



**2023 / 2024**

# **Active Fusion**

## **Annual Report**

[activefusion.org.uk](https://activefusion.org.uk)





# Foreword

**By Lindsay James,  
Founder & Director**

As we reflect on another impactful year at Active Fusion, I am filled with pride for all we have accomplished together and gratitude for the incredible individuals and organisations that support our mission. Through our shared commitment, we continue to create brighter, healthier futures for young people, empowering them to lead active, happy lives.

This year has been a testament to the power of collaboration. Through innovative programmes and partnerships spanning schools, public sector services, not-for-profit organisations, businesses, and the wider community, we have reached young people across South Yorkshire and beyond. The transformation we inspire goes beyond the individuals we serve, it touches families, schools, and entire communities, creating ripples of positive change. In a world that often feels uncertain, our values remain strong: Joy, Passion, and Nurture, underpinned by a belief in the potential of every young person. These principles guide everything we do, from delivering high-quality physical education and activity programmes to connecting with those who need us in our most disadvantaged communities.

Yet, we recognise there is still more to do. Across South Yorkshire, deep-rooted inequalities affect children and young people, especially those in care, those with special educational needs, and those at risk of social exclusion. Many face challenges such as poor physical and mental health, low self-esteem, social isolation, and a lack of positive role models. These barriers can diminish life prospects and increase vulnerability to negative influences. At Active Fusion, we are committed to addressing these challenges head-on, providing opportunities, guidance, and skills that empower young people to build brighter futures.

Active Fusion had the honour of receiving the Kings Award for Voluntary service this year. This prestigious award recognises the dedication of our volunteers in our communities and is the highest award given to voluntary groups in the UK.

Looking ahead, we remain committed to our mission: to support all young people to be the best they can be. Our mission is to instil a lifelong love of being active, unlocking potential, and creating positive habits that last a lifetime. By focusing on the most vulnerable, we aim to build confidence, resilience, and hope, ensuring every child has the tools they need to succeed, both in and beyond the classroom.

On behalf of the entire Active Fusion team, trustees, and volunteers, thank you for standing with us, believing in our mission, and helping us transform young lives. Together, we will continue to inspire, uplift, and leave a legacy of positive change for generations to come.

A handwritten signature in blue ink that reads "L. James".

**Lindsay James, Founder & Director  
Active Fusion**





# Welcome

Imagine a world where every child and young person is empowered to reach their full potential. At Active Fusion, we champion the transformative power of sport and physical activity to change young lives. Our mission focuses on supporting thousands of children who need it most, inspiring them to thrive and achieve their dreams.

Active Fusion is dedicated to helping every child develop a lifelong love of being active. Through innovative programmes and tailored services, we work hand-in-hand with schools, communities, skilled coaches and, most importantly, young people themselves.

Together, we unlock potential and create positive habits that last a lifetime. Our work impacts children and young people aged 3 to 24 across South Yorkshire, offering opportunities that shape futures. Delivered in both educational and community settings, our initiatives span four core service areas:

- Fusion Education: Enhancing physical education, leadership, and wraparound care.
- Fusion Communities: Driving place-based change by engaging children and young people in sports and activities that offer positive, diversionary opportunities.
- Fusion Inclusion: Building essential life skills, employability, and physical well-being for young people with Special Educational Needs through inclusive physical activities.
- Fusion Futures: Empowering young people through leadership, volunteering, apprenticeships, and career pathways.

At Active Fusion, we are also driven by key ambitions:

- To live in a world where all children are healthy, happy, and active.
- To prioritise services for young people facing the highest levels of inequality.
- To expand our reach, achieving over 75,000 attendances across all provisions every year.



Get to know more about Active Fusion [here](#)



## Our vision

All young people to be the best they can be.

## Our mission

We will help every child to develop a love for being active by creating positive habits that last a lifetime.

## Our ambition

Our ambition is to create a world where all children are healthy, happy, and active whilst prioritising services for young people facing the highest levels of inequality and expanding our reach to achieve over 75,000 attendances across all provisions each year.

## Our values



**joyful**

We feel inner  
personal  
satisfaction.



**passionate**

We care about  
you.



**nurturing**

We help others to  
grow.





## Our strategic goals

**Improving the physical, mind and social wellbeing of all children & young people.**

**Tackling social inequalities to support those most in need.**

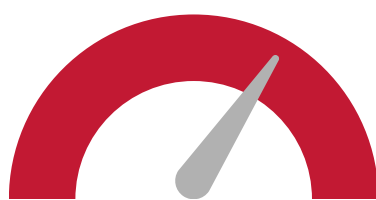
**Raising aspirations of children and young people to be successful in life.**

**Advocating for the power of physical activity to improve young lives.**

**A great place to work for and work with.**

# 2023 – 2024

## A Year in Numbers



67% of young people reported improvements in mental and/or physical health



70% of young people improved their attitudes and behaviours towards healthy lifestyles



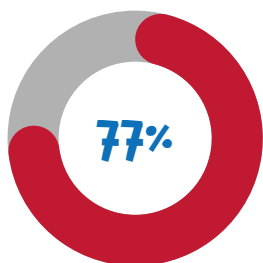
4754 young people saw a progression of core skills and competencies



29 competitions delivered engaging 11,463 young people



professional development of 149 teachers with 1042 hours delivered



reported improved skills for work and life



9664 attendances working with 90 community partner organisations



4 charity awards won



74,000 attendances across all charitable programmes

146 young people with special educational needs positively impacted through Unified Leaders







## Fusion Education

**Our education programmes promote high-quality physical education for children and young people aged 3 – 24 years across schools, colleges and extended services. We empower children and young people to lead full, active and healthy lives through the delivery of a broad range of activities. Using a child-centred, collaborative approach, we partner with educational establishments to deliver tailored, sustainable solutions. We work with diverse education settings and align our programs with national frameworks and benchmarks to achieve meaningful outcomes for children and young people.**

### **School Partnerships: Creating a Lasting Positive Impact on Physical Education**

For over 20 years, Active Fusion has partnered with schools to enhance physical education (PE) and inspire children and young people to lead active lives. Our personalised mentorship empowers teachers to deliver engaging, high-quality PE lessons that foster a love for physical activity. Through tailored professional development, we help schools integrate active learning across the curriculum. By building educators' knowledge and confidence, we ensure a lasting positive impact on both staff and young people: making PE an essential part of every child's education.

### **School Games: Providing Opportunities To Learn**

The School Games is a national programme which puts physical activity and school sport at the heart of schools, providing young people with the opportunity to learn through physical activity and competition to achieve their personal best. The School Games inspires young people to be physically active for life through positive experiences of daily activity and competition. With three key pledges our School Games work contributes to:

- Tackling Inequalities - Increase participation of schools from the most underserved communities.
- Supporting Physical Literacy - Positive experiences are created and promoted for children and young people.
- Youth Centred - Embed and enhance the principle of 'by young people, for young people.'

### **Girls' Football: Equal Access, Equal Opportunity**

In partnership with The Football Association, Barclays, and the Youth Sport Trust, Active Fusion is making football accessible to all girls in Doncaster schools. We provide free professional development, competition opportunities and innovative resources to drive the growth of girls' football. Our initiative empowers girls to excel as players, leaders and competitors, while fostering inclusive environments and integrating football into the PE curriculum. Together, we're inspiring girls to take pride in their abilities and contribute to the future of the game.

### **Fusion Start: Nurturing Early Development Through Movement**

Fusion Start is an early years programme designed for 3 to 5-year-olds within nursery settings and Family Hubs, aiming to foster a love of movement in young children. The programme supports early developmental stages by blending movement with storytelling, creating an imaginative environment where children can learn essential physical skills while nurturing their creativity. Through parent-child activity sessions, Fusion Start also offers opportunities for families to engage in fun, interactive exercises that strengthen their bonds and promote an active lifestyle.

