

Gympanzees Trustees' Annual Report 2023

Charity No. 1189375



The Trustees present their report with the audited financial statements of the charity for the period from 1 January 2023 to 31 December 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1189375

Principal Office

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Registered Office

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BS8 1HP

Trustees

The following Trustees served during the year:

Kelvin Jones (Chair)
Dr. Elizabeth Scholey (nee Potter) MB ChB (Secretary)
Richard Cartwright CTA ATT (Treasurer - Appointed 19th January 2023)
Esther White ACA
Luigi De Luca
Dr. Mark Mason MBE
Tanya Voisey (Resigned October 2023)
Michael Beesley (Resigned October 2023)
Christopher Haslam (Appointed 28th November 2023)

Our Committees

Health and Safety, Safeguarding and Operational Risk Committee
Chaired by our Trustee, Liz Scholey (who is also our Safeguarding Lead) and includes the COO and Pop Up managers.

Property Committee

Chaired by our property Trustee, Chris Haslam (Property Development) and with support from Tanya Voisey (Project Management), Alan Northen (Quantity Surveying), Alex Hunt (Building Services Engineering and Engineering cost management) and Simon Langston (Health and Safety).

Service Delivery Committee

Chaired by Trustee Esther White – this committee has not been active in 2023 as our service delivery was largely unchanged (Pop Ups and Lending Library) due to the purchase of the site. It will be re-activated in 2024 to help with the design of the building.

Senior Management Team

Stephanie Wheen: CEO
Frances Garland: COO
Paula Langston: Head of Community and Communications
Kate Bracken: Philanthropy Manager

Bankers

NatWest Bank
Ashton Gate
North Street
BS99 5AW

Accountants

JD Accountancy Practice Limited
18 Florence Park
Westbury Park
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BS6 7LP

Auditors

Milsted Langdon LLP
Freshford House
Redcliffe Way
Bristol
BS1 6NL

Contents

Page 4.....	Background
Page 9.....	Purpose & Aims
Page 15.....	Main Activities Undertaken in 2023 in Relation to Our Aims
Page 26.....	Fundraising
Page 30.....	Financial Review
Page 34.....	Structure Governance & Management
Page 40.....	Plans for Future Periods
Page 47.....	Independent Auditor's Report to the Trustees of Gympanzees
Page 50.....	Statement of Financial Activities
Page 51.....	Balance Sheet
Page 52.....	Cashflow Statement
Page 53.....	Notes to the Accounts
Page 62.....	Detailed Statement of Financial Activities



Background

In 2022, the UK's 4 Chief Medical Officers issued new guidelines that stated, *'disabled children and young people (CYPD) should be getting 20 minutes of exercise per day and strength and balance exercises 3 times each week'. It is crucial that disabled children and young people have access to spaces such as playgrounds and leisure facilities. From a public health perspective, we can say X amount of physical activity is good for you or not, but until we have inclusive environments and equality in those contexts, then children will always struggle and parents will always struggle to be able to do that'* (GOV.uk, 2022)

77% of parents have been unable to access youth clubs, play groups and other local activities for their disabled son or daughter, or haven't even tried (Scope, 2014), and 92% of parents of children with complex needs felt that their child did not have the same opportunities to play as their non-disabled peers. (Sense, 2016).

Sense Active report 2022, identified a number of barriers including:

- Poor physical access: this can include spaces with poor lighting and/or acoustics, as well as the obvious difficulty of getting around the buildings.
- Lack of knowledge or understanding from staff about how to communicate or interact with children and young adults with disabilities.
- A lack of information in accessible formats about leisure facilities or opportunities.
- Social or sports groups are typically hosted in large groups which can make it challenging to follow instruction or communicate confidently.
- Limited accessible public transportation can be available to the individual.



Activity Alliance's 2020 report highlights that some of the biggest barriers for CYPD not being as active as they want is the

'worry about getting hurt, how they look, and not knowing what to do.'

- Two in five (40%) disabled children view their impairment as the top barrier to being active. This is more common among children with mobility impairments, long-term pain, and individuals with three or more impairments.
- This feeling increases with age. Almost half (49%) of disabled children in Key Stage 4 select this as a top barrier, compared to 37% and 36% in Key Stage 1 and 2.
- Further still, concerns about safety, inclusion and cost can prevent parents from supporting their child to be active. (Activity Alliance, 2020)

Gympanzees' research (2016) found that;

- 84% said there was a lack of leisure facilities.
- 69% felt the lack of leisure facilities was between 7-10 out of 10 on the pain/problem scale
- The following reasons that current facilities were not appropriate were:
- Not suitable for child's needs /access problems – 75.5%
- Too busy – 33.3%
- Attitude of others – 33.3%
- Toileting problems – 29%
- Acoustics/ too loud – 29%
- Dirty – 13%
- Too expensive – 11%
- Wrong times – 11%



Background

The benefits of exercise are widely known in the general population. Physical activity increases life expectancy by reducing major mortality risk factors such as diabetes and stroke. Additionally, it also helps to improve mobility, co-ordination, energy levels, appetite and sleep, assists in weight loss and, for many, it can help to reduce the risk of chronic pain in later life. These benefits are also true in the disabled population.

Added benefits of exercise for disabled people.

For those with physical disabilities, exercise is widely acknowledged to help with improving gross (whole body) and fine (finger) movement skills, leading to more independence and a better quality of life. This underpins the theory behind physiotherapy and occupational therapy for children with disabilities. If children can start being active at a young age, this is more likely to become a lifelong habit and they are more likely to stay strong as their bodies grow. With this strength they are able to practise more complex movements, and so reach new milestones such as being able to walk or write or feed themselves.

As our bodies grow all our limbs become heavier. If a child is not exercising sufficiently they stop having the strength to move their limbs and will go backwards in their skills. Children who once could walk, go off their feet, or a young adult who used to be able to make themselves food, stops having the dexterity in their fingers and needs a carer to help them.

At present it is very difficult for families to find places for their CYPD to exercise in the community, and so families and schools are required to do exercises at home or school under the guidance of a physiotherapist.

In this current NHS climate therapists are very short of time and a child may only see a therapist every three to six months. Thus exercises are not progressed, and children are not reaching milestones that should have been possible for them. A child who should have walked becomes a full time wheelchair user. A child who should have been able to type, and thus work, needs full time care. This has huge impacts on the quality of life for the individual and their family. Families are faced with the option of foregoing the possibility of reaching the child's potential, or they can pay for private therapy which is very expensive.

Other background regarding the CYPD community:

Pain

Pain is consistently reported as the most common health problem by adults with Cerebral Palsy, and its incidence in one study was as high as 80%. The mean age at onset of chronic pain has been reported to be 21 years. [Peterson et al, 2013](#), found that, not only will physical exercise participation from a young age strengthen muscles for those with Cerebral Palsy, but may reduce the intensity of pain in later life. If CYPD are not able to exercise, their muscles will become weaker and their joints will take more stress, thus causing more pain. Pain leads to a reduction in the ability to perform everyday functions and is a major reason for young adults becoming full time wheelchair users or requiring full time care.

Obesity

A number of studies have noted that children with disabilities are more likely to be overweight than children without disabilities ([Begarie et al. 2013](#), [Emerson et al. 2016](#)).



Begarie et al, 2013, showed that there are nearly five times more participants with Down Syndrome classified as obese than participants without any genetic syndrome. Ferraro et al. 2002 explored the effect of obesity on disability and the results found that those with a body mass index ("BMI") in the obese category were more likely to have higher disability in later life. Thus, reducing the likelihood of obesity at a young age is vital for good health in later life.

Exercise is well understood to reduce the risk of obesity, including for those with physical disabilities (Tveten, Arnevik and Jahnsen, 2017). For those with learning disabilities, the risk of obesity increases with age (Begarie et al, 2013), so exercise should be undertaken at as early an age as possible to make it a lifelong habit. Rimmer and Yamaki, 2006, suggested that environment is key to staying active and combating obesity, and that access to leisure facilities is more effective than exercise at home.

Autism

More than 80% of children with autism struggle with coordinated movements such as using scissors or kicking a ball. Autistic teenagers also shy away from sport as they are hesitant to engage with other members of a team (Stanish H et al, 2015).

Exercise intervention for children with autism spectrum disorders can result in improvements to numerous behavioural outcomes including stereotypic behaviours, socio-emotional functioning, cognition and attention.

Sensory Integration

Sensory integration is the process by which the brain receives and processes sensory information to do all the things needed in daily life. Children with sensory processing difficulties 'feel' the world differently and can over or under-react to sensory stimuli. This can cause reactions which are not helpful in everyday situations – for example an excess sensitivity to loud noises causing the child to startle or run away, or a lack of being able to feel touch, resulting in a child self-harming.

Many children on the autistic spectrum, with attention deficit hyperactivity disorder ("ADHD") and many other disabilities have sensory processing disorders. Occupational therapists can be trained in Sensory Integration Therapy which provides children with the correct environment for them to exercise, move, and learn to regulate themselves, thus reducing the need for challenging behaviours. Access to therapists is expensive and the equipment they use is highly specialised and can be difficult to replicate at home or in school.



Play

92% of parents with a child with complex needs felt their child did not have the same opportunities to play as their non-disabled peers. 81% of these same parents reported difficulties accessing mainstream play groups and local play opportunities. 95% of such parents felt that they needed support to find ways to play with their children. (SENSE, Case for Play, 2016).

Play continues into adult life for some with disabilities. Play is the way individuals continue to learn and develop skills. Often play facilities have age limits so young people and adults with disabilities are not able to access facilities from which they would benefit. Access to play for this group can be even more restricted.

Isolation

For families, isolation is a severe problem. Children with milder learning difficulties, or with physical but no learning difficulties, will most probably stay in the mainstream schooling system. They may well be the only disabled child in their year or in their school and have limited opportunities to meet others in their situation. Friends who play with them at school may not invite them home, to parties or to go out due to access difficulties.

- 75% of autistic students report being bullied. (Dimensions UK & Ditch the Label)
- Disabled children are twice as likely as non-disabled children to be lonely (72% vs 36%). They are more likely to feel they have no one to talk to, feel left out, and to feel alone. (Activity Alliance, 2020).
- Gympanzees research (2016) found that 51% of parents wanted their child to know others with disabilities and, of these, 72% said it was between 7-10 out of 10 on the pain/problem scale with 33% saying this was a 10 out of 10 problem.

Public Health England, 2015: Reducing Social Isolation across the life course found:

- Children who are socially isolated in school may have low perceived social efficacy (a lack of belief in their ability to control events in their life) and experience anxiety and social withdrawal.
- Children who experience social isolation in childhood tend to have lower educational outcomes and lower adult social class (based on occupation), and higher likelihoods of smoking, obesity and psychological distress in adulthood.

