £281,536 (2020 - £202,615 due from).