# Fusion Education: Celebrating Success

## School Partnerships: Creating a Lasting Positive Impact on Physical Education

**160** teachers accessed our professional development

**100%** satisfaction ratings from schools and pupils

**3,135** hours of physical activity delivered

**700** young people attended the Active Fusion Festival of Sport



"We have thoroughly enjoyed you joining Team Thurgoland this year! You have built positive relationships with staff and children and supported the children's sporting development well through the PE curriculum and during extra curricular clubs - nerf club has to be a favourite! We look forward to working with you again next year."

**Dale Jordan, Headteacher, Thurgoland Primary School**

## School Games: Providing Opportunities To Learn

**61** schools actively engaged in promoting physical activity and healthy competition

**11,463** young people participated in School Games events

**1,352** young people with Special Educational Needs and Disabilities accessed inclusive competitions

**3,305** Young Leaders trained and gave back volunteering hours



"The School Games programme has supported our school to ensure we offer rich and varied sporting opportunities to all our children, no matter their age or ability. The training and support through the School Games programme has been instrumental in improving the delivery of P.E in our school."

**Simon White, PE Lead, Auckley Primary School**

## Girls' Football: Equal Access, Equal Opportunity

**100%** of Doncaster schools providing equal access to football within the curriculum

**65%** increase in schools offering football during extra-curricular activities

**100** girls took part in the Active Fusion Girls' Football Competition

**2** new annual girl-focused events



# Fusion Education: Looking Forward

Moving forward into the new academic year, Active Fusion will:

- Prioritise children and young people facing poverty and multiple inequalities.
- Develop our services to support those young people most in need including using sport and physical activity as part of Alternative Provision to re-engage and reintegrate young people back into education, training or into employment.
- Build on our excellent provision of support for young people with special educational needs.
- Reach more young people to enhance their employability and life skills through sport and physical activity.
- Engage with and deliver Fusion Start within early years settings to encourage more young people aged 3-5 and their parents develop positive physical activity habits for life to improve health and well-being.



## Callum's Story –

**This story highlights Callum, a 10-year-old student at Crookesbroom Academy, whose journey with an Active Fusion specialist coach has significantly improved his physical education skills while also fostering his emotional growth.**

Crookesbroom Primary Academy, a partner school of Active Fusion, has experienced the transformative impact of Active Fusion's school partnership programmes on its pupils. In September 2023, Active Fusion's team recognised

Callum as a bright and enthusiastic pupil with great potential in physical education. However, it was evident that Callum faced emotional challenges that made it difficult for him to fully engage and thrive in PE activities. At times, Callum would become overwhelmed by emotions, leading to moments of frustration and withdrawal.

The coaching team created a safe, supportive PE environment for Callum to express emotions and develop coping strategies. By building trust and focusing on his individual needs, the coach fostered an inclusive atmosphere, helping Callum feel valued and confident. Over time, Callum transformed from being reserved to actively participating, engaging with peers, and sharing ideas, significantly enhancing his experience in physical education.



"PE has taught me lots of different games and skills that I sometimes play with my family at home. My coach is really fair and energetic. If I'm having a bad day, they give me time to sit out and talk to me about my problems to help me solve them. I always look forward to PE, and it makes me excited to come to school."

**Callum, Student, Crookesbroom Primary Academy**

Callum shared that he enjoys participating in PE because it energises him and helps him feel calm. He described PE as an outlet for his emotions, providing a space where he can release energy and refocus. The support he received through Active Fusion's programme has not only increased his enthusiasm for school but also improved his overall well-being. You can read more inspiring stories like Callum's here.



"I want to share some praise for Dawid, as you know, I rate him highly, and he continues to make Active Fusion proud with his thorough planning, consistent behaviour management, and excellent role modelling. Additionally, Daisy is a superstar too, always a pleasure to have at Crookesbroom, where the children love her PE sessions."

**Rob Harvey, Head of Academy, Crookesbroom Primary Academy**



## Fusion Communities

**Fusion Communities promotes place-based change through diversionary sports and activities. We coach and mentor young people to take part, then take the lead to create the change that they want to see in their local communities. We work in collaboration with young people and local community organisations focusing on those most disadvantaged and in need of our support.**

### **Fusion Camps: Healthy, Happy and Active Holidays**

Creating memories that will last a lifetime. Active Fusion provides Fusion Camps for children aged 5-16. These camps provide a safe, engaging environment where children stay active, learn new skills, and build lasting friendships. With a range of activities from sports, teambuilding, music and crafts. Fusion Camps ensure every child has a fun, inclusive and enriching experience.

### **Fusion Youth: Combating Inactivity for a Healthier Future**

Fusion Youth addresses the growing issue of inactivity among young people by providing fun, informal sports-based sessions that are delivered at the right time, in the right place, for the right young people. Working with our community coaching team, together, they provide an exciting and varied sports offer to young people who would otherwise not engage. Fusion Youth promotes physical, emotional, and social well-being, shaping a healthier future.

### **Fusion Streets: Turning the Tide on Anti-Social Behaviour**

Fusion Streets tackles gang involvement and anti-social behaviour by addressing boredom and disconnection among young people aged 10-17. Through inspiring activities and partnerships with the police and youth organisations we channel energy into constructive outlets. By fostering positive relationships, developing leadership skills, and promoting positive behaviours, Fusion Streets empowers young people to become role models within their communities and drive lasting change.

### **Fusion Community Leaders: Empowering Young Change-Makers**

Fusion Community Leaders empowers young people aged 13 – 21 years to lead, inspire, and drive positive change in their neighbourhoods. Through training in sports and community development programmes, we work with young people and their communities to provide solutions that are driven by their lived experience. Tackling issues like social isolation, disengagement with education and anti social behaviour, supported by Active Fusion mentors, Community Leaders create initiatives that make a real impact in the areas that matter to them the most.

### **Fusion 3k: Fit Families**

The Fusion 3k has attracted thousands of families to get fit together. In partnership with Curly's Athletes, we have created inclusive, accessible and friendly environments encouraging participants to get active, create social connections and discover new places to visit in Doncaster.



# Fusion Communities: Celebrating Success

1800 hours of  
community sports  
delivered

67% improvement of  
physical activity and  
mental well-being

9664 attendances  
across all community  
sessions

856 participants  
across 4 3K events



"Moses had an incredible time for his first ever camp at Active Fusion. He had attended a few different clubs throughout October half term but when I picked him up after Active Fusion he was absolutely buzzing! He had had the most amazing day, and said he wanted to go every time after that! He enjoyed playing all the games, meeting new people and he said the staff were super friendly and kind. I won't be hesitating to book him on more sessions in the future, he absolutely loved it, thank you so much!"

**Verity, Parent of Fusion Camp Attendee**  
Tickhill Camp, October 2023



"Oliver and Tèa are brill, they made me feel comfortable from day one and I enjoy coming down to speak to them about my week. I am sad that we have finished these sessions however I hope I do see them in the future as I am so thankful for everything that they have done for me!"

**C, Attendee of Active Fusion session delivered in partnership with Doncaster Mind**  
January 2024



"The leadership opportunity on camp allowed me to improve communication, teamwork, organisational and problem-solving skills. I will use the skills that I have learned in the future if I become a sports coach. When I am older, I would like to be an Active Fusion coach. I feel I will be good at it because I like speaking in front of people and I know a lot of different sports that I could teach to other children."

