

# SKI INCLUSIVE

England & Wales · Charity number 1181616

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2019-01-17

**Register** [View on the Charity Commission register](#)

## Contact

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## Activities

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**Objects:** THE OBJECT OF THE CIO IS: TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION OR OTHER LEISURE TIME OCCUPATION OF PEOPLE WHO ARE DISABLED TO ENABLE THEM TO TAKE PART IN THE SPORT OF SKIING ON SNOW WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE, IN PARTICULAR BY: A) PROVIDING SPECIALIST HOLIDAYS ABROAD TO ENABLE SUCH PERSONS TO SKI ON SNOW.B) PROVIDING TRIPS TO SNOW DOMES WITHIN THE U.K TO ENABLE SUCH PERSONS TO SKI ON SNOW.C) SUBSIDISING THE COST OF HOLIDAYS ABROAD AND TRIPS WITHIN THE UK FOR DISABLED PEOPLE WHO ARE FINANCIALLY DISADVANTAGED.D) FUNDING A TRAINING SCHEME FOR INSTRUCTORS AND GUIDES AND SKIERS WITH DISABILITIES.D) PROVIDING NECESSARY SPECIALIST EQUIPMENT TO FACILITATE SKIING ON SNOW.

**Activities:** To help adaptive and disadvantaged people the opportunity to ski on snow

## Classification

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- **How:** Makes Grants To Individuals, Provides Services
- **What:** Amateur Sport
- **Who:** People With Disabilities

## Geography

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- Austria
- Bulgaria
- France
- Macedonia
- Scotland
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-01-01	£9,408	£9,168	-	-
2024-01-01	£6,036	£4,489	-	-
2023-01-01	£14,705	£10,521	-	-
2022-01-01	£1,500	£3,480	-	-
2021-01-01	-	-	-	-
2020-01-01	£22,155	£12,998	-	-

## Trustees

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Name	Role	Appointed
<b>PAUL MILLINGTON</b>	Chair	2025-03-31
Guy Julian Harvey		2025-03-21
Marian Piciorus		2025-03-21
Paul Colin James Evans		2025-03-21
Victor John Rollinson		2019-03-09

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# Accounts

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## **Ski Inclusive Trustees' Annual Report**

**For the Period 2 January 2024 to 1 January 2025**

### **Objectives and Activities**

The objectives of Ski Inclusive are to improve access to skiing and snow sports for disabled people and others who may face barriers to participation.

During the reporting period, the charity continued to organise and support inclusive skiing opportunities for beneficiaries through volunteer-led activities, participant support, adaptive skiing assistance, and the coordination of ski trips and related activities.

Operational activity remained the primary focus of the charity throughout the year, with considerable volunteer effort directed toward enabling participation and supporting beneficiaries directly.

### **Achievements and Performance**

During the year, Ski Inclusive continued to provide opportunities for disabled individuals and participants with additional needs to access skiing experiences that may otherwise have been unavailable to them.

The charity worked with volunteers, carers, and supporters to facilitate inclusive participation and social engagement through skiing activities.

Incoming resources during the year totalled approximately £9,407.14.

The trustees believe the charity continued to deliver public benefit through its activities and support for beneficiaries.

### **Governance, Financial Oversight and Organisational Concerns**

The trustees acknowledge that governance arrangements, financial controls, expenditure oversight, and administrative processes during this reporting period remained inadequate and continued to fall below the standards expected of a registered charity.

While the charity remained operationally active, governance development did not progress at the same pace. Formal policies, financial controls, oversight mechanisms, and committee accountability remained limited or inconsistently applied throughout much of the year.

The trustees recognise that:

- Spending controls remained weak
- Financial scrutiny and transparency were insufficient
- Governance responsibilities lacked clarity

- Formal committee structures and oversight processes were inconsistent
- Decision-making processes were not always adequately documented
- Some expenditure categories continued to raise concerns regarding appropriateness and governance standards

The charity continued to rely heavily on informal administration and volunteer-led management arrangements, which became increasingly unsuitable as operational and financial complexity increased.