Parents / Carers

For many new parents of a child with a disability, they will not know another person who has a disabled child and, if they do, it is unlikely that the other child has a similar disability. The world of disability is challenging. Parents are required to learn a large amount of new information to ensure their child is well looked after. Parents have to become experts on their child's condition, learn how to be therapists, how to perform all nursing care, attend multiple appointments, negotiate a different schooling system and learn how to negotiate challenging behaviours on top of the normal stresses of parenting. They are often sleep deprived and have no spare time for themselves as caring for their child takes up so much of their time. Only 3% of mothers can work full time and 84% of mothers of disabled children don't work at all (compared to 39% of mothers of non-disabled) as they need to care for their child. On top of this they can't access regular facilities that their peers are accessing with their children. Friends and family try to help but they will rarely truly understand what the parent of a disabled child is going through.

Whole Families are isolated, with 65% of parents saying they feel isolated some or all the time & 72% experiencing mental health problems as a result.



- Caring for a disabled child can have a significant impact on the emotional health and wellbeing of other family members. Poor mental health of parents impacts the whole family. (Bristol City Council and NHS Bristol, North Somerset and South Gloucestershire CCG, 2018).
- 65% of parents (of CYPD) feel lonely most or all of the time. 72% have mental health problems as a result of isolation. (Papworth Trust, 2018)
- Gympanzees research (2016) found that 44% of parents interviewed said they didn't know other parents with disabled children and, of these, 71% said this was between 8-10 out of 10 on the pain/problem scale.

Gympanzees Pop Up research, 2022:

- When asked – 'as a parent or carer to someone with a disability, have you ever felt socially isolated?' 91% said yes with 50% often or all of the time.
- When asked – 'as a parent or carer to someone with a disability have you experienced mental ill health?' 78% said yes with 48% often or all of the time.

Siblings

- Siblings often experience social and emotional isolation and must cope with difficult situations (SIBS, 2015). As with the rest of the family, it is unlikely that the sibling will know of others in their situation, so are not able to share their difficulties with friends. Meeting other siblings who 'get it' can be invaluable.
- There can also be challenges for siblings who are brought along to the many hospital appointments, classes, disability groups and therapies and can't join in.
- It can also be a struggle to have meaningful play with their disabled sibling as they will have different abilities.

'Seeing both children free to just be with no pressure was magical. On a usual day, we struggle to leave the house due to high levels of anxiety. Today she zoomed out of bed and shouted 'Gympanzees!'



Gympanzees Purpose & Aims

Our Charity's purposes are set out in the objects contained in the Charity's Constitution. The objects of the CIO are, for the public benefit:

To relieve the needs of, and promote social inclusion of, children and young people who are experiencing ill health or who have a disability and are therefore socially excluded, their families, carers and friends by the provision of therapeutic and inclusive play, and recreational facilities and spaces.

We have 3 main aims to achieve our purposes:

1. To improve health outcomes for children and young people with disabilities through exercise and sensory integration,
2. To provide a fun atmosphere and space for play with the whole family
3. To reduce isolation for the whole family.

In order to achieve this, we plan to open the [UK's first](#), fully inclusive leisure and exercise facility in the wider Bristol area which will cater for the play, exercise and social needs of the [66,000](#) children and young people with disabilities who live in the South-West of England and South Wales (mainly within an hour of Bristol), and to take their families out of isolation.

As this has never been done before, we started running Pop Up centres in [2018](#). These are smaller versions of our plans for the permanent centre and were designed with the short-term aim of testing the concept, the need, and to refine the business plan, as well as to fulfil our aims in a temporary capacity. The Pop Ups were so popular and provided such an essential service we have continued to run them twice a year.

We continue to test the business plan as well as providing an essential service to our beneficiaries.



Our Aims

1. To improve health outcomes for children and young people with disabilities through exercise and sensory integration.

Pop Up

Everything in the Pop Ups (and in the plans for the permanent facility) is designed to provide opportunities to get active and exercise and/ or to provide a varied sensory experience for our visitors. In this way we are providing stealthy health – the benefits of physiotherapy and occupational therapy but as a by-product of having an amazing time. We bring 3 three-ton-truckloads of equipment to each Pop Up to ensure we have plenty of options for every child to play and enjoy themselves.

Exercise

We have equipment that allows all abilities to get active or exercise. This may be from trampolining, climbing walls, soft play, using gym equipment or outdoor climbing equipment for the more active visitors (with ADHD, Autism etc) through to equipment to encourage movement and activity for our most physically disabled visitors – e.g. highly specialised cross trainers that allow our least mobile visitors to walk, highly specialised interactive screens, sandpits and musical equipment encouraging reaching, rolling or holding their head up for themselves, or swings and hammocks or scooter boards and ramps which encourage balance and allow speed and adrenaline. Our equipment allows for strengthening, stretching, working balance and coordination, and promotes physical development which improves quality of life, reduces or prevents pain, reduces obesity, increases independence and allows developmental milestones to be reached – without the price tag of private physiotherapy.

Sensory Integration

80% of disabled children have a sensory impairment. By stimulating the right senses we can reduce the over sensitivity or provide stimulation for those who don't feel the world enough. At Gympanzees, this not only includes the equipment we bring in to give a varied sensory experience, but we pay special attention to the sensory environment so that visitors can make the most of their experience.

By providing a vast choice of different sensory inputs, disabled children (who have a vast spectrum of sensory needs), can find the piece of equipment or the sensory environment which can regulate their sensory experience to allow them to be calm, to concentrate, to communicate, to improve their mood or reduce their anxiety which, in turn, will allow them to learn, engage, socialise and develop vital skills. The Pop Up also provides opportunities for children or parent/ carers/ teachers to learn what helps the child which can then be brought into the home or school environment. Consequently, families are getting some of the benefits and learning they would get from a Sensory Occupational Therapist without the price tag of private therapy.

'This is the happiest I have seen him playing with other children in a long time.'





‘...having equipment has helped a child engage in a classroom activity for the first time this term.’

Lending Library

The lending library loans out our Pop Up equipment for free to families' homes. This can be exercise equipment (bits of gym equipment, soft play, swings etc) or sensory equipment (bubble tube, weighted blankets, vibrating mats etc). Through borrowing the equipment for a month, families can try out equipment that they discovered at the Pop Up to see the longer-term effect on the child and family before deciding to buy, what is often extremely expensive, equipment. In this way we are continuing to reach our aims out into the community. We also lend this equipment into mainstream and special schools, disability groups and hospitals, for them to use with their communities and continue this impact further afield.

Our Covid response included filming therapy webinars where we concentrated on one area of play, exercise or therapy that families could then use at home. These are now on YouTube and are free to access for anyone. These webinars focused on the stealthy health element of our aims – improving health and well-being through exercise and play – but in the home.

We also created over 100 pages of online web resources, which also focused on improving health and well-being through ideas for play and exercise in the home for various different disabilities, all with a therapeutic base and focusing on sensory integration and exercise, for example, 'Balancing Exercises for Children with Down Syndrome' or 'Messy Play Ideas for your Child with Sensory Processing Disorders'. These are also free to view and download via our website.

Our Aims

2. To provide a fun atmosphere and space for play with the whole family.

'Play is critical in giving children the best start in life and improving outcomes for children and their families....It is critical in the bonding of families and acts as a bridge that helps children learn about the world around them – and their place within it....For children with special needs, access to play is arguably even more important to enable their physical, cognitive and emotional development (Case for Play, SENSE, 2016). Life is often stressful for children who undergo a large number of medical interventions and therapies. Play allows disabled children to be happy, thrive and live in the here and now, and allows their parents and siblings to feel joy and closeness to the child in between the often rigid and packed daily routines.

The Pop Ups (and eventually the permanent centre) are designed around play and fun for the visitors. Not only is the equipment therapeutic, but it is also aimed at giving children and families an amazing time. Much of our equipment is very high tech, highly motivating and interactive and, with the huge variety of equipment, there is something for everyone.

We pay special attention to ensure the centres are fully accessible, with hoists in every room, specialised toileting facilities, sessions designed around both sensory and physical needs, equipment for every need and want and staff who understand disability. By taking away the stress of inaccessibility, families are able to relax and enjoy themselves knowing they are in a safe, non-judgemental and supportive environment where everyone 'gets it'.



'...it's such a relief to come here where it's quieter, less overstimulating (different rooms) and zero judgement. Much needed positivity for parent, child and sibling. Keep doing this, it's so incredible and worthwhile.'

Our Aims

3. To reduce isolation for the whole family.

The Pop Ups (and eventually the permanent facility) are designed so that families with children with similar needs or experiences are in the same space in a non-forced, natural environment for their session which encourages interaction between children (siblings as well as disabled children and young people) and between parents. There are several rooms and pieces of equipment that actively encourage teamwork such as the soft play, active sensory room (with its interactive screen, floormat and sandpit) and teenager hangout room, which encourages children and young people to interact. They are getting sensory therapy as part of the experience which means that they are in the best position to interact with others.

At the end of the sessions, families can spend as long as they like in our café. The chairs and tables are moveable to allow families to sit together to continue conversations started in the activity rooms. For children to meet others who are in the same situation means that they can play on a level playing field, they can talk through problems and so increase their confidence, and grow their friendship network. When families can meet others in similar situations, they can learn from each other and create a supportive network of friendships that are crucial to good mental health.

The Project will give accessibility to the same therapeutic environments as the Pop Ups, they will however be available **364** days each year. The lending library will also continue so that families can continue to take advantage of having the equipment for free in their own homes. We review our aims, objectives and activities yearly at the Trustee Away Day. We look at what we have achieved and the outcome of the work over the last year. We look at the outcomes of each activity and the benefit to our beneficiaries and the wider public.

We refer to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning its activities for the following year.



'We were able to go out of the house for the first time in a long time. Seeing our child engage confidently with a non-familiar adult was fantastic.'

Gympanzees Aims & Objectives 2023

1. Find a location for our permanent centre

Much of our work and plans were dependent on finding a property. When we found the site in **January 2023**, our objectives were then to:

- o. Buy the site using a mixture of debt finance and donations,
- o. Make initial plans for the build and cost this up with help from our Architects and Quantity Surveyor,
- o. Launch the capital appeal, Project Home, shortly after acquiring the site – preparation for this to begin once we were **80%** sure we could purchase the building, and
- o. Mothball the site to save costs.

2. Run Easter and Summer Pop Ups. The objectives were:

- o. To continue to provide this essential service with the same impact and quality we strive for and have achieved at previous Pop Ups,
- o. To continue to gather feedback and adjust our business plan accordingly,
- o. To aim for **100** bookings per day in order to grow our visitor numbers to impact more families in preparation for the eventual opening of the permanent centre, and
- o. To ensure we are providing our services to those who are harder to reach.

3. Lending Library

- o. **500** x 1 month loans
- o. **15** more disability groups /schools using the service
- o. To continue to provide the high level of service for our families.

4. To continue to provide our online web resource and therapy webinars.



Main Activities Undertaken in 2023 in Relation to Our Aims

Permanent Centre Performance 2023 vs Aims.