**Ellie, Fusion Camp Attendee**  
Tickhill Camp, October 2023

# Fusion Communities: Looking Forward

Moving forward into the new academic year, Active Fusion will launch the Fusion Disruptors, Active Fusion's Youth Voice. It will give young people the power to shape their futures, which will create a ripple effect of positive change across communities. Through advocacy and business-community collaboration, the Fusion Disruptors will foster sustainable partnerships that drive social good. This approach ensures lasting impact, empowering the next generation to lead, thrive, and inspire change.



## Mathew's Story –

In October 2023, Sheffield played host to Fusion Camp, a remarkable initiative aimed at supporting vulnerable children during the October half-term. This is the heartwarming story of Mathew, a 7-year-old boy who attended Fusion Camp, and how the experience transformed him into a confident, engaged, and socially active young person.

The Sheffield Fusion Camp, proudly supported by Sheffield Council, not only offered a safe and engaging environment but also provided essential structure during the school holidays. Mathew's first experience at the camp, during the summer of 2023, presented some challenges. He was initially reserved, struggled to interact with others, and found it difficult to communicate with coaches. However, Fusion Camp became a transformative journey for him. Over time, Mathew began to find his voice and build confidence, thanks to the nurturing atmosphere created by the coaches. He became more expressive, developed bonds with fellow campers, and forged connections with the coaching staff.

The activities were tailored to suit the diverse needs and abilities of all campers. Mathew particularly enjoyed trying new games like 'Kick Cricket', which reflected Active Fusion's ability to make exercise enjoyable. One of the highlights of Mathew's camp experience was the opportunity to express his artistic side. He delighted in getting creative with paints and pens, designing Halloween-themed tops to take home to his parents or carers.



"My favourite thing about camp is playing with other children who don't go to my school. I really like it here; we get to go outside, play, and make friends. The coaches are great; you keep us so entertained. I want to come back because I love this place so much, and I want to see you again."

**Mathew, Fusion Camp Attendee**  
**Sheffield Camp, October 2023**

What truly set Fusion Camp apart for Mathew was the infectious enthusiasm of the coaches. It wasn't just the fun activities that drew him back; the nutritious meals provided at the camp also gave him the energy to enjoy the day to its fullest. For Mathew, Fusion Camp was more than just a way to spend the school holidays; it was a transformative journey that brought out the best in him. The Active Fusion staff who worked at the camp were full of praise for Mathew, describing him as "a pleasure to have on camp" and a fantastic young person they thoroughly enjoyed watching progress. He left camp with new friends, cherished memories, and a smile that spoke volumes about the positive impact of the Sheffield Fusion Camp.





## Fusion Inclusion

Through Fusion Inclusion, we are committed to helping young people with Special Educational Needs and Disabilities (SEND), as well as those from unique and/or disadvantaged backgrounds, including those who often face discrimination. Our purpose is grounded in the belief that everyone, regardless of ability or background, is capable of achieving greater independence. Whether it's learning a new skill, gaining confidence, or enhancing physical well-being, we are here to provide the right support, tailored specifically to each young person's unique needs. We strive to create an environment where all children and young people, regardless of their circumstances, can thrive and achieve their goals.

### Fusion Inclusion Leaders: Building Confidence and Character

Our leadership programmes help young people to develop the essential life skills to prepare them to be successful in life beyond education. Programmes like Unified Leaders, Sports Leaders (Levels 1 & 2), and Fusion Leaders are designed to positively impact on young peoples confidence, resilience, adaptability, social skills and independence.

The **Unified Leaders** programme supports children with SEND in building life skills and improving physical health through sport, while empowering them to become role models and encourage peer engagement in physical activity.

The accredited **Sports Leaders** programmes focus on employability skills such as communication, teamwork, and confidence, helping participants gain formal qualifications and prepare for future success.

Our **Playground Leaders** programme introduces leadership early, fostering communication, self-belief, and problem-solving skills, preparing young children for future roles in school and community leadership.



Watch Unified Leaders in action at Doncaster School for the Deaf [here](#).

# Fusion Inclusion: Key Successes

90 Unified Leaders trained

7 unique educational settings engaged with young people aged 12 – 18

100% improved confidence, communication, teamwork and self-management

648 young people attended Fusion Inclusion Street sessions



## Kian's Story –

Kian, an 18-year-old student at Harrison College, embarked on a transformative journey with Active Fusion's Inclusion Service. Initially reserved and shy, Kian's experience unfolded under the guidance of Inclusion Officer Tom, resulting in personal and professional maturation.

Upon arrival, Kian struggled with social interactions, finding it challenging to engage with both students and staff. His initial difficulty in communicating hindered his ability to connect with others. Recognising Kian's potential, Tom took on the responsibility of mentoring him, showing that meeting new people can be a welcoming and positive experience. Kian's enthusiasm for staying active and participating in sports from a young age laid the groundwork for his impactful journey. His internship with Active Fusion provided valuable experience in the dynamics of working within a school and sports setting. This perfectly aligned with Kian's passion for sports, allowing him to make a meaningful difference in the lives of young people.

Throughout the four-month internship, Kian played an active role in delivering School Partnership and Sports Leaders programmes. His responsibilities included leading and mentoring students from Doncaster School during physical activity sessions. Engaging with a variety of groups helped him develop strong leadership and interpersonal skills. Tom acknowledged Kian's smooth integration into the team and noted the significant growth he demonstrated during the programme.



"Tom and the staff at Pennine View have pushed me out of my comfort zone. I now feel more confident as a person."

**Kian, Sports Leader and Volunteer**

Kian's time with Active Fusion marked a transformative chapter in his personal and professional growth. Assisting Tom with leadership projects at Pennine View School was a key highlight, where Tom's energetic approach to PE activities inspired Kian to confidently plan and lead sessions on his own, a significant milestone in his development. Active Fusion offered Kian the chance to stay active while gaining valuable experience in a sports environment designed for Special Educational Needs and Disabilities (SEND). With support from Tom and the staff at Pennine View, Kian stepped out of his comfort zone and developed a newfound confidence. As his work programme concludes, Kian reflects on this experience as a turning point. Overcoming earlier struggles with self-assurance, he now looks ahead with confidence, equipped to embrace future opportunities with a stronger belief in himself.

# Fusion Inclusion: Looking Forward

Over the course of the next 12 months we would like to roll out our Unified Leaders programme to more schools across South Yorkshire. We are committed to ensuring that the quality of our delivery remains as high as possible, maintaining our reputation as an outstanding provider of leadership opportunities, whilst helping more children and young people benefit from the Unified Leaders programme.



## Keira's Story –

**Active Fusion helped Keira to find her passion in physical activity and aim towards impacting the next generation of leaders.**

Initially hesitant about leadership, Keira's passion for football sparked her engagement. The 12-week programme combined leadership theory with practical experience, teaching participants to promote physical activity in their schools.

Delivered in Special School settings, the project aims to develop a network of young Unified Sports Leaders who contribute to their communities through volunteering and leadership. Keira's growth was remarkable. She gained confidence, refined her ability to navigate challenging behaviours, and embraced her role as a leader. Her most rewarding moments came during coaching sessions, collaborating with Coach Tom, Active Fusion's Inclusion Officer, and the project's driving force. These experiences allowed Keira to apply her skills and showcase her knowledge, cementing her place as a leader and role model.



"Working as a team has been highly enjoyable, and I liked working with my classmates and the children across the school. I would like to be a teacher and travel the world teaching as well as coaching football, which I am very passionate about."

**Keira, Unified Leader & Student at Doncaster School for the Deaf**

We couldn't be more proud that Keira aspires to be a role model for the next generation. Her journey epitomises the profound impact that programmes like Unified Leaders can have on the lives of young individuals with SEND. These programmes not only help them realise their potential but also encourage them to reach for the stars.