By the end of 2025, following increasing internal concerns regarding governance, transparency, and financial oversight, the Chair, Paul Millington, committed to implementing significant organisational improvements.

These proposed improvements included:

- The introduction of stronger governance arrangements
- Improved financial transparency and accounting procedures
- The development and adoption of formal policies and procedures
- Greater accountability and oversight
- The recruitment and involvement of additional committee members to broaden governance and operational support

This commitment marked the beginning of a wider effort to move the charity toward a more structured and compliant governance model.

Subsequent governance work included the drafting and development of policies relating to financial management, safeguarding, data protection, equality and inclusion, volunteer conduct, risk management, expenses, and trustee responsibilities.

The trustees recognise that substantial further work remains necessary to ensure the charity operates consistently in line with Charity Commission expectations and recognised good practice.

## **Financial Review**

The charity reported income of £9,407.14 during the year and net incoming resources of approximately £869.39.

Expenditure during the period included operational activity costs, website and advertising costs, travel-related expenditure, communications, and volunteer-related support.

The trustees acknowledge that financial controls and expenditure governance during the year remained insufficiently robust and that stronger accountability and approval processes were required.

The charity has subsequently begun implementing improved governance documentation and financial management procedures to strengthen transparency, accountability, and financial oversight.

### **Structure, Governance and Management**

Ski Inclusive operated during the year through a volunteer-led committee and trustee structure.

Historical records relating to committee membership and governance arrangements during parts of the reporting period remain incomplete and are under review.

Committee Members During the Period:

- Victor Rollinson ( Chairman )
- Lee Hunt
- Paul Millington

The committee and volunteers remained focused primarily on operational delivery, participant support, and arranging skiing activities throughout the year.

### **Public Benefit**

The trustees confirm that they have considered the Charity Commission's guidance on public benefit.

The charity exists to increase access to skiing and snow sports for disabled people and individuals facing barriers to participation. The trustees believe that the activities undertaken during the year continued to provide public benefit through increased accessibility, inclusion, confidence-building, and opportunities for social participation for beneficiaries.

# ski inclusive

## Financial Activities

2 January, 2024-1 January, 2025

	TOTAL
Income	
Business income	9,407.14
<b>Total for Income</b>	<b>£9,407.14</b>
Cost of Sales	
Cost of goods for resale	239.54
<b>Total for Cost of Sales</b>	<b>£239.54</b>
<b>Total</b>	<b>£9,167.60</b>
Expenditures	
Advertising and website	4,102.13
Bank charges	115.48
Meals and entertainment	449.56
Other business expenses	48.72
Phone and internet	310.40
Property/equipment repairs	99.40
Travel expenses	2,957.52
Wages and other staff costs	215.00
<b>Total for Expenditures</b>	<b>£8,298.21</b>
<b>Net Operating Income</b>	<b>£869.39</b>
<b>Net Other Income</b>	
<b>Net Income/(Expenditure)</b>	<b>£869.39</b>

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# Accounts

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## **Ski Inclusive Trustees' Annual Report**

**For the Period 2 January 2023 to 1 January 2024**

### **Objectives and Activities**

The objectives of Ski Inclusive are to improve access to skiing and snow sports for disabled people and others who may face barriers to participation.

During the reporting period, the charity continued to focus primarily on organising and supporting inclusive skiing opportunities for beneficiaries. Activities included coordinating ski trips, providing participant support, assisting with adaptive skiing arrangements, and supporting volunteers involved in delivering activities.

The charity remained heavily focused on operational delivery and direct participant support throughout the year.

### **Achievements and Performance**

Despite organisational challenges during the year, Ski Inclusive continued to provide opportunities for disabled participants to experience skiing and snow sports in a supportive and inclusive environment.

The charity continued to work with volunteers, carers, and supporters to facilitate skiing activities intended to improve confidence, independence, wellbeing, and social inclusion for participants.

Incoming resources during the year totalled approximately £6,035.93.