The Capital Appeal (Project Home Appeal) aims to establish a permanent centre open seven days a week, 364 days a year, building on the success of our Pop Ups. After two years of searching, Brightside Park was identified as an ideal location in January 2023, offering a 14-acre site with a 43,000 sqft building, 7 acres of green space and 500 parking spaces. The excess space could be utilised for commercial purposes or to expand services, fostering collaboration with other charities for a comprehensive disability hub.

The site, located near the M48 with excellent road links, was purchased for £3.1m in August 2023 with a £2.2m loan from Triodos Bank, a £500,000 loan from The Sunrise Foundation, and donations from The Nisbet Trust, Rockcliffe Charitable Trust and several individuals. We also received £219,000 in pro bono support from Osborne Clarke, JLL, BOM IT solutions, Hydrock, Stride Treglown, Northen QS and Burston Cooke to get us through the purchase.

The acquisition process experienced a 2-month delay due to extended timelines in securing financing from Triodos Bank. Despite challenges posed by high inflation and interest rates, the bank conducted thorough due diligence. Gympanzees successfully addressed their concerns, presenting multiple scenarios for fundraising, building, and the business plan for the permanent centre. This approval gave us added confidence in the Capital Fundraising Campaign and the business plan for the future operation of the facility, and we completed the purchase on 8th August 2023.





The £10.8m Capital Campaign was launched in September 2023. The first stage seeks £8m to open doors to families by June 2026, while the second phase focuses on developing commercial space and achieving Net Zero ambitions. The appeal encompasses strip-out and refurbishment costs, equipment and fit-out expenses, ongoing service operations, building maintenance, Triodos loan interest payments, fundraising, and core running costs.

In 2023, the team expanded to support the Capital Appeal and overall organisational administration. Initially, the plan was to mothball the entire building but with security, insurance conditions, and the growing team's need for office space, a decision was made to allocate two rooms for offices and a meeting room, while mothballing the rest of the building. Our property committee grew and we established a Capital Appeal Committee ensuring diverse skills within the team. The latter part of 2023 concentrated on facilities management, ensuring compliance, safety, and efficiency in the building.

Project Home Appeal was launched in mid-September 2023, receiving coverage from both BBC and ITV news. However, this launch occurred two months later than planned, causing a delay in fundraising efforts, with the end-of-year position reflecting the impact of this timing shift. This was £163K (£118K cash), compared to a budget of £339K. Please note that in 2023 we had a further £1.2m pledged to be given in 2024 and 2025.

Pop Up Performance 2023 vs Aims:

Number of visitors and demographics

	2022 (36 Days)	2023 (34.3 Days)
Bookings	3354	3553
Bookings per day	93	107
Total visitors incl. Parents / Carers	7378	7816
% new to Gympanzees	48%	44%
Longest time travelled (round trip)	4.1 hrs	6.5hrs
Concession tickets %	25%	25%
Free tickets %	2%	3%
% Wheelchair users	29%	25%
% Non-White British	11%	15%
Number of different disabilities	>100	>100

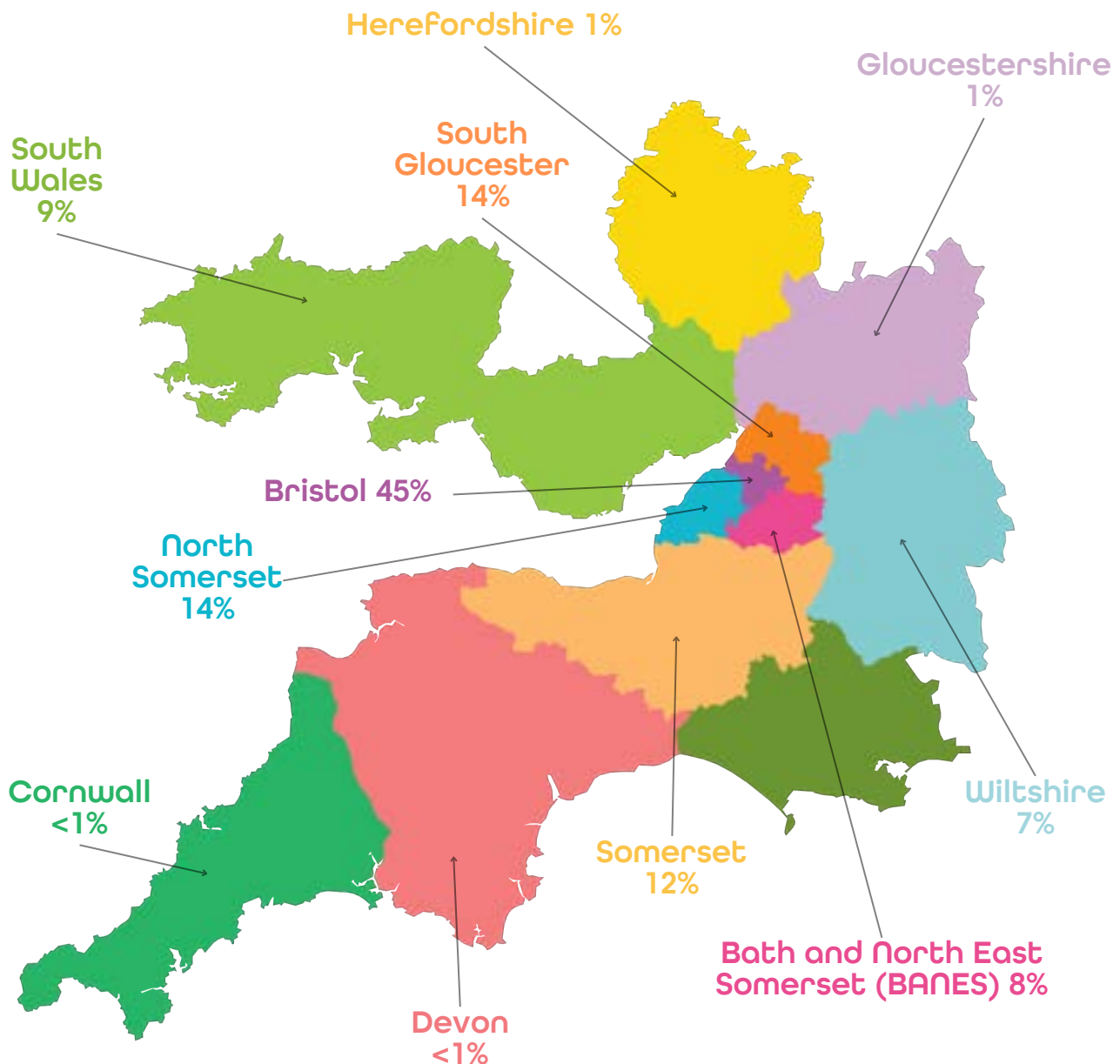
'After some difficult times recently it's been lovely to see both children just feel at ease and enjoying themselves.'





In 2023, despite running over fewer days, there was a notable 6% increase in visitor numbers at the Pop Ups, with 50% of Easter sessions and 25% of summer sessions fully booked. Overall, 83% of all sessions were booked, indicating a steady increase across all Pop Ups, a trend expected to continue with the opening of the permanent centre. From opening our doors in Year 1 we expect 125 children per day across the whole year, starting the year with 107 per day, matching our day rate for 2023.

Some visitors travelled significant distances. The average travel time was 34 minutes but notably, 7% of visitors travelled more than 1 hour, including some with lengthy 6.5-hour round trips for a 1.5-hour session.



Inclusivity is a core value of Gympanzees. We reported that 15% of visitors were non-white British, although efforts to reach the UK average of 18% are still ongoing. In 2023, people with over 100 different disabilities were welcomed, ranging from severe physical and learning disabilities to ADHD, Autism, Sensory Processing Disorders, and Mental Health disorders. Wheelchair users constituted 25% of users, surpassing the national average of 8%, and showcasing the service's appeal and inclusivity. Feedback is continually gathered to ensure all needs are addressed.



Concessions and free tickets were provided for those on low incomes, benefitting a significant number of children and parents. Additionally, free entry was extended to **four** disability groups, accommodating up to **38** children at each visit. Volunteer drivers and funded taxis enabled **5** carless families to attend. The commitment to accessibility and inclusivity remains a priority in Gympanzees' ongoing efforts.

Achievements vs Aims:

1. To improve health outcomes for children and young people with disabilities through exercise and sensory integration.

- **81%** of people said their child was more active at the Pop Up than normal.
- **100%** of people said they saw physical benefits of the equipment used by their children.
- **99%** of people said they saw emotional benefits of the equipment used by their children.
- Due to seeing the health and wellbeing benefits of Gympanzees, **40%** felt inspired or felt encouraged to increase the amount of physical activity their child did at home after the Pop Up.

'Did your child do anything at the Pop Up that they haven't done before?'	%	Equivalent numbers of children if taken over the 2 Pop Ups
Played with others	9%	303
Communicated with others (adults or other children)	4%	159
Used equipment/ activity not used or able to use before	30%	1083
Challenged themselves more/ more confident/ more independent	10%	347
Better concentration/ staying still or focusing	1%	29
Able to do something due to positive impact on normal behaviours that challenge	5%	173
Able to do something due to positive impact on mental health	3%	116
Gross motor skills	1%	29
Fine motor skills/ touched or played with things they would normally avoid	1%	43
Other	3%	116
Total children (some children had more than 1 impact so we have only counted individual children)	55%	1964

'Yesterday was the first time my little boy ever sat in the sand – a completely new experience and one I never thought would happen.'



'My girls had an amazing time today. Little sis fell asleep in the car on the way home, and big sis went from grumpy to contented.'

'Did you notice any changes at home after the Pop Up?'	% of visitors	Equivalent numbers of children if taken over the 2 Pop Ups
Happier	28%	946
Calmer/ More relaxed/ Sensory system regulated	20%	659
Better sleep	11%	373
Improvements in mental health	1%	43
Total – this is the total number of different children as some children had more than 1 impact.	58%	1949

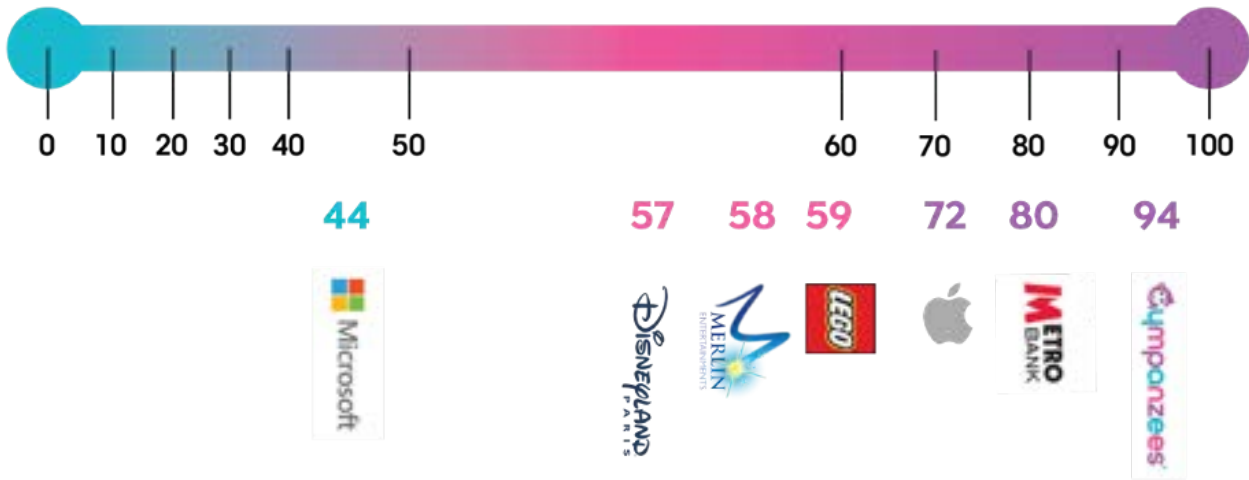
'My son never sleeps and he slept for 12 hours after his session.'