The Unified Leaders programme has been transformational for Keira, showing the incredible potential within every individual. It's amazing to see how the programme ignited her passion for teaching and coaching, building her confidence and skills to inspire others. Her story is proof of the life-changing impact this initiative can have.

**Tom Horton, Inclusion Officer**





## Fusion Futures

**At Active Fusion, Fusion Futures represents our holistic approach to supporting young people in their journey from education into employment. By providing targeted pathways that blend sport, physical activity and essential life skills, we empower young individuals to develop the confidence, resilience and expertise needed to succeed in their careers and life.**

### **Fusion Apprenticeships: Paving The Way To Success**

Active Fusion, in partnership with DN College Group, offers apprenticeships that have a lasting positive impact on young people's futures in the physical education, leisure and sports sector. Our programmes, available at Levels 2, 3, and 4, equip apprentices with the skills and qualifications needed to thrive in physical education, community health and wellbeing, and sports coaching. By combining group-based learning with personalised mentoring, apprentices gain valuable hands-on experience, build confidence, and develop the professionalism required to excel. These apprenticeships not only provide a solid foundation for careers in coaching, teaching, and youth work but also significantly enhance employability, opening doors to secure jobs and further educational opportunities.

### **Fusion Careers: Shaping Futures Through Tailored Guidance**

The Fusion Careers programme is dedicated to empowering young people aged 14-24 by providing the support and resources they need to make confident and informed education and career decisions. Our free services offer expert advice, personalised guidance, and valuable opportunities to explore and pursue career pathways in education and community sports leadership. As both a local employer and sector specialist, Active Fusion has a deep understanding of the challenges young people face in entering the workforce. Through interactive career events, 1:1 mentoring, and practical tools, we help young people build the skills and confidence they need to succeed, ensuring they are well-prepared for educational success, a smooth transition into employment, and continuous career development.

### **Fusion Transition: Inspiring Change Through Empowerment**

The Fusion Transition programme is a transformative 12-week initiative designed to empower young people, particularly those at risk of falling out of education, employment, or training. By integrating sport, physical activity, and personal development, the programme enhances participants' physical health, well-being, and employability skills. Through personalised 1:1 mentoring and dynamic group sessions, young people gain the confidence, self-esteem, and resilience needed to successfully transition into positive outcomes, such as further education, training, or employment. The programme's tailored approach ensures each participant receives the support and resources they need to thrive in their next chapter.

# Fusion Futures: Key Successes

## Fusion Apprenticeships: Paving The Way To Success

30 apprentices trained and all achieved a pass or distinction.

Small Employer of the Year at the Doncaster College Apprenticeship Awards

Intermediate Apprentice of the Year at the South Yorkshire Apprenticeship Awards

Health, Public Services, and Care Apprentice of the Year at the Doncaster College Apprenticeship Awards

## Fusion Transition: Inspiring Change Through Empowerment

25 young people (aged 15 – 25) accessed our Fusion Transition programme during 2023-2024, which was made possible by important relationships with corporate supporters, who offered support with employability skills and advice on pathways into the workforce. During this period, we also worked closely with organisations such as EPIC Doncaster and Doncaster Mind to improve programme awareness and to make the referral process as simple as possible.



### Harry's Story –

Harry, a Level 4 Sports Coach apprentice, found his passion for sports education through a unique pathway that led him to Active Fusion.

Harry's apprenticeship with Active Fusion began during a school work experience, where his determination led to a transformative opportunity. The programme boosted his confidence, helped him embrace new challenges, and enhanced his leadership skills including managing a football team and organising inclusive outings for SEND students. Grateful for the unique experiences, Harry recommends Active Fusion to aspiring sports coaches for its exceptional opportunities for growth and development.



"I would personally recommend coming to Active Fusion because they give you different experiences than other companies may not offer. I think this helps people come out and try new things that they might not have tried before and not have gotten a chance to without the help from Active Fusion."

Harry, Level 4 Sports Coach Apprentice at Active Fusion

# Fusion Futures: Looking Forward

## Fusion Apprenticeships: Paving The Way To Success

To advance our commitment to fostering youth employment in the sport and leisure sector, we have outlined a focused approach that includes the following key initiatives:

- Delivering career opportunity events to raise the profile of apprenticeships in the sport and leisure sector as a pathway into employment.
- Maintaining and retaining apprentice employers to support further young people to access employment and training opportunities.
- Developing and securing new employers for 24-25 to give more young people a pathway into employment.

## Fusion Transition: Inspiring Change Through Empowerment

Fusion Transition is set to grow next year, welcoming more young people onto the programme, through new partnerships with a series of special schools from across South Yorkshire, along with partnerships with local authorities who are supporting young people who are not in employment, education or training (NEET). We see our Fusion Transition programme as an important step on the journey of disadvantaged young people into employment, training or further opportunities.



### Michael's Story –

**Michael, 16, disengaged from schooling at 14, feeling lost and uncertain about his future. Passionate about sports but lacking qualifications, he struggled to see a clear path forward.**

Joining Active Fusion's Fusion Transition Project in September 2023 transformed his outlook. Guided by his tutor, Tèa, Michael discovered his leadership potential through hands-on activities and regained his appreciation for education. With tailored support, he set his sights on a career in sports journalism, applied for college, and began volunteering to further develop his skills. Michael's story highlights the power of mentorship and tailored education in helping young people overcome challenges and achieve the



I would like to say a massive thank you Tèa, Micky's confidence has grown so much these past couple of months during the Fusion Transition and all I can say is thank you! I have also been trying to get him to apply for a college for ages and you have been there to help him through and now we have got him to apply I am beyond happy. I just want Micky to be happy and I believe you are helping him so much.

**Tracey, Michael's Mother**





# Fusion Fundraising

**At Active Fusion, our mission to help every child to develop a love for being active by creating positive habits that last a lifetime, relies heavily on fundraising. Active Fusion has continued to drive meaningful impact through our two primary fundraising streams: campaigns and corporate events. Both streams play a vital role in sustaining and growing Active Fusion's initiatives, allowing us to make a lasting difference in the lives of those we serve.**

## Campaigns

### When You Tri

When You Tri launched with a bold and ambitious mission. The charity's director, Lindsay James, committed to racing a 100km triathlon to raise £100k, to build brighter futures for children and young people by supporting them to become healthy, happy and more active, through community fundraising and connecting with the businesses community to use their business as a force for good. The funding raised will support future funding of Fusion Streets as well as the establishment of the Fusion Disruptors.

### The Big Fusion Give 2023

The Active Fusion Big Give Campaign focused on supporting young people growing up in areas of disadvantage across South Yorkshire who face inequality of opportunity on many levels. Our successful campaign supported our inclusion service to deliver a transition support programme for young people 10-19, offering personal and professional skills development through sports leadership and mentoring for some of the most vulnerable and disadvantaged young people with special educational needs. Young people experienced personal development through sports leadership skills – social and emotional expression through participating in sport and physical activities and accreditation through the Sport Leaders qualifications.

## Corporate Events

### Fusion Charity Golf Day 2024

Active Fusion's Fusion Charity Golf Day 2024, kindly sponsored by Orb Recruitment, was a record-breaking success. The event raised essential funds that will support Active Fusion's ongoing mission to enhance the health and wellbeing of young people through physical activity. These funds will directly benefit our coaching and mentoring programmes, making a lasting impact across South Yorkshire.

### Fusion Charity Cup 2023

The Fusion Charity Cup was a powerful display of connecting businesses through sport and together creating social change. This incredible support will directly create new opportunities for disadvantaged young people, making a lasting impact on their futures.