The trustees believe that the charity continued to provide public benefit through the delivery of inclusive skiing opportunities and participant support.

### **Governance, Financial Oversight and Organisational Challenges**

The trustees acknowledge that governance arrangements, financial oversight, expenditure controls, and administrative processes during this reporting period remained significantly underdeveloped and inadequate for the needs of the charity.

The charity's operational focus continued to outweigh attention given to governance, financial control, policy development, and regulatory compliance. As a result, formal financial oversight and accountability arrangements were weak throughout the year.

The trustees recognise that spending controls during this period were insufficient and that expenditure monitoring lacked appropriate structure, scrutiny, and documented approval processes. In hindsight, certain areas

of expenditure undertaken during the period may not have reflected the standards of appropriateness, transparency, or governance expected of a registered charity.

The trustees further acknowledge that:

- Governance responsibilities were not always clearly defined
- Financial decision-making processes lacked adequate oversight
- Formal policies and procedures remained largely absent or incomplete
- Committee structures and records were inconsistent
- Appropriate segregation of duties and expenditure authorisation processes were not fully established

As a result, the charity entered a period of organisational review and reflection following the reporting period.

Subsequent work has been undertaken to improve governance arrangements and establish more formal policies relating to financial management, safeguarding, risk management, data protection, volunteer conduct, equality and inclusion, and trustee responsibilities.

The trustees recognise that stronger governance, clearer accountability, and improved financial controls are essential to the charity's long-term sustainability and public trust.

### **Financial Review**

The charity reported income of £6,035.93 during the year, with net incoming resources of approximately £160.98.

Expenditure during the year included operational activities, website and advertising costs, travel-related costs, volunteer-related support, and other operational spending.

The trustees acknowledge that expenditure oversight and financial governance during the reporting period were inadequate and that financial management processes relied too heavily on informal administration and limited scrutiny.

Concerns identified after the reporting period resulted in the recognition that stronger financial controls, clearer approval mechanisms, and improved governance procedures were necessary.

The charity has subsequently begun implementing improved governance documentation and financial management processes to strengthen transparency, accountability, and compliance.

## **Structure, Governance and Management**

Ski Inclusive operated during the year through a volunteer-led committee and trustee structure.

Records relating to committee membership and governance arrangements during the reporting period remain incomplete and are currently under review.

Committee Members During the Period:

- Victor Rollinson ( Chairman )
- Lee Hunt
- Paul Millington

The committee and volunteers remained focused primarily on operational delivery, participant support, and arranging skiing activities during the year.

## **Public Benefit**

The trustees confirm that they have considered the Charity Commission's guidance on public benefit.

The charity exists to increase access to skiing and snow sports for disabled people and individuals facing barriers to participation. The trustees believe that activities undertaken during the year continued to provide public benefit through inclusive participation opportunities, social engagement, confidence building, and improved accessibility to skiing experiences.

# ski inclusive

## Financial Activities

2 January, 2023-1 January, 2024

	TOTAL
Income	
Business income	6,035.93
<b>Total for Income</b>	<b>£6,035.93</b>
Cost of Sales	
Cost of goods for resale	1,547.82
<b>Total for Cost of Sales</b>	<b>£1,547.82</b>
<b>Total</b>	<b>£4,488.11</b>
Expenditures	
Advertising and website	2,594.34
Bank charges	114.37
Meals and entertainment	110.36
Other business expenses	188.16
Property/equipment repairs	82.88
Travel expenses	-1,713.28
Wages and other staff costs	2,950.30
<b>Total for Expenditures</b>	<b>£4,327.13</b>
<b>Net Operating Income</b>	<b>£160.98</b>
<b>Net Other Income</b>	
<b>Net Income/(Expenditure)</b>	<b>£160.98</b>

**SKI INCLUSIVE**

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# Accounts

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## **Ski Inclusive Trustees' Annual Report**

**For the Period 2 January 2022 to 1 January 2023**

### **Objectives and Activities**

The objectives of Ski Inclusive are to increase access to skiing and snow sports for disabled people and individuals who may otherwise face barriers to participation.