2. To provide a fun atmosphere and space for play with the whole family.

	2022	2023
Net Promoter Score	86	94
Children enjoyed their visit.	100%	100%
Siblings said they were able to play with their disabled sibling.	97%	96%

The Net Promotor Score is a standardised measure of user satisfaction.



'All of his sensory needs were met – a sensory room to calm down in, trampolines for big body movements, and a drum-kit (his favourite!) And music room to do some experimenting.'

3. To reduce isolation for the whole family.	% of visitors	Equivalent number of children over the 2 pop ups
Feel more connected with child	4%	143
Child/ parent less isolated	2%	57
Other	5%	172
Total – this is the total number of different children as some children had more than 1 impact.	58%	1949

- 13% of children played with others or communicated with others at the Pop Up for the first time
- 87% of parent/carers felt they were able to talk to other parents.
- 33% of families met up afterwards with someone they had met at a Pop Up.

Feedback and learning

Gympanzees always gathers extensive feedback, actively seeking constructive criticism and suggestions for improvement. The feedback received during Pop Up events has been exceptional with useful suggestions that have led to meaningful changes and shaping the business plan for the upcoming permanent centre.

T's Story

At the age of 4, T faced a life-changing battle with meningitis, resulting in a fear and heightened sensitivity to certain sounds, especially children shouting and screaming. This made accessing activities where there are children challenging for him. T's family discovered Gympanzees during school breaks, but initially faced obstacles due to the distance and noise from other children. T's extreme sound sensitivity limited their summer options to walks in open areas where there wouldn't be children or drives in the car. In 2023, Gympanzees opened near their home, providing T with a chance to try it in a noise-free environment. This became a game-changer for the family, offering worry-free experiences and a positive impact on all.



T went from cautious exploration to complete relaxation, even participating in sessions with other young people. Recognising similar challenges in older individuals, Gympanzees plans to run sessions for **16-25-year-olds**.

Our learning was that we may have other groups who still can't access the services, and we need to find and adapt for these individuals. Research and community feedback will guide efforts to find and address this challenge.

Lending Library performance 2023 vs Aims:

The equipment is larger exercise and sensory equipment rather than a toy library. It is a free service but schools and disability groups are charged £20 for 5 items, or £5 per item, for the month.

In **2023** the lending library underwent a significant change, transitioning from a 2-week loan period to a more user-friendly **1-month** loan duration based on feedback. This change was well-received, attracting **220** new lending library members and resulting in a total of **559** loans to individuals. The library also strengthened its collaboration with schools and groups, successfully engaging **25** new entities and achieving a total of **101** loans, surpassing the group and school aim.

The overall success of these efforts was evident in the total loans for the year, reaching **660** loans, each lasting for a month, and exceeding the organisation's objectives (**500**). This marked a considerable growth compared to the previous year, where there were **836** loans but with a shorter 2-week duration. The increased usage of equipment in families' homes achieved Gympanzees aim.

To gather valuable insights, each lender is provided with a link to an anonymous feedback form, ensuring continuous feedback for influencing other changes.



'I'm so grateful for this service. As a foster carer of children with disabilities, it is hard to purchase enough equipment to meet the needs of all the children I care for. I want their time with me to be as enriching as possible and I'm incredibly grateful for the ability to borrow things that will meet their needs.'

Achievement vs Aims:

Benefits from having equipment in the home	% of respondents	Equivalent number of children out of 559 home loans
1.To improve health outcomes through exercise and sensory integration		
Calming	88%	492
Improved movement skills	53%	308
More exercise/ activity	38%	212
Improved communication	34%	190
Improved general health	31%	173
Improved fine motor skills	19%	106
Improved sleep	13%	73
2. To provide a fun atmosphere and space for play with the whole family.		
Improved family relations	41%	229
More having fun	75%	419
More sibling playtime	41%	229

- 100% said they will use the service again.
- Net Promotor Score of 100/ 100.

Online Web Resource & Therapy Webinars Performance 2023 vs Aims

Over the year we updated our web resource and worked on the SEO. These continue to be viewed free of charge on our website and on YouTube. At the beginning of 2023 we planned to get more feedback on these services but, due to lack of resource, the acquisition of the new site and launch of Project Home Appeal, this was pushed to 2024.

	2022	2023
Views of web resource pages	42,843	228,549
Views of YouTube therapy webinars	2,951	4,656

'The lending library enables us to help meet the children's needs as we have no budget to buy equipment. We are able to see certain resources are helpful for are students. Equipment is so expensive and there is so much choice it's difficult to know where to start. Gympanzees lending library means you can try this stuff before you buy to work out what actually be helpful at home Full time.'



The Team in 2023

- Our core staff team grew in response to the growth in the charity – securing the purchase of the site and launching the **£10.8m (£8m Phase 1)** Project Home Appeal.
- The increase in staffing included:
 - o. 1.2 FTE in marketing support (partly to cover maternity)
 - o. 1.5 FTE (plus 1.6 FTE in external support) for fundraising (partly to cover maternity)
 - o. 0.8 FTE in administration
 - o. 0.6 FTE In finance
 - o. Total increase of 4.1 FTE
- **18** temporary staff at Pop Ups. **5** additional FTE staff for the **6** weeks of Pop Up.
- **191** volunteers:

Volunteer Roles	Hours in 2023
Pop Up Volunteers (manning café and reception)	1098
Set up and take down Volunteers for Pop Ups	560
Lending Library Volunteers for support with delivering, collecting and cleaning the equipment	630
Admin Volunteers	518
Total Volunteer Hours in 2023	2806

Our volunteers are a crucial part of the organisation, and we are enormously grateful for their generosity and enthusiasm in their roles.



Challenges

Staff Resource

Our biggest challenge in 2023 was our staff resource. Although we grew our team, we ended the year lacking resource in our fundraising team, service delivery and marketing. This was mostly due to difficulties or delay in recruiting the right candidates, and partly due to key staff on maternity leave. We mitigated this as much as possible by recruiting consultants in the meantime, and other posts are soon to be filled.

We have been fortunate that this has not affected our income generation in 2023, but it has affected the timing of expected income in 2024 with more expected towards the end of the year. Currently it is not forecast to affect our plan to open in June 2026.



Delay in purchase of Brightside

The 2-month delay in completing the purchase of Brightside had a knock on effect on the launch of Project Home Appeal and therefore the funds achieved at year end.

Cost of Living Crisis

The cost of living crisis and increase in interest rates and costs saw our costs increase for our Pop Ups and more generally in the organisation. We were able to absorb this increase and didn't increase our Pop Up charges, being sensitive to the financial difficulties faced by many of our families. We were also able to absorb much of the increase in costs generally in 2023 by the delay in staff recruitment - although the increase will have a small effect on our total fundraising aim for the rest of the campaign.

Despite a decrease in the value of individual donations through both direct website contributions and donations for personal challenges, the organisation experienced little overall impact. The significant increase in the number of donors, driven by awareness of the purchase and Project Home Appeal, helped compensate for the decline in individual donation amounts.

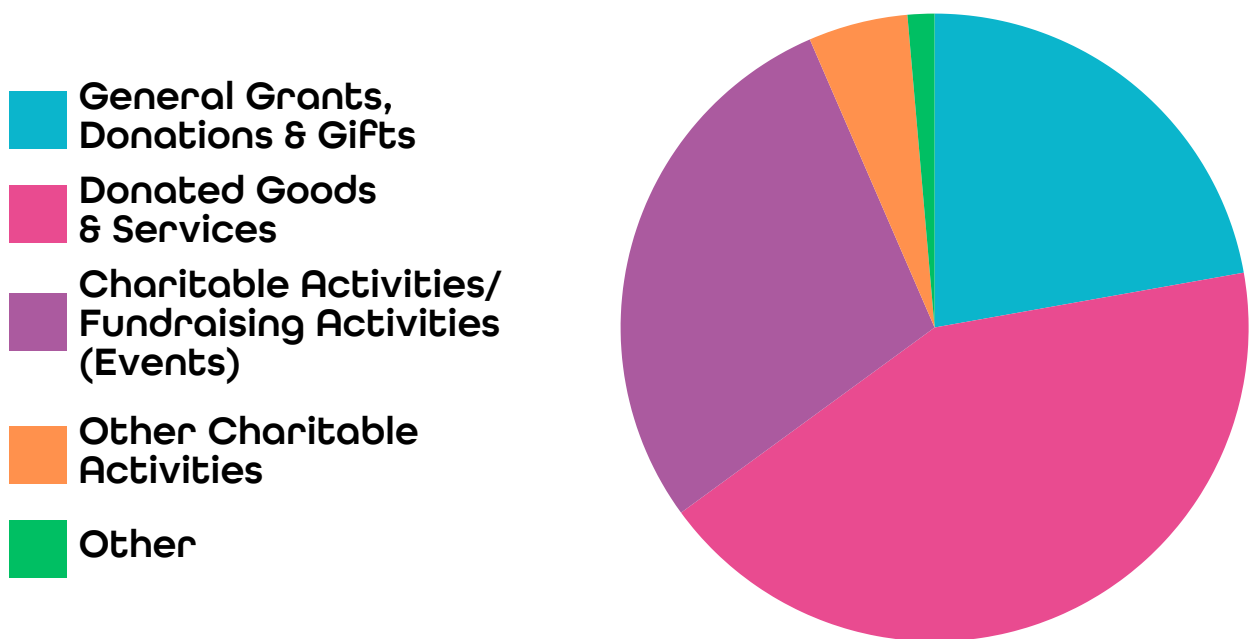


Fundraising

In 2023, we grew our team to begin work on the Project Home Appeal and to help administrate a larger organisation. Much fundraising work takes time, so the full impact of a growing team is not felt immediately. Therefore, our fundraising costs grew faster than our fundraising income – as expected.