# Fusion Awards



**Active Fusion has been privileged to receive prestigious recognition across multiple categories, showcasing the profound impact of our work, our team, and our talented apprentices. These accolades are a testament to the dedication and collaborative spirit that drive our mission forward.**

## Kings Award for Voluntary Service

Active Fusion were awarded the Kings Award for Voluntary Service. Recognising the 100's of volunteers that make a difference within the communities we serve. This award is equivalent to an MBE. It is the highest award given to local voluntary groups in the UK, and it is awarded for life.

## Charity of the Year Award

Celebrated at the Doncaster Business Awards 2023, this prestigious recognition highlights the extraordinary impact of Doncaster's third-sector organisations. Active Fusion is honoured to receive this award, reflecting our commitment to creating meaningful, positive change in our community. Through innovative programmes, impactful fundraising, and a focus on addressing local needs, we strive to inspire brighter futures and stronger opportunities for everyone in the borough. This recognition is a testament to the power of collaboration, and we are proud to stand alongside other dedicated charities and CICs working tirelessly to uplift lives and strengthen Doncaster's social fabric.

## SME Employer of the Year

In 2024, Active Fusion was honoured to be awarded the Small Employer of the Year at the Doncaster College Apprenticeship Awards. This award recognises the positive impact we create in providing high quality apprenticeship programmes and a supportive pathway into employment for young people across South Yorkshire.

## Intermediate Apprentice of the Year - Daisy Guttridge

Daisy Guttridge, Active Fusion Level 2 apprentice received the Apprentice of the Year at the South Yorkshire Apprenticeship Awards 2024. Daisy has been an exceptional member of our team, embodying hard work, passion and a commitment to making a difference.

## Health, Public Services and Care Apprentice of the Year - Aleksy Marzec

Aleksy Marzec, Active Fusion's Level 4 Apprentice was awarded Health, Public Services, and Care Apprentice of the Year at the 2024 Doncaster College Apprenticeship Awards, recognising his exceptional impact in the healthcare sector. His technical expertise, strong work ethic, and compassion for those in care made him a standout apprentice, showcasing his potential to drive positive change in the field.



## Friends of Active Fusion

**Active Fusion relies on the generosity of individuals, businesses and organisations to continue to help us to create a healthy, happy and active future for our children and young people.**

### Corporate Partnerships

Corporate partnerships are crucial to Active Fusion's success, providing vital support through sponsorships, fundraising and donations. Business partnerships enable us to expand our reach and enhance services for children and young people, creating lasting change. We look forward to continuing our work with current partners and building new relationships with organisations dedicated to making a positive impact together.

**£693,523** total  
income secured

**£21,973**  
total raised  
through  
Corporate  
Partnerships

**16** members  
joined the Fusion  
Performance  
Club

**500** members of  
staff took part in  
our teambuilding  
days

### Team Building Opportunities

We believe that behind every success, is a strong team. That's why we take our own approaches to building a strong team, and support other businesses with Team Building days throughout the year. We worked with Fellowes, an international business who have an office based in Doncaster, as well as staff at Doncaster Deaf Trust on teambuilding days which included rounders games, Nerf challenges and other activities to get their staff working together. We were also commissioned to deliver a series of sports and team building sessions at the University of Warwick as part of the British Universities and Colleges Sports annual conference. Businesses, education partners and other charities are increasingly seeking our skills to stage similar events, using the expertise we have in our coaching team to design and deliver high quality and engaging team building events.

### The Fusion Performance Club

Active Fusion launched the Fusion Performance Club to amplify positive impact through a network of business leaders committed to social and economic change. The club brings together companies and individuals dedicated to driving meaningful transformation within their communities. By joining, members connect with like-minded leaders, expand their influence, and demonstrate a shared commitment to using business as a force for good. The club also provides opportunities for personal growth, offering learning experiences from industry leaders across business, sport, and culture, all while making a lasting difference in society and for future generations.



# Thank You to our Funders & Partners

We sincerely thank our funders and partners for their generous support and unwavering commitment; your contribution has made it possible for us to positively impact the lives of thousands of young people.



City of  
Doncaster  
Council



DN COLLEGES GROUP





**2023 / 2024**

# **Active Fusion**

## **Financial Accounts**

[activefusion.org.uk](https://activefusion.org.uk)



# Support Us



01302 637 276



[info@activefusion.org.uk](mailto:info@activefusion.org.uk)



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**ACTIVE FUSION**  
**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

The trustees present their report with the financial statements of the charity for the year ended 31 August 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The organisation is a charitable incorporated organisation, Incorporated in October 2017 and began operating in March 2018. The charity was established under a Memorandum of Association which established the objects and powers of the charitable organisation and is governed under its Charitable Constitution. In the event of the charity being wound up, there is no liability for the Trustees. Reference and administrative details are shown in the schedule of members of the board and professional advisers below.

**Recruitment and appointment of new trustees**

The Trustees form the governing body of the charity and are responsible for ensuring the organisation is working within the bounds of its purpose. The trustees review membership in the light of skills and experience required and available. The review forms the basis of on-going recruitment through local networks and regional agencies.

Trustees are elected at the charity's Annual General Meeting.

Our Trustees have a wealth and diversity of professional skills, experience and knowledge to contribute to the development of the organisation, and are committed to the vision, mission and values of Active Fusion.

Trustees are fully aware of their responsibilities regarding the organisation.

**Decision making**

The day to day management of the organisation is delegated to the Director and Chief Executive Officer Lindsay James.

**Induction and training of new trustees**

New trustees undertake an induction programme briefing them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the board and decision making processes, the business plan, current activity and recent financial performance of the charity. Where appropriate, trustees attend training to assist them with the role. Trustees are also encouraged to visit the charities services and projects to get a better understanding of the work.

**Key management remuneration**

The governing body ensures that the process of determining the remuneration of the individual members of the leadership group is both fair and transparent.

In recommending the individual pay ranges for leadership posts, the governing body is mindful to respect appropriate differentials with regard to the particular responsibilities of each post. At the same time this process allows sufficient leeway to enable good performance to be rewarded by commensurate progression within the leadership group.

## **ACTIVE FUSION**

### **TRUSTEES' REPORT** **FOR THE YEAR ENDED 31 AUGUST 2024**

#### **Risk management**

The Trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise, to manage the risks that it faces and to provide reasonable assurance that the charity is operating effectively and efficiently.

The Trustees have a risk management strategy which consists of:

- Reviewing the risks at every Trustee and Operations and Governance Sub Group meetings and reviewing the systems and procedures to mitigate any identified risks;
- Annual review of the risks the charity may face;
- Particular attention has focussed on risk assessment of all activities delivered ensuring the safety and wellbeing of both staff and the charities beneficiaries;
- Financial risk is addressed through the income generation strategy in every Trustee meeting and Finance Sub Group Meeting and the implementation of a reserves policy which is reviewed annually by the Board of Trustees.
- A risk register and business continuity plan is reviewed quarterly by the Senior Leadership Team and Operations and Governance Sub Group.

#### **Public benefit**

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

#### **OBJECTIVES AND ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

The above are detailed on pages 2 to 22 of this report.

#### **FINANCIAL REVIEW**

##### **Financial Position**

Income for the year ended 31 August 2024 amounted to £687,173

Expenditure amounted to £753,427

At 31 August 2024 unrestricted reserves amounted to £307,015 and £21,888 of restricted reserves.

#### **Principal funding sources**

Charitable income is sourced from grants, trusts and foundations, tenders, donations, business sponsorship and the provision of traded services for schools, colleges and communities.

#### **Reserves policy**

The Board of Trustees reviews the reserve levels of the Charity annually at the year-end and as part of its budget planning process. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves, and necessary consideration/responses to developmental/change processes initiated in house or required by changes in national scenarios.