During the reporting period, the charity continued to focus primarily on arranging and supporting inclusive ski experiences for beneficiaries. Activities centred on the practical delivery of trips, participant support, adaptive skiing assistance, travel coordination, and volunteer involvement.

The charity remained heavily operationally focused throughout the year, with significant volunteer effort directed toward enabling beneficiaries to participate safely and confidently in skiing activities that would otherwise have been inaccessible to many participants.

### **Achievements and Performance**

The year saw continued growth in the charity's activities and financial income, allowing Ski Inclusive to expand its support for participants and increase the scale of its operations. Total incoming resources for the year amounted to approximately £14,704.91.

The charity supported disabled skiers and participants with additional needs through organised skiing opportunities, volunteer assistance, and adaptive support arrangements.

Feedback from participants and families remained positive, with beneficiaries highlighting increased confidence, enjoyment, independence, and social inclusion arising from participation in skiing activities.

The trustees believe the charity continued to deliver meaningful public benefit through its activities during the year.

### **Governance, Financial Oversight and Organisational Development**

As the charity expanded its activities and income during this period, the trustees acknowledged that governance arrangements, financial oversight, expenditure controls, and administrative processes did not develop at the same pace as operational delivery.

While considerable effort was invested in supporting beneficiaries and arranging ski trips, formal governance structures and documented

financial controls remained underdeveloped and insufficient for an organisation experiencing growth.

The trustees recognise that expenditure oversight and governance arrangements during this period were inadequate and lacked the level of structure, scrutiny, and formal process expected of a developing charity.

Committee structures and responsibilities also evolved during the year, and records relating to committee membership and governance arrangements were not consistently maintained. As such, committee member details for this reporting period have intentionally been left incomplete pending confirmation of historical records.

The trustees further recognise that a substantial amount of governance and policy development work was still outstanding during this period, including areas relating to:

- Financial management
- Risk management
- Data protection
- Safeguarding
- Health and safety
- Volunteer conduct
- Equality, diversity, and inclusion

Significant work has subsequently been undertaken to address these shortcomings through the introduction and development of formal governance policies and operational procedures.

The trustees remain committed to improving accountability, financial transparency, governance standards, and regulatory compliance while continuing to prioritise accessible skiing opportunities for beneficiaries.

Committee Members During the Period:

- Victor Rollinson ( Chairman )
- Lee Hunt
- Adam Millington

The committee and volunteers remained focused primarily on operational delivery, participant support, and arranging skiing activities during the year.

## **Financial Review**

The charity reported income of £14,704.91 during the year and net incoming resources of £10,520.64.

Expenditure during the year included operational costs associated with delivering skiing activities, volunteer support, travel, administration, and related charity activities.

The trustees acknowledge that financial controls, expenditure approval processes, and record-keeping arrangements during this period were not sufficiently robust. Financial management processes relied heavily on informal administration and volunteer oversight, which became increasingly unsuitable as the charity's activities expanded.

The charity has since begun implementing improved financial management procedures and governance policies to strengthen accountability and oversight.

# ski inclusive

## Financial Activities

2 January, 2022-1 January, 2023

	TOTAL
Income	
Business income	14,704.91
<b>Total for Income</b>	<b>£14,704.91</b>
<b>Total</b>	<b>£14,704.91</b>
Expenditures	
Advertising and website	1,743.50
Bank charges	139.21
Car/Van expenses	220.80
Interest on bank/loans	156.00
Meals and entertainment	348.90
Office supplies/equipment	75.68
Other business expenses	976.11
Travel expenses	-4,038.24
Wages and other staff costs	4,562.31
<b>Total for Expenditures</b>	<b>£4,184.27</b>
<b>Net Operating Income</b>	<b>£10,520.64</b>
<b>Net Other Income</b>	
<b>Net Income/(Expenditure)</b>	<b>£10,520.64</b>

**SKI INCLUSIVE**

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# Accounts

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## **Ski Inclusive Trustees' Annual Report**

**2021 - 2022**

### **Objectives and Activities**

The charitable objectives of Ski Inclusive are to increase access to skiing and snow sports for disabled people and those who may otherwise face barriers to participation.