Material Fundraising Activities

We are so grateful to all our donors who enabled us to run our services, to achieve the purchase of Brightside, and to start our Project Home Appeal in 2023. We have tripled our income this year from £572K in 2022 to £1,577m in 2023, as well as securing £2.7m in loans for the purchase. Our income is split into the following:



General Grants – £867,272 and Donations & Gifts – £281,370

These are made up of grants from Trusts and Foundations, and donations from groups, corporates and individuals. Our largest gifts came from: Rockcliffe Foundation – £415K
Sunrise Foundation – £215K
Nisbet Trust – £100k
Maggie Glastonbury – £50K
Solent Stevadores – £45K
This includes £430K which was restricted for the purchase of Brightside Park and £154K which was restricted for the Pop Up and the Lending Library. The rest was donated as unrestricted income. See note 3 for a breakdown of donors over £5K

Donated Goods and Services – £219,587

We were incredibly fortunate to receive the vast majority of our services pro bono to purchase Brightside. This includes services from Osborne Clarke, JLL, Hydrock, BOM IT and Northen QS with reduced fees from Burston Cooke.

Charitable Activities/ Fundraising Activities (Events) – £146,520

Our 3 largest events were:
Ball – £78,095
Three Peaks Challenge – £29,565
Golf day – £8,976



Although events are labour intensive for the relatively small profit, we chose our events for their added value.

The Ball is a great opportunity for marketing our services to a targeted audience. This year we were able to announce the launch of Project Home to 230 individuals and companies. We have seen great results from this with a new trustee and several new companies and organisations becoming our partners in 2023 and into 2024.

The Three Peaks challenge and the Golf day allowed us to get our corporate partners involved and give them an opportunity to fundraise for us, as well as great marketing opportunities as others share their experiences.

Other events organised by Gympanzees included a sky dive, wing walk and wine tasting evening. There were other events where individuals or groups took part of their own accord – Bristol 10km, Bath ½, cycle challenges etc.

Thanks to all our supporters who took part in so many challenges and events for Gympanzees in 2023.



Other charitable activities - £26,323

This is income from our Pop Ups and Lending Library.

Other - £7,158

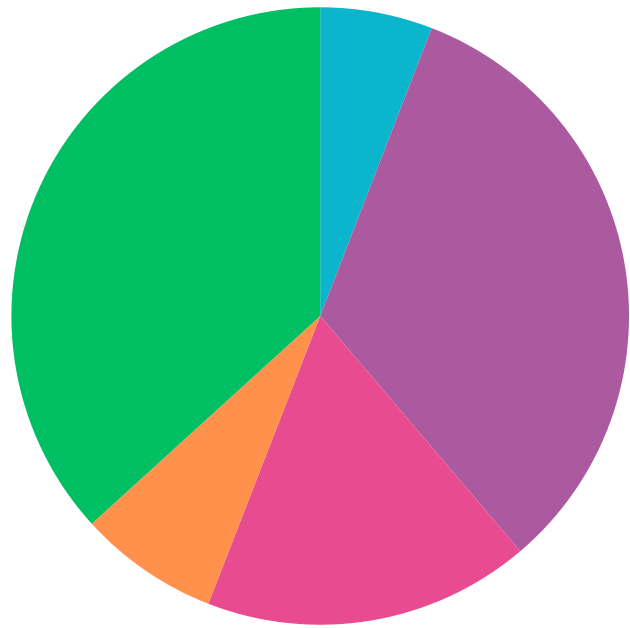
This includes income from physiotherapy services (£3k) provided by Gympanzees.

Cost of Fundraising

Project Home Appeal began in September 2023. It is a 3-year appeal with different funding streams: Grants and Trusts, Major Donors, Public Corporates, Individuals and Groups, Events, Gift Aid, and Gifts in Kind. Several of these streams take 6-18 months to realise (e.g. Local Authority Funding, Lottery funding, many other major grants and trusts and donations from major donors and philanthropists). Therefore, the upfront expenses for fundraising were high in 2023 with a smaller return in 2023.

We were grateful to receive a pledge for a further £950K from Rockcliffe Foundation – £200K given in October 2023, and the rest pledged and split in 6 monthly intervals over the remaining 2.5 years.

A further £350,000 has also been pledged for later in 2024 and 2025 from various other individuals and grant givers. This brings our total raised and pledged to £1.8m by the end of 2023 – despite receiving only £599K in the financial year.



Fundraising Agents £28,303

At the beginning of the year we worked with fundraising agents with whom we have had a long term relationship with. We paid them £52K in 2022. We directly employed this agent in May, thus reducing the cost in 2023.

Fundraising Staff £158,479

We increased our team over the year in response to the increased fundraising need during the year and to lay the groundworks for the rest of the Project Home Appeal.

Costs of staging Fundraising events £82,424

This includes £60K for the Ball, £11K for the 3 Peaks Challenge and £4K for the sky dive. As discussed above, the return on investment was in marketing and new partnerships, as well as income.

Advertising, marketing, direct mail and publicity £35,490

This was similar to 2022 and includes campaign materials such as a brochure and video content for our launch of Project Home.

Other indirect Fundraising costs £176,919

This includes staff costs from non-fundraisers including the CEO and COO (and others) who spent more time on fundraising for the purchase and the Project Home Appeal.



Risk

We hold Operational and Property risk registers. These are reviewed regularly within the organisation by the CEO and COO, and by the trustees every 6 months, or earlier if concerns arise. We also hold a risk meeting for finances every 2 weeks with the Chair of Trustees and the Senior Management Team.

Top Property Risks

Our build starts in 2024/5 so the risks in 2023 were around the functionality and safety of the building. Ongoing risks include:

- Unknown defects identified – mitigated by surveys due to be carried out in April 2024
- Design scope not fully agreed – mitigated by close working with fundraisers and build team. QS has allowed for different build scenarios depending on fundraising success.

Top Operational Risks

- Children's Safety, Abuse, injury, e-safety etc – this is always top priority and is mitigated with risk assessments and strict policies and procedures.
- Managing organisational capacity and rapid growth – mitigated with support from experienced Board and supporters. A recruitment plan is in place.
- Fundraising risks (mainly Grants and Trusts, Major Donors and Local Authority/ NHS) – mitigated with growing fundraising team, supportive Capital Campaign Committee, and good and growing relationships with funders and councils.
- Cash flow sensitivities mitigated with adequate cash flow projections, contingencies for timing differences, regular scrutiny of fundraising activities and likely outcomes. Reserves are available.



Financial Review

The table below sets out the summary financial position for the last 3 years, and shows Gympanzees' continued trajectory towards building a permanent facility offering play and exercise to disabled children and young people.

A major event occurred during the year, the acquisition of building and land at Aust near Bristol that will become Gympanzees' permanent facility.

	2023	2022	2021
Income	1,577,061	572,197	381,873
Net Income	849,773	40,909	32,743
Net Assets	993,946	144,173	103,264
Designated Emergency Reserve	166,645	-	-
Net funds movement excluding property purchase	156,215	40,909	32,743

In 2023, along with the identification of the property at Aust, there was significant growth income and, to a lesser extent, expenditure as potential donors were approached, and teams were resourced to enable the capital appeal to progress, and for Project Home to start planning the redevelopment of the property.

It has been a transformational year with a property purchase, Triodos bank and a charitable foundation providing property finance and resourcing the team to start the capital appeal.

What Made Up Our Income for 2023

We would like to thank all our donors, large and small, for their support in 2023 that enabled Gympanzees to embark on the next stage of the journey.

The table below sets out the income analysis for the last 3 years.

	2023	2022	2021
General Grants	867,272	184,422	190,746
Donations and gifts	281,370	181,633	105,334
Donated goods and services	219,587	12,000	-
Fundraising events	146,520	131,547	61,555
Gift Aid	28,831	28,211	9,859
Charitable activities	26,323	25,085	2,755
Other	7,158	9,299	11,624
	1,577,061	572,197	381,873



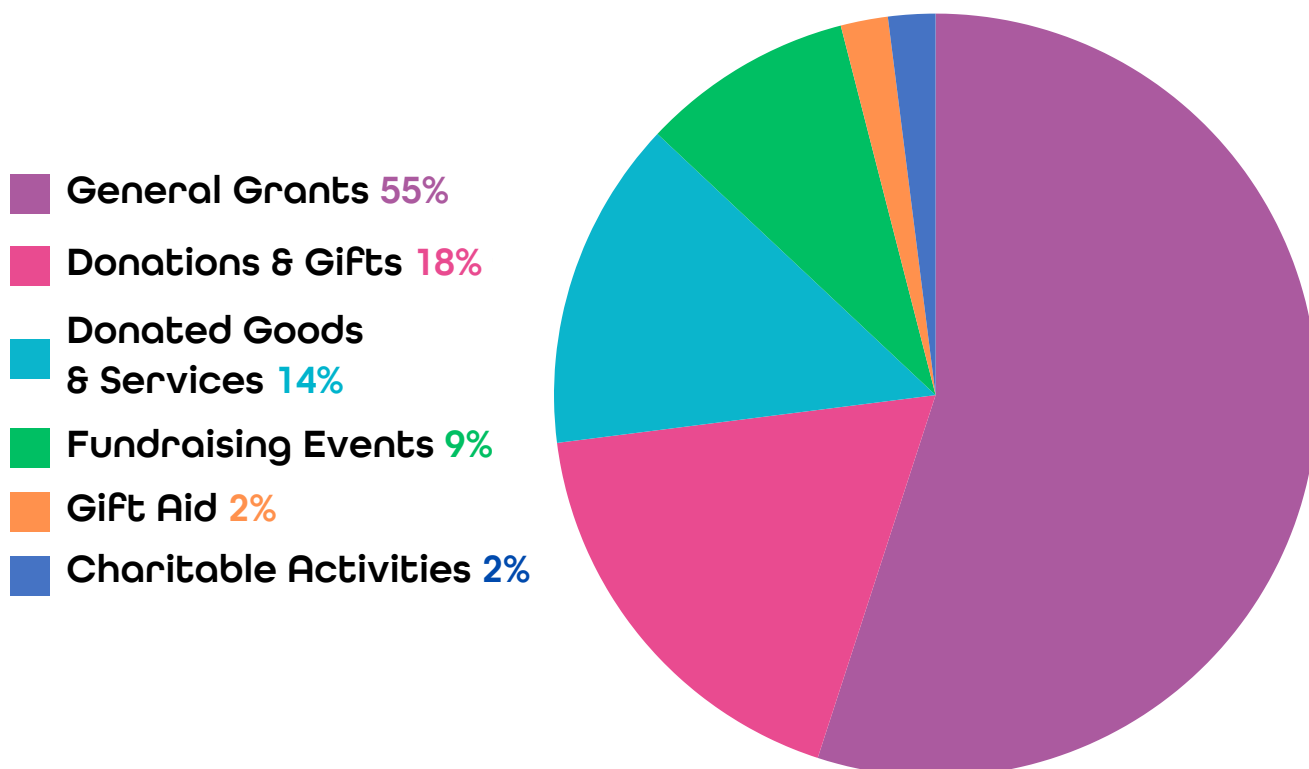
Income increased by over £1m in 2023 compared to 2022, and reflects the generosity and interest from various Charitable Foundations and major donors (as set out in note 3 of the accounts) once the building at Aust was identified as a possible permanent facility, and the requirement for donations to help fund the purchase of the building.