The purpose of the unrestricted reserves are to ensure the stability of the mission, programs, employment, and ongoing operations of the organisation. The reserves are intended to provide an internal source of funds for situations such as a sudden increase in expense, unanticipated loss in funding, or uninsured losses. The reserve may also be used for one-time, non-recurring expenses that will build long-term capacity, such as staff development, research and development, or investment within infrastructure.

The Trustees have determined that an ideal level of unrestricted reserves should be equivalent to no greater than 3-6 months operating expenditure due to the uncertain level of secured funding.

At forecast levels of activity this places the reserves requirement at £269,480 for the year ahead, this is equivalent to 5 months operating costs.

The Trustees have reviewed and are satisfied with the current level of reserves.

#### **Going Concern**

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements.

**ACTIVE FUSION**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1175220

**Principal address**

The Hub  
Chappell Drive  
Doncaster  
DN1 2RF

**Trustees**

A Singleton - Chair  
C Aveling  
K Blank  
P Hagan  
R P Barnes  
J Hayes - resigned 27 June 2024  
A Morley - appointed 8 September 2023  
N Andrew - appointed 8 September 2023  
.

**Management Team**

Lindsay James - Director and Chief Executive Officer

**Independent examiner**

Kelvin Fitton BA FCA  
Smith Craven  
Sidings House  
Sidings Court  
Lakeside  
Doncaster  
South Yorkshire  
DN4 5NU

**Bankers**

Barclays Bank plc  
3 High Street  
Doncaster  
DN1 1EG



**ACTIVE FUSION**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

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

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

Approved by order of the board of trustees on 10/1/25 and signed on its behalf by:



A Singleton - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ACTIVE FUSION**

**FOR THE YEAR ENDED 31 AUGUST 2024**

I report to the charity trustees on my examination of the accounts of the Active Fusion (the Trust) for the year ended 31 August 2024 which are set out on pages 28 to 40.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act')

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

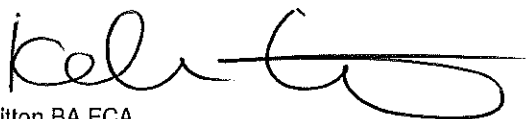
**Independent Examiner's statement**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I can confirm that I am qualified to undertake the examination because I am a registered member of the ICAEW (Institute of Chartered Accountants in England and Wales) which is one of the listed bodies.

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

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

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



Kelvin Fitton BA FCA  
Smith Craven  
Sidings Court  
Sidings House  
Lakeside  
Doncaster  
DN4 5NU

Dated:.....10-01-2025.....

**ACTIVE FUSION**

**STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31 AUGUST 2024**

	NOTES	UNRESTRICTED FUNDS 2024 £	RESTRICTED FUNDS 2024 £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
<b>INCOME AND EXPENDITURE</b>					
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and Legacies	2	67,593	286,825	354,418	371,297
<b>Charitable Activities</b>	3				
Charitable traded services		313,751	-	313,751	293,657
Other Income	4	8,207	-	8,207	10,078
Investment Income		10,797	-	10,797	-
<b>TOTAL INCOMING RESOURCES</b>		<u>400,348</u>	<u>286,825</u>	<u>687,173</u>	<u>675,032</u>
<b>EXPENDITURE ON</b>					
<b>Charitable Activities</b>	5				
Charitable traded services		463,335	290,092	753,427	755,993
<b>Total Resources Expended</b>		<u>463,335</u>	<u>290,092</u>	<u>753,427</u>	<u>755,993</u>
<b>NET INCOME/(EXPENDITURE)</b>		<u>(62,987)</u>	<u>(3,267)</u>	<u>(66,254)</u>	<u>(80,961)</u>
<b>RECONCILIATION OF FUNDS</b>					
	15				
Total funds brought forward		370,002	25,155	395,157	476,118
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>307,015</u>	<u>21,888</u>	<u>328,903</u>	<u>395,157</u>

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities



**ACTIVE FUSION**

**BALANCE SHEET**

**YEAR ENDED 31 AUGUST 2024**

	NOTES	UNRESTRICTED FUNDS 2024 £	RESTRICTED FUNDS 2024 £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
<b>FIXED ASSETS</b>					
Tangible Assets	11	5,907	3,699	9,606	7,408
		<u>5,907</u>	<u>3,699</u>	<u>9,606</u>	<u>7,408</u>
<b>CURRENT ASSETS</b>					
Stocks	12	5,470	-	5,470	8,940
Debtors	13	20,624	27,908	48,532	74,476
Cash at bank		297,377	32,783	330,160	358,862
		<u>323,471</u>	<u>60,691</u>	<u>384,162</u>	<u>442,278</u>
<b>CREDITORS:</b>					
Amounts falling due within one year	14	(22,363)	(42,502)	(64,865)	(54,529)
<b>NET CURRENT ASSETS</b>		<u>301,108</u>	<u>18,189</u>	<u>319,297</u>	<u>387,749</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		307,015	21,888	328,903	395,157
<b>NET ASSETS</b>		<u>307,015</u>	<u>21,888</u>	<u>328,903</u>	<u>395,157</u>
<b>FUNDS</b>	15				
Unrestricted funds		307,015	-	307,015	370,002
Restricted funds		-	21,888	21,888	25,155
		<u>307,015</u>	<u>21,888</u>	<u>328,903</u>	<u>395,157</u>

The financial statements were approved by the board of Trustees on 10/1/25

and signed on its behalf by:

*A.P. Singleton*

A Singleton - Trustee

**ACTIVE FUSION****STATEMENT OF CASH FLOW****YEAR ENDED 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	(20,183)	(50,603)
		<hr/>	<hr/>
<b>Net cash from operating activities</b>		(20,183)	(50,603)
		<hr/>	<hr/>
<b>Cash flows from investing activities</b>			
Purchase/Disposal of tangible fixed assets		(8,519)	(11,095)
		<hr/>	<hr/>
<b>Net cash from investing activities</b>		(8,519)	(11,095)
		<hr/>	<hr/>
		<hr/>	<hr/>
Increase in cash and cash equivalents		(28,702)	(61,698)
Cash and cash equivalents at beginning of year		358,862	420,560
		<hr/>	<hr/>
Cash and cash equivalents at end of year	2	330,160	358,862
		<hr/>	<hr/>

**ACTIVE FUSION**

**NOTES TO THE STATEMENTS OF CASH FLOW**

**YEAR ENDED 31 AUGUST 2024**

**1. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	<b>2024</b> <b>£</b>	<b>2023</b> <b>£</b>
<b>Net income/(expenditure) for the reporting period</b>	(66,254)	(80,961)
<b>Adjustment for:</b>		
Depreciation charges	6,321	3,815
None cash donations	-	-
(Increase)/Decrease in stocks	3,470	11,095
(Increase)/decrease in debtors	25,944	60,120
Increase/(Decrease) in creditors	10,336	(44,672)
<b>Cash generated from operations</b>	<b>(20,183)</b>	<b>(50,603)</b>

**2. Cash and cash equivalents**

**Year ended 31 August 2024**

	<b>31/08/2024</b> <b>£</b>	<b>31/08/2023</b> <b>£</b>
Cash and cash equivalents	<u>330,160</u>	<u>358,862</u>

**Year ended 31 August 2023**

	<b>31/08/2023</b> <b>£</b>	<b>31/08/2022</b> <b>£</b>
Cash and cash equivalents	<u>358,862</u>	<u>420,560</u>



## **ACTIVE FUSION**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **YEAR ENDED 31 AUGUST 2024**

## **1. ACCOUNTING POLICIES**

### **General information and basis of preparing the financial statements**

Active Fusion is a Charitable Incorporated Organisation (CIO) whose only voting members are its trustees. In the event of the charity being wound up the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The address of the charity is given in the charity information on page 28 of these statements. The nature of the charity's operations and principal activities are to help every child develop a love for being active by unlocking potential and creating positive habits for life.