During the reporting period, the charity's principal activity was the organisation and facilitation of inclusive ski trips and related support activities for participants with disabilities and additional needs.

The trustees and volunteers focused heavily on the practical delivery of skiing opportunities, participant support, adaptive equipment coordination, travel logistics, and ensuring that individuals were able to safely experience skiing in a supportive and inclusive environment.

As a small volunteer-led charity, the organisation's time and resources during this period were primarily directed toward operational delivery and supporting beneficiaries directly.

### **Achievements and Performance**

During the year, Ski Inclusive successfully supported individuals in accessing skiing opportunities that may otherwise have been unavailable to them due to disability, financial barriers, or accessibility challenges.

The charity worked closely with volunteers, carers, instructors, and participants to coordinate trips and activities aimed at improving confidence, independence, well-being, and social inclusion through adaptive skiing experiences.

Participants and families gave positive feedback, with many beneficiaries reporting greater confidence, enjoyment, and social connection after taking part in Ski Inclusive activities.

### **Governance and Organisational Development**

The trustees recognise that, during this period, the charity's governance arrangements, financial administration, documented policies, and formal procedures were less developed than would be expected of a more mature organisation.

The charity's primary focus at the time was centred on arranging and delivering ski trips and supporting participants directly, rather than on formal governance infrastructure and policy development.

As the organisation has grown, the trustees have acknowledged the need to strengthen governance arrangements and improve administrative processes to ensure the charity operates in line with Charity Commission expectations and best practice.

After this reporting period, the charity has undertaken significant work to improve its governance framework, including the development of formal policies covering safeguarding, financial management, data protection, health and safety, equality and inclusion, volunteer conduct, risk management, and trustee responsibilities.

The trustees remain committed to improving transparency, accountability, financial oversight, and operational resilience while continuing to prioritise accessible skiing opportunities for beneficiaries.

### **Financial Review**

The charity's income and expenditure during the reporting period were applied in furtherance of its charitable objectives.

The trustees are aware that financial record-keeping and reporting processes during this period were not as formalised as they should have been. Work has since been undertaken to improve financial controls, reporting procedures, expense management, and governance oversight through the introduction of formal financial and governance policies.

The trustees are committed to ensuring ongoing improvements in financial management and compliance.

### **Structure, Governance and Management**

Ski Inclusive is governed by a committee/trustee structure consisting of volunteer trustees and committee members.

Committee Members During the Period:

- Victor Rolliinson ( Chairman )
- Lee Hunt
- Adam Millington

The committee and volunteers remained focused primarily on operational delivery, participant support, and arranging skiing activities during the year.

The trustees met periodically throughout the year to discuss operational matters, trip planning, participant support, fundraising, and the ongoing development of the charity.

## **Public Benefit**

The trustees confirm that they have considered the Charity Commission's guidance on public benefit.

The charity exists to improve accessibility to skiing and snow sports for disabled individuals and those facing barriers to participation. Activities undertaken during the year were carried out in support of these objectives and for the wider public benefit.

# ski inclusive

## Financial Activities

2 January, 2021-1 January, 2022

	TOTAL
Income	
Business income	300.00
<b>Total for Income</b>	<b>£300.00</b>
<b>Total</b>	<b>£300.00</b>
Expenditures	
Bank charges	127.26
Home office expenses (home office)	19.20
Meals and entertainment	115.02
Office supplies/equipment	24.83
Other business expenses	1,592.32
Phone and internet	175.13
Rent/Utilities/Insurance	24.54
Travel expenses	201.53
<b>Total for Expenditures</b>	<b>£2,279.83</b>
<b>Net Operating Income</b>	<b>-£1,979.83</b>
<b>Net Other Income</b>	
<b>Net Income/(Expenditure)</b>	<b>-£1,979.83</b>