Rockcliffe Charitable Trust £450K, Sunrise Foundation £215K and Nisbet Trust £100K were the three largest individual donors which enabled the purchase of the property.

In 2023, 73% of the income came from grants and donations compared to 63% in 2022, with 66% coming from grants and donations that were greater than £5,000, compared to 36% in 2022. This reflects the fundraising work that was required to help secure the property acquisition.

In addition, significant services were donated for free during 2023 – £220k up from £12k in 2022. These donated services were mainly in relation to the free or heavily discounted support and assistance given by solicitors and property consultants in relation to the property acquisition during the year.

Income from fundraising events increased and continues to improve as events are held to increase the Gympanzees message and communicate its goals to potential donors and partners.



At the end of 2023, we had raised £599K in cash and £1.2m in pledges towards the capital appeal – total of £1.8m out of our £8m (phase 1) target.

Going forward into 2024 and the Capital Appeal, it is expected that most of the future income will be derived from significant grants from large charitable foundations, government organisations and wealthy individual donors.

What Made Up Our Expenditure for 2023

Table below sets out the expenditure analysis for last 3 years.

	2023	2022	2021
Raising Funds	481,614	297,784	190,746
Charitable activities	181,257	233,504	105,334
Loan interest payable	64,417	-	-
	727,288	531,288	296,080

For the last 3 years Gympanzees has steadily increased its cost base with respect to its progress within its strategic plan to build functionality for fundraising, marketing, property project management, governance and continued charitable activities.

By the end of 2023 the recruitment of teams, specifically the fundraising team which will be tasked with the raising of donations for the capital appeal to fund Project Home, was almost complete.

Interest is a new expense related to the finance required to acquire the property at Aust.

Property Acquisition

In August 2023, the charity acquired a property at Aust for £3.4m including costs, of which £0.2m were donated services. The land element was valued at £1m.

The acquisition was funded by a combination of 2 loans from Triodos bank £2.2m and Sunrise Foundation £0.5m and donations £0.7m.

The Triodos bank loan is secured on the freehold property repayable in 264 equal instalments after the 3rd anniversary of the start of the loan agreement. Interest is charged at the Base Rate plus 3.5%.

The Sunrise Foundation loan payable is unsecured, interest free, subordinate to the bank loan and repayable by annual instalments on certain dates from 8th August 2030.

Funds

Due to the success of property acquisition and related donations, the total funds of the charity increased by £0.9m to £1m. This includes £1k of restricted funds.

To realise the full fund balance of £1m, there would need to be a disposal of the property for £3.4m with subsequent repayment of the loans leaving £0.7m to add to the £0.3m in cash balance.

Within unrestricted funds a new designated reserve fund has been created for emergencies and stands at £166k at the end of 2023.

Free reserves ended the year at £132k (2022: 124k).



At this stage the trustees have not created a designated fund for the property development since all related donations have been used for the property purchase. Going forward, a designated fund and restricted fund will be created as donations are received and treated according to the donors wishes.

Reserves Policy

The trustees have considered the charity's need to hold reserves (in a designated reserve fund) in the light of our continued growth. The principal area of risk remains the level of donations that are required to fund our core activities and the timing of those donations as, by the end of the year, we now have fixed costs of £62K per month for staff and associated overheads.

This unrestricted designated reserve is not intended to cover a permanent loss of funds. It is intended to provide an internal source of funds for situations such as:

- a temporary fall in income or increase in expenditure, as well as covering working capital requirements;
- one-time unbudgeted expenditure, such as uninsured losses; or
- to allow the organisation time to respond to a permanent fall in income or increase in expenditure

The target range for the unrestricted designated reserve fund is set in line with a risk-based approach. This approach has regard to the financial impact of risk, working capital and commitments, and long-term plans. The policy at the end of 2023 provided a range of £186k to £372k.

We are continuing to work towards this and, at year end, our reserves stood at £166k.

Going Concern

Within this report we have highlighted the material financial event of 2023 and the support from major donors and Triodos bank to enable this property acquisition. Whilst we are at the beginning of the capital appeal to raise the remaining donations to complete Project Home, the trustees have identified the principal risks and uncertainties that we face going forward:

- Failure to raise sufficient funds for the capital project;
- Delays to the building work which cause the new premise to open later than planned; and
- Managing cashflow during the building phase.

From a financial perspective, the charity is well placed to manage these risks. This assertion is supported by:

- Backing from Triodos bank;
- Strong donor backing for the project as evidenced by donations and pledges to date;
- Capital appeal strategy spanning 29 months;
- A 29 month financial plan with reforecasting on a monthly basis;
- Monthly risk reviews of capital appeal forecasts; and
- The annual budget is approved by the Board of Trustees on an annual basis, and performance against budget is reviewed and reforecast on a monthly basis.

As detailed in our reserves policy, we hold free reserves to provide cover for unexpected changes in income and expenditure and to allow us to adjust our cost base and continue activities. We will continue to monitor the situation and manage our finances accordingly.



The trustees therefore have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, being at least twelve months from the date of approval of these financial statements. Accordingly, the financial statements continue to be prepared on the going concern basis.

Structure, Governance & Management

Gympanzees received charity status on 6th May 2020. Our governing document is our Gympanzees 'Foundation' model Constitution.







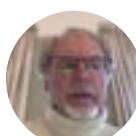
Our rules for appointing new trustees are as follows:

- (1) Apart from the first charity trustees, every trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the charity trustees, and with consultation with the CEO.
- (2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.


This year we have had 2 resignations and 2 new appointments to our board - 1 resignation for health reasons (although they have remained on our property committee), and the other resignation was a result of being end of their term of office. and they could no longer give the time required for Gympanzees. Our 2 new trustees (Chris Haslam and Richard Cartwright) bring exceptional skills in their respective fields of Property and Accounting, which are both crucial at this stage of our campaign and build.

Organisational Structure - Trustees & Senior Management Team

Trustees

	Kelvin Jones - Chair Chief Operations Officer at Digital Production Partnership		Richard Cartwright - Treasurer Partner at Saffrey LLP		Elizabeth Scholey - Secretary Retired GP in Bristol		Dr. Mark Mason - MBE Serial Entrepreneur
	Luigi De Luca Professor of Marketing & Innovation at Cardiff Uni		Esther White Chartered Accountant & owner of Pickled Parsnip Ltd		Chris Haslam - Property Real Estate Strategist		

Senior Management Team

			
Stephanie Wheen - CEO & Founder Former Children's Physio	Fran Garland - COO 20 years in the Care Sector & Management in the Disability Field	Paula Langston - Head of Community & Communications at Gympanzees with 23 years experience	Kate Bracken - Philanthropy Manager

Trustees

Our Trustees are very involved in Gympanzees. Extra responsibilities are:

Kelvin Jones – Chair, Risk and Finance Committee, 2 weekly meetings with the CEO

Richard Cartwright – Treasurer, Risk and Finance Committee, advises around tax and financial reporting

Elizabeth Scholey – Secretary, H&S, Risk and Safeguarding Committee, Safeguarding Lead, leads on policies, supports with scrutinising legal documents, insurance and reports.

Dr. Mark Mason – Capital Campaign Committee, supports with networking opportunities and introductions, advises on fundraising.

Luigi De Luca – Marketing lead, supports the marketing team with 2 weekly meetings, supports strategy and measuring impact, leads on relationship with Cardiff University and University of West of England Research Groups.

Esther White – Service Delivery Committee (this has been on hold in 2023 due to the purchase but will start again in 2024 to help with the design phase), supports with donor scrutiny as part of our anti-money laundering strategy and ethical fundraising.

Chris Haslam – Property Committee, supports with property recruitment, developing other property committees, regular meetings with COO to organise the Facility Management of the site in 2023.

Trustee roles

The Trustees have a thorough induction including access to past minutes, past annual accounts, management accounts, budgets and forecasts, business plan, policies and procedures, and in-depth information about the organisation including structure, ethos, the vision and constitution. New Trustees are introduced to the role of a trustee, must declare any conflicts and agree to the code of conduct, as well as consenting to be a trustee. They are taken through the DBS process and must complete adult and child safeguarding training.

- Safeguarding training for children and adults is mandatory for the full board of Trustees.
- Crisis Management training is provided every 2 years for 2 board members.
- Specific skills training is provided on a needs basis e.g. ED&I training and Ableism training around language.

The responsibility of Gympanzees' Trustees is to provide oversight and governance to the organisation in all its workings. Ultimately this is to ensure that it remains true to its purposes making sure that they alone are delivered. The Trustees work to ensure that all delegated duties comply with their own standards of accountability and legal duties. At all times they act in Gympanzees' best interests using their own skills in decision making, but taking advice where needed. In this reporting period the Trustees have needed to exercise financial prudence for undertaking the purchase of Brightside and its planned future development. To that end, the Trustees have all been able to give enough time, thought and energy to the role.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The law applicable to charities in England and 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;
- 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; and
- 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 can 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.

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

Meetings

The Trustees have a board meeting every 6 weeks for oversight of Gympanzees' activities, in particular the Trustee Chair of each committee relays to the board key decisions reached, and any which need board level decisions or discussions. Trustees sign off on our policies as per the review schedule. Other top-level activities are brought to the board meeting by the Senior Management Team. All Trustee decisions are referenced to Gympanzees Purposes and to the public benefit therein.

Finance

We have an in-depth finance policy with clear definitions of where Trustees are involved. In 2023, for payments from £2K to £5K we needed approval from 2 Trustees. We ran a dual authorisation system for payments over £2K, and anything above £5K went to the full Trustee board for approval.

Arrangements for setting pay and remuneration for staff

The COO and CEO discuss pay raises for other staff. Any increase above 3% is brought to the board meeting for consideration. Pay rises for the CEO and COO are decided by the Trustees. In 2023 the board decided to set a blanket pay rise of 5% in response to the cost-of-living crisis. Decisions for other pay increases were made looking at job roles, industry norms, and with affordability in mind. In 2023 individual increases were due to increased responsibility with the purchase of the building and the ensuing capital campaign, and increased seniority of roles, including for the CEO and COO whose pay increases started on completion of the purchase.