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 October 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Active Fusion meets the definition of a public benefit entity under FRS102.

The financial statements are prepared on a going concern basis under the historical cost convention and are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

For donations to be recognised the charity will have been notified of the amounts and the settlement dates in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

### **Government Grants**

Grant income relating to revenue is recognised on an accruals basis. Income is recognised on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate. A grant that becomes receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support with no future related costs is recognised in income in the period in which it becomes receivable.

### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributable to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes VAT which cannot be recovered.

## **ACTIVE FUSION**

### **NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

#### **YEAR ENDED 31 AUGUST 2024**

##### **Governance costs**

Governance costs include the cost of the preparation and examination of the statutory accounts and any cost associated with governance or constitutional matters.

##### **Allocation and apportionment of costs**

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. E.g. Floor area, per capita or estimated usage.

##### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 10% or 33 1/3% on cost

Fixed assets are capitalised at cost where value exceeds £200.

##### **Stocks**

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

Donated stocks are included at fair value.

##### **Taxation**

The charity is exempt from tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are those unrestricted funds which have been set aside by trustees for an essential spend or future purpose.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

##### **Pension costs and other post-retirement benefits**

The charity operated a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**ACTIVE FUSION**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**YEAR ENDED 31 AUGUST 2024**

**2. DONATIONS AND LEGACIES**

	2024 £	2023 £
Donations	58,693	36,035
Grants	295,725	335,262
	<u>354,418</u>	<u>371,297</u>

£286,825 (2023 - £304,283) was attributable to restricted and £67,593 (2023 - £67,014) was attributable to unrestricted funds.

**3. INCOME FROM CHARITABLE ACTIVITIES**

	2024 £	2023 £
Charitable activities		
Activity		
Charitable traded services	313,751	293,657
	<u>313,751</u>	<u>293,657</u>

All of the income from charitable activities was attributable to unrestricted funds for both years.

**4. OTHER INCOME**

	2024 £	2023 £
Other Income - Unrestricted	8,207	10,078
	<u>8,207</u>	<u>10,078</u>

**5. CHARITABLE ACTIVITIES COSTS**

	Direct costs (See note 6) £	Support costs (See note 7) £	Totals £
Charitable traded services	<u>730,505</u>	<u>22,922</u>	<u>753,427</u>

£290,092 (2023- £323,534) of the above costs were attributable to restricted funds and £463,335 (2023 - £433,870) were attributable to unrestricted funds.

**6. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	2024 £	2023 £
Staff costs	583,796	583,076
Other operating leases	4,000	2,690
Insurance	3,156	3,072
Telephone	1,089	1,260
Postage and stationery	44	546
Casual coaching staff	-	550
Training	5,076	4,939
Professional services	958	449
Project expenses	124,269	125,051
Staff travel	1,796	1,232
Depreciation	6,321	3,815
	<u>730,505</u>	<u>726,680</u>



**ACTIVE FUSION**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**YEAR ENDED 31 AUGUST 2024**

**7. SUPPORT COSTS**

	Management £	Human resources £	Governance costs £	Totals £
Charitable traded services	17,487	1,340	4,095	22,922

Support costs, included in the above, are as follows:

	2024 £	2023 £
Postage and stationery	56	796
Marketing and fundraising	11,084	13,530
Business development	2,001	-
Sundries	4,346	5,142
Software licences	1,340	7,345
Accountancy	2,855	1,360
Independent examiner fee	1,240	1,140
	<u>22,922</u>	<u>29,313</u>

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 August 2024 nor for the period ended 31 August 2023.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 August 2024 nor for the year ended 31 August 2023.

**9. STAFF COSTS**

**Staff costs**

	2024 £	2023 £
Wages and salaries	522,900	514,113
Social security costs	36,263	39,347
Other pension costs	24,633	29,616
	<u>583,796</u>	<u>583,076</u>

**Higher paid staff**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

2024 No	2023 No
<u>1</u>	<u>1</u>

**ACTIVE FUSION**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**YEAR ENDED 31 AUGUST 2024**

**9. STAFF COSTS - CONTINUED**

**Staff Numbers**

The average monthly number of employees during the year was as follows:

	2024 No	2023 No
Staff	18	18
Finance	2	2
Management	2	2
	<u>22</u>	<u>22</u>

**Key management personnel**

The key management personnel of the charity comprise the trustees and the senior leadership team as listed in the Report of the Trustees. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the charity was £135,064 (2023: £132,032).

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	67,014	304,283	371,297
<b>Charitable activities</b>			
Charitable traded services	293,657	-	293,657
Other income	10,078	-	10,078
<b>Total</b>	<u>370,749</u>	<u>304,283</u>	<u>675,032</u>
 <b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable traded services	432,459	323,534	755,993
<b>Total</b>	<u>432,459</u>	<u>323,534</u>	<u>755,993</u>
 <b>NET INCOME/(EXPENDITURE)</b>	<u>(61,710)</u>	<u>(19,251)</u>	<u>(80,961)</u>
	Unrestricted fund £	Restricted fund £	Total funds £
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>370,002</u>	<u>25,155</u>	<u>395,157</u>

**ACTIVE FUSION**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**YEAR ENDED 31 AUGUST 2024**

**11. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 September 2023	27,596
Additions	8,519
Disposals	-
At 31 August 2024	<u>36,115</u>
<b>DEPRECIATION</b>	
At 1 September 2023	20,188
Charge for period	6,321
At 31 August 2024	<u>26,509</u>
<b>NET BOOK VALUE</b>	
At 31 August 2024	<u>9,606</u>
At 31 August 2023	<u>7,408</u>

**12. STOCKS**

	2024 £	2023 £
Stocks	<u>5,470</u>	<u>8,940</u>

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024 £	2023 £
Trade debtors	6,156	12,624
Prepayments and accrued income	42,376	61,852
	<u>48,532</u>	<u>74,476</u>

**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024 £	2023 £
Trade creditors	9,669	38,195
Social security and other taxes	10,804	11,461
Accruals and deferred income	44,392	4,873
	<u>64,865</u>	<u>54,529</u>

**ACTIVE FUSION**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**YEAR ENDED 31 AUGUST 2024**

**15. MOVEMENT IN FUNDS**

	At 01/09/23 £	Net movement in funds £	Transfers between funds £	At 31/08/24 £
<b>Unrestricted funds</b>				
General Fund	340,002	(62,987)	30,000	307,015
Designated Fund	30,000	-	(30,000)	-
	<u>370,002</u>	<u>(62,987)</u>	<u>-</u>	<u>307,015</u>
<b>Restricted Funds</b>	25,155	(3,267)	-	21,888
<b>TOTAL FUNDS</b>	<u>395,157</u>	<u>(66,254)</u>	<u>-</u>	<u>328,903</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	400,348	(463,335)	(62,987)
<b>Restricted funds</b>	286,825	(290,092)	(3,267)
<b>TOTAL FUNDS</b>	<u>687,173</u>	<u>(753,427)</u>	<u>(66,254)</u>

**Comparatives for movement in funds**

	At 01/09/22 £	Net movement in funds £	Transfers between funds £	At 31/08/23 £
<b>Unrestricted funds</b>				
General fund	322,618	(61,710)	79,094	340,002
Designated fund	109,094	-	(79,094)	30,000
	<u>431,712</u>	<u>(61,710)</u>	<u>-</u>	<u>370,002</u>
<b>Restricted Funds</b>	44,406	(19,251)	-	25,155
<b>TOTAL FUNDS</b>	<u>476,118</u>	<u>(80,961)</u>	<u>-</u>	<u>395,157</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General Funds	370,749	(432,459)	(61,710)
<b>Restricted funds</b>			
Restricted funds	304,283	(323,534)	(19,251)
<b>TOTAL FUNDS</b>	<u>675,032</u>	<u>(755,993)</u>	<u>(80,961)</u>



**ACTIVE FUSION**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**YEAR ENDED 31 AUGUST 2024**

**15. MOVEMENT IN FUNDS - CONTINUED**

**Restricted funds**

	At 01/09/23 £	Income £	Expenditure £	Transfers £	At 31/08/24 £
DfE Holiday Activity Fund (Doncaster Council)	-	67,910	(67,910)	-	-
Feeding Britain	-	9,820	(9,820)	-	-
Children in Need - Fusion Streets Small Grant	7,624	4,163	(11,787)	-	-
Children in Need - Core Grant	-	9,432	(9,432)	-	-
Hargreaves Foundation - Fusion Streets	-	3,696	(3,696)	-	-
SYCF - Moving On Up	-	5,000	(5,000)	-	-
Aessea Lieutenancy Fund	-	9,295	(9,295)	-	-
Swiss Life	-	12,225	(12,225)	-	-
DMBC – Locality Commissioning (Better Care Fund)	10,134	83,520	(75,465)	-	18,189
YSF	-	2,500	(2,500)	-	-
Sheffield City Council (Sheffield HAF)	-	4,711	(4,711)	-	-
Million Hours Fund - Fusion Streets	-	11,276	(11,276)	-	-
Peter Harrison Foundation - Unified Leaders	-	7,500	(7,500)	-	-
DCMS - Youth Investment Fund	7,397	-	(3,698)	-	3,699
St James Place Foundation	-	1,000	(1,000)	-	-
Youth Sports Trust	-	12,800	(12,800)	-	-
Sport England / Youth Sports Trust	-	21,816	(21,816)	-	-
West Yorkshire Masonic Charities Ltd - Freemasonry & Lieutenants Fund	-	2,500	(2,500)	-	-
Barnsley Council (Barnsley HAF)	-	17,661	(17,661)	-	-
<b>TOTAL FUNDS</b>	<b>25,155</b>	<b>286,825</b>	<b>(290,092)</b>	<b>-</b>	<b>21,888</b>

**Fund descriptions**

**Restricted funds**

DfE Holiday Activity Fund (Doncaster Council)	Funding to deliver holiday activities providing a range of physical activity and health and well-being camps to children and young people. Keeping children healthy, happy, active, fit and fed over holiday periods.
Feeding Britain	To provide nutritious meals during holiday camps for those children and families not eligible for free school meals but facing a cost of living crisis.
Children in Need - Fusion Streets Small Grant	Funding to tackle issues around youth violence and child exploitation by delivering diversionary sport and physical education activities in South Yorkshire.
Children in Need - Core Grant	Funding to deliver 1-2-1s, coaching sessions and mentoring to children and young people from South Yorkshire with special educational needs. Young people will feel positively empowered and have improved skills and relationships.
Hargreaves Foundation - Fusion Streets	Funding to support delivery tackling issues around youth violence and child exploitation by delivering diversionary sport and physical education activities in South Yorkshire.

## ACTIVE FUSION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

#### YEAR ENDED 31 AUGUST 2024

#### **15. MOVEMENT IN FUNDS - CONTINUED**

SYCF - Moving On Up	Funding to support the delivery of a transition programme, offering the first step back into employment or education for those who are not in education, employment or training. As well as those with special education needs and disabilities (SEND).
Aesseal Lieutenancy Fund	Fusion Inclusion service, for work with young people with SEND and our Unified Leaders programme. Unified Leaders is a transition support programme catering to vulnerable and disadvantaged YP 14-18+. It offers personalised 1:1 and group coaching, along with mentoring for those with Special Educational Needs (SEND).
Swiss Life	Delivery of Fusion Communities service in the East locality of Doncaster. Delivering sport sessions and leadership training for young people aged 7 - 19 years.
DMBC – Locality Commissioning (Better Care Fund)	Funding to increase physical activity and improvements in health and wellbeing for children and young people and their families. To increase confidence, social skills, friendships and support networks formed to sustain engagement and drive community events.
YSF	Girls Focused Festival and leadership training.
Sheffield City Council (Sheffield HAF)	Funding to deliver holiday activities across Sheffield Communities to improve physical activity and mental wellbeing of children and young people.
Million Hours Fund – Fusion Streets	Funding to support delivery tackling issues around anti social behaviour and supporting those with special educational needs and disabilities (SEND) by delivering diversionary sport and physical education activities in two key areas in Doncaster.
Peter Harrison Foundation - Unified Leaders	Funding to deliver personalised support programs for SEND young people aged 14-18 through development of sports leadership skills.
DCMS - Youth Investment Fund	To provide a portable digital studio, along with equipment to support marginalised young people, at risk of offending to develop technical skills and leading to new digital skills and opportunities.
St James Place Foundation	Fusion leadership academy - to engage with over 120 young people to participate in programmes of sports leaders, developing their confidence and improving work readiness.
Youth Sports Trust	Funding for staff time to lead the Barclays FA Girls Football Strategic Schools Partnership to give every girl equal access to football at school. The main aspects of the project are promoting professional development opportunities which schools can access to upskill their staff to deliver football, working with schools to develop leadership opportunities and delivering female football competitions.
Sport England / Youth Sports Trust	School games funding to deliver the national programme to support schools to provide positive and meaningful opportunities for young people to experience competitive sport with a focus on tackling inequalities and increasing young people's health and wellbeing.
West Yorkshire Masonic Charities Ltd - Freemasonry & Lieutenants Fund	Fusion Camp provision providing essential support to keep children in need (those living in significant poverty and known to social services) aged 5-11 safe, fit and fed outside of core education provision.
Barnsley Council (Barnsley HAF)	Funding to deliver holiday activities across Barnsley Communities to improve physical activity and mental wellbeing of children and young people.

#### **16. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 August 2024 (2023: None).

**ACTIVE FUSION****DETAILED STATEMENT OF FINANCIAL ACTIVITIES****YEAR ENDED 31 AUGUST 2024**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	58,693	36,035
Grants	295,725	335,262
<b>Charitable activities</b>		
Charitable traded activities	313,751	293,657
<b>Other income</b>		
Other Income	8,207	10,078
<b>Investment income</b>		
Deposit account interest	10,797	-
<b>Total incoming resources</b>	<b>687,173</b>	<b>675,032</b>
<b>EXPENDITURE</b>		
<b>Charitable traded activities</b>		
Wages	583,796	583,076
Other operating leases	4,000	2,690
Insurance	3,156	3,072
Telephone	1,089	1,260
Postage and stationery	44	546
Casual coaching staff	-	550
Training	5,076	4,939
Professional services	958	449
Project expenses	124,269	125,051
Staff travel	1,796	1,232
Fixtures and fittings	6,321	3,815
	<b>730,505</b>	<b>726,680</b>
<b>Support costs</b>		
<b>Management</b>		
Postage and stationery	56	796
Marketing and fundraising	11,084	13,530
Business development	2,001	-
Sundries	4,346	5,142
	<b>17,487</b>	<b>19,468</b>
<b>Human resources</b>		
Software licences	1,340	7,345
<b>Governance costs</b>		
Accountancy	2,855	1,360
Independent examiner fee	1,240	1,140
	<b>4,095</b>	<b>2,500</b>
<b>Total resources expended</b>	<b>753,427</b>	<b>755,993</b>
<b>Net (expenditure)/income</b>	<b>(66,254)</b>	<b>(80,961)</b>