Committees

We have grown our support committees in 2023, each of which are led by a Trustee, to include;

- Capital Campaign Committee chaired by our Trustee, Dr Mark Mason, and including Liz Bilney, Jon Bonnick, Maggie Glastonbury, Paul Davis and Angela Cooper who have a wealth of business experience and are highly connected. This committee is tasked with supporting us to raise funds from Major Donors and Major Corporate partners. The Committee makes decisions about Major Donor events, relationships and strategy. Mark Mason feeds back key decisions to the Trustees at Board meeting.
- Risk and Finance Committee is chaired by our Chair, Kelvin Jones, with support from Trustee, Richard Cartwright and the CEO, COO and Heads of Fundraising. They meet 6-weekly before the board meeting to scrutinise the finances and risk. Further risk meetings take place every 2 weeks. The risk meeting informs what is discussed at the Trustee Board meeting.

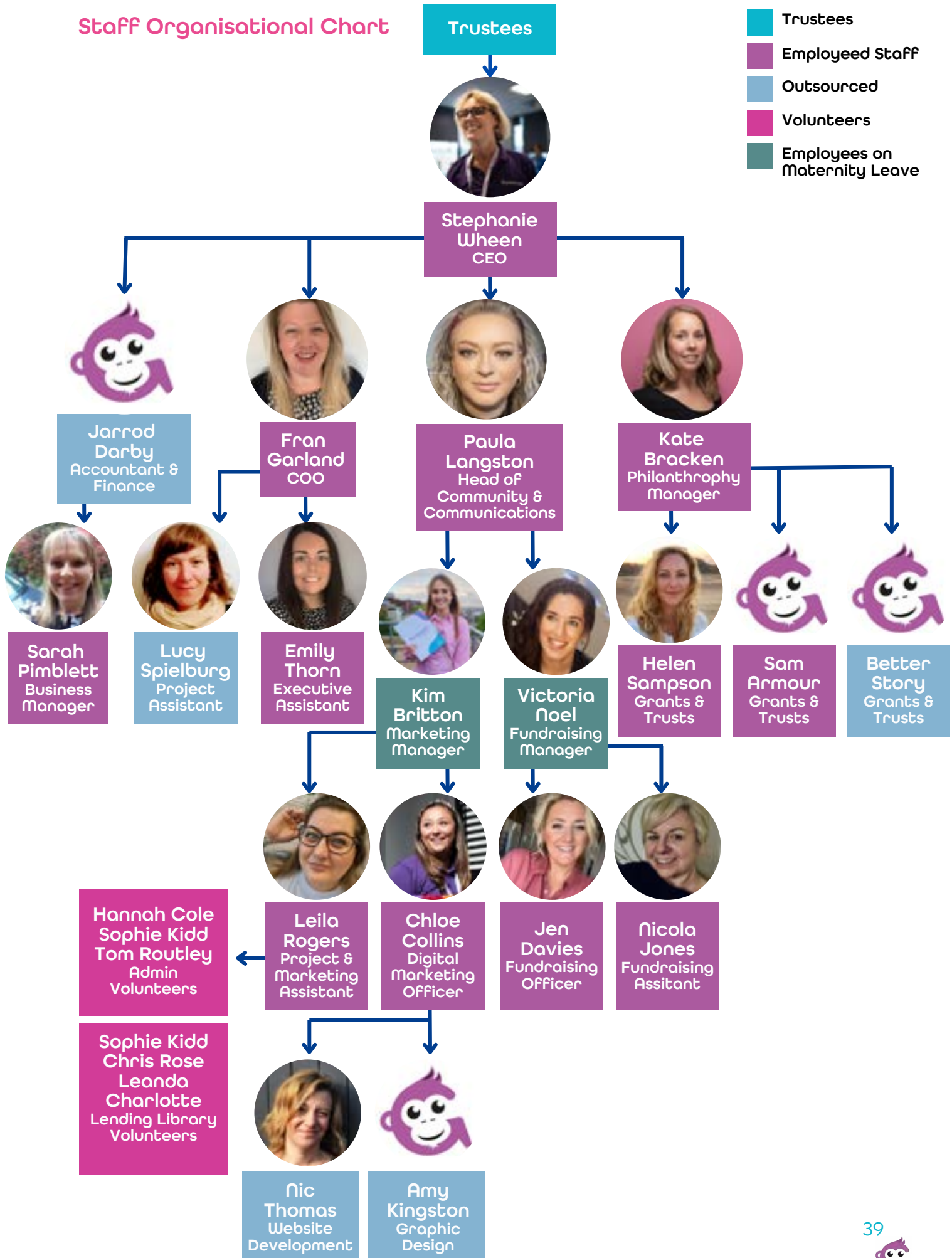


- **Health and Safety, Safeguarding and Operational Risk Committee** is chaired by our Trustee, Liz Scholey (who is also our Safeguarding Lead) and includes the COO and Pop Up managers. If there are key changes or critical incidents the CEO is also involved. They meet before and after each Pop Up or key event to assess risk, H&S and any changes regarding safeguarding, and also meet to discuss any critical incidents. Any changes or critical incidents are discussed at Trustee board meetings. There were no critical incidents in 2023.
- **The Property Committee is chaired by our property Trustee**, Chris Haslam (Property Development) and with support from Tanya Voisey (Project Management), Alan Northen (Quantity Surveying), Alex Hunt (Building Services Engineering and Engineering cost management) and Simon Langston (Health and Safety). They meet depending on need. Before the purchase they met as needed with the CEO. This was to ensure the correct surveys, build plans and cost plans were developed for the purchase and for the bank due diligence. Since the purchase of the building this has been weekly or monthly with the COO to ensure we were compliant with facility management regulations, and to plan for the build. The property committee, with the Gympanzees team, make decisions on day to day property issues, but revert to the board for major decisions and expenditure and changes to programme.
- **3 property sub groups are being set up** to expand the range of external expertise available to Gympanzees. They will focus on 1) Facilities and building management 2) Commercial opportunities 3) Development and the refurbishment of the building. This will continue into 2024.
- **Service Delivery Committee** – Chaired by Trustee Esther White – this committee has not been active in 2023 as our service delivery was largely unchanged (Pop Ups and Lending Library) due to the purchase of the site. It will be re-activated in 2024 to help with the design of the building.





Staff Organisational Chart

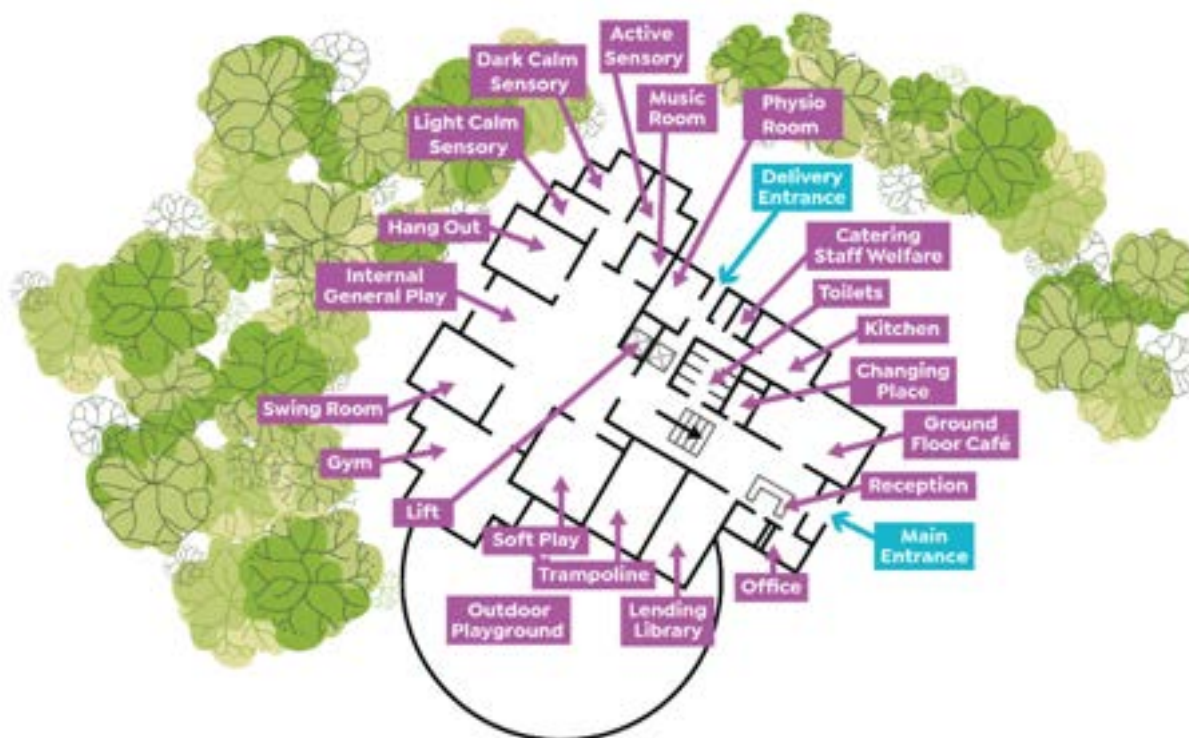


Plans For Future Periods

The Build

The majority of our Gympanzees activities will take place on the ground floor of our building. We have been testing room sizes, positioning of equipment, layout and different designs and layouts in the special schools we have been using over the past 7 Pop Ups to help inform us of our design for the centre. Learnings from the feedback from the Pop Ups have developed our plans from 6 main rooms to 10 main rooms. During COVID we tested only having 3 rooms (to reduce the numbers of families at one time) and the feedback was less good with less health benefits and less magical moments. We are therefore confident of our current model and design.

Our current plans for the ground floor are below. Since these were done in 2023, we have learnt a lot about the site and possible commercial opportunities for the first floor so new designs are needed.



On the first floor we will have therapy rooms and exercise studios (for disabled dance, yoga etc), staff room and office. 2/3rd of the first floor is free for commercial use. Our aim is to fill this space with other disability services, and we are talking to other disability groups and charities about how we can work together. However we acknowledge that with the development at such an early stage, the uses of the commercial space may change and evolve over time.

In 2024 we will take on a Project Manager, Quantity Surveyor, architects and engineers to help us through the design phase. We have always worked with our families to design our Pop Ups, to refine their design and to imagine our design for the permanent centre. We will run further workshops with various user groups once we have our revised plans to make sure our design is fully informed by our families. Currently we envisage the strip out of the ground floor to take place in Q4 of 2024. This will involve stripping out the floors, walls and ceilings – taking us back to the skeleton of the building to reduce design, cost and development risk. We will tender for this work later in 2024.



Business As Usual

Pop Ups

We are running Pop Ups in Easter and summer holidays 2024 in South Bristol. This year we are recruiting external management staff to allow more of our team to continue to concentrate on the build and Project Home Appeal.

Our main aim for the Pop Ups is to continue being able to provide the excellent service for our families and to continue to collect research and suggestions for the main centre. We have been working with Cardiff University and University of the West of England who are keen to research the health benefits of our work. They are planning to do pilot research at the Pop Ups in preparation for some larger research when we open the permanent centre.

As we are working on Project Home Appeal and the build, we have limited capacity to change or test new aspects of the Pop Ups (although we are trialling different roles for volunteers in response to volunteer feedback). This year we also won't be running any 5 session days due to reduced staff resource so our aim will be around the percentage of bookings of our sessions rather than the number of children attending. In 2023 we were 81% booked.

Aims for 2024 Pop Ups;

1. Reach average of 83% booked over the 2 Pop Ups.
2. Maintain Net Promotor Score of 95
3. Work with UWE and Cardiff University for our research of the Pop Ups.

We are not running Pop Ups in 2025 as the build starts in August 25 and we won't have capacity as a team to be able to do both. This was a difficult decision to make as we know how much our families rely on the Pop Ups. From feedback, our families understand that we need to prioritise the permanent facility as this will have a greater impact on their lives in the long term.





Lending Library

We will continue our Lending Library throughout 2024, 2025 and until we open in 2026. It will run out of the permanent centre.

Our aims for the Lending Library in 2024 are:

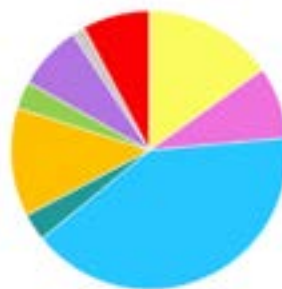
1. Fulfil 100% of all loan requests within 72 hours.
2. Evaluate geographic footprint to grow new audiences and locations (focus areas South Glos and South Wales.)
3. 180 new members sign up to the LL
4. Recruitment of minimum of 4 volunteers – 2 in Wales, 1 in South Glos & 1 in North Somerset
5. 20 new school or group sign ups



The Campaign

Our Project Home Appeal will continue over 2024, 2025 and until we open in 2026. The split of income generation is below:

- Major Donors
- Corporates
- Grants & Trusts (Capital)
- Grants & Trusts (BAU)
- Gov/Local Authority Funding/NHS/ICB
- Public (Individuals/Groups)
- Events (Over 2 years)
- Gift Aid
- Gift In Kind support



Costs over the next 2.5 years:

Expenses	2024	2025	(Up to June 2026)	Total Campaign
BAU- Service Delivery/Staff/ OHs	-£539,034	-£331,467	-£193,348	-£1,324,226
Fundraising	-£357,488	-£412,080	-£145,952	-£980,232
Build	-£501,641	-£2,613,083	-£497,142	-£3,642,867
Equipment	-	-£535,000	-£400,000	-£935,000
Servicing loan and property costs	-£322,314	-£306,756	-£114,923	-£821,584
Contingency for BAU	-	-£198,720	-£82,800	-£281,520
Transfer to Debt Reserves	-	-	-£260,000	-£260,000
Total Expenses	-£1,774,871	-£4,475,088	-£1,730,613	- £8,414,250

N.B. Servicing the loan costs will be covered by commercial and unrestricted income.

Permanent Centre

We plan to open our doors of the permanent centre in June 2026.

The centre will be the first of its kind in the UK.

Our value proposition which makes our Facility unique:

- It's been designed by disabled children and their families in partnership with disability health professionals with a wide knowledge of all disabilities, health, exercise and therapy.
- It will be open 7 days a week, 10 hours per day.
- Sessions and highly specialised equipment will accommodate all abilities and disabilities from the mildest learning or behavioural difficulties through to the most severe physical and learning disabilities.
- We focus on stealthy health; everything in the centre promotes exercise and activity or a varied sensory experience wrapped up in play, so children receive therapeutic and health benefits while enjoying themselves.
- It will be inclusive for all the family including siblings and parents.
- It will be a world-class centre equivalent to high-end mainstream leisure facilities.
- Children and families can meet, play and exercise with others in similar situations, levelling the playing field so all abilities can shine.
- We will have a team of trained staff with specific knowledge of different disabilities.
- The building will be fully accessible with hoists in all rooms and a range of disabled toilets/ changing facilities.
- Attention will be given to the sensory environment. Noise-reducing strategies and numbers are restricted depending on the needs of visitors.
- Our understanding of disability will underpin safety policies and procedures.



- It will open to the general public for some sessions giving opportunities to play with peers without disabilities, making Gympanzees truly inclusive
- It will offer employment and training opportunities for disabled adults
- We have a strong focus on collaboration. Providing a facility for many other disability and support groups and charities, youth clubs, councils, exercise instructors, personal trainers and therapists.
- Those who can pay, pay. Those who can't don't – making us inclusive for everyone.

Business Plan

Our business plan for the permanent centre assumes 200,000 visitors by the middle of year 3 and aims to be fully sustainable with just a small fundraising aim. Income streams include booking fee, café, Lending Library, adult gym membership and renting rooms. The current business plan is sustainable without use of the spare space we have indoors and outside. The business plan for these are being developed and will supplement the income from Gympanzees' services.

A Disability Hub

Our Pop Up facilities are regularly booked by local groups (24 in 2023), organisations, schools and charities, such as:

- BAP and FACE
- Jessie May
- Jigsaw Thornbury
- Cerebral Palsy Plus
- Bristol Autism Support
- Special Friends
- KHASS and Marches
- Various Councils and Foster Agencies to name a few.

Our average bookings by groups at the Pop Ups is 41%. Already we have commitment from a vast number of them to use the facility when we open. This equates to over 53% of our available bookings in year one which further highlights the need for our facility and gives us further confidence for our sustainability.

When we open, we will also work with other disability specialists, charities and organisations who can make use of our facility to provide:

- Therapists of all kinds from Physio to Music Therapy
- Instructors for activities such as wheelchair yoga or inclusive martial arts etc.
- Disabled Youth Clubs
- We will run 5% of our sessions for adults – we expect this will be mainly for those with moderate to severe Learning disabilities or physical disabilities.
- Training for adults with Learning Disabilities in our café, office, reception, estates and in the Gym
- In our car park and green space we can accommodate:
 - o Inclusive forest school
 - o Inclusive gardening clubs
 - o Wheelchair driving training.
 - o Bikeability
 - o Inclusive Park Run etc

Gymponzees Trustees' Annual Report

- Our Gym can accommodate adults with Parkinson's, Post Stroke, MS, Head or spinal injury or other acquired disabilities
- Our indoor commercial space can be used as offices for other charities (we are in talks with several charities about this already). Our aim is that the whole commercial space is used by disability organisations provided this is commercially viable.



The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

The Trustee's annual report was approved by the board of trustees on 25/06/24 and signed on behalf of the board by:

A handwritten signature in black ink that reads "Kelvin Jones". The script is fluid and cursive, with the first letters of "Kelvin" and "Jones" being capitalized and prominent.

Chair of Trustee Board

Kelvin Jones



Gympanzees Independent Auditor's Report to the Trustees of Gympanzees

Opinion

We have audited the financial statements of Gympanzees (the 'Charity') for the year ended 31 December 2023, which comprise the Statement of Financial Activities, the Balance Sheet and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice). In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

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



Gympanzees Independent Auditor's Report to the Trustees of Gympanzees

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard. Matters on which we are required to report by exception.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- The information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, (set out on page 36), the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. Irregularities, including fraud, are instances of non compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.



Gympanzees Independent Auditor's Report to the Trustees of Gympanzees

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- Obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charity operates in and how the Trustees are complying with the legal and regulatory framework;
- Inquired of management, and those charged with governance, about their own identification and assessment of the risks or irregularities, including known and actual, suspected or alleged instances of fraud;
- Discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Guy Armitage-Norton
(Senior Statutory Auditor)
For and on behalf of
Milsted Langdon LLP,
Freshford House
Redcliffe Way
Bristol
BS1 6NL

Date:

Milsted Langdon LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.



Gympanzees

STATEMENT OF FINANCIAL ACTIVITIES

For Year Ending 31 December 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Incoming Resources					
from: Donations and legacies		814,846	584,115	1,398,961	408,754
Charitable activities		146,520	-	146,520	131,547
Other trading activities		26,323	-	26,323	25,085
Investments		-	-	-	-
Other		5,257	-	5,257	6,811
Total		992,946	584,115	1,577,061	572,197
	2				
Resources Expended					
Raising funds	5	399,367	82,247	481,614	297,784
Charitable activities	6	17,055	164,202	181,257	233,504
Loan interest payable		64,417	-	64,417	-
Total		480,839	246,449	727,288	531,288
Net income before tax		512,107	337,666	849,773	40,909
Tax Payable		-	-	-	-
Net income		512,107	337,666	849,773	40,909
Transfer between funds	14	356,408	(356,408)	-	-
Net movement in funds		868,515	(18,742)	849,773	40,909
Reconciliation of funds:					
Total funds brought forward		123,973	20,200	144,173	103,264
Total funds carried forward		992,488	1,458	993,946	144,173



Gympanzees
BALANCE SHEET

at 31 December 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Fixed assets					
Tangible fixed assets	10	3,400,939	1,458	3,402,397	4,313
		<u>3,400,939</u>	<u>1,458</u>	<u>3,402,397</u>	<u>4,313</u>
Current assets					
Debtors	11	48,993	265	49,258	6,666
Cash at bank and in hand		<u>283,957</u>	<u>685</u>	<u>284,642</u>	<u>151,446</u>
		332,950	950	333,900	158,112
Creditors: Amount falling due within one year	12	(38,851)	(950)	(39,801)	(18,252)
Net current assets		<u>294,099</u>	<u>-</u>	<u>294,099</u>	<u>139,860</u>
Total assets less current liabilities		<u>3,695,038</u>	<u>1,458</u>	<u>3,696,496</u>	<u>144,173</u>
Creditors: Amount falling due after one year	13	(2,702,550)	-	(2,702,550)	-
Total net assets		<u>992,488</u>	<u>1,458</u>	<u>993,946</u>	<u>144,173</u>
The funds of the charity					
Restricted funds	1	-	1,458	1,458	20,200
Unrestricted funds	5	<u>992,488</u>	<u>-</u>	<u>992,488</u>	<u>123,973</u>
Total funds	1 5	<u>992,488</u>	<u>1,458</u>	<u>993,946</u>	<u>144,173</u>

Approved by the trustees and authorised for issue on: 25/06/24

And signed on their behalf by:



Kelvin Jones
Trustee



Gympanzees
CASHFLOW STATEMENT

For Year Ending 31 December 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Fund 2023 £	Total Funds 2022 £
Cash flows from operating activities:					
Cash generated from operations		559,111	337,997	897,108	87,918
Cash transferred between funds	15	356,408	(356,408)	-	
Net Cash provided by operating activities		915,519	(18,411)	897,108	87,918
Cash flows from investing activities:					
Purchase of tangible fixed assets	1	(3,402,045)	-	(3,402,045)	-
Loans Received	0	2,702,550	-	2,702,550	-
Loan interest paid	1	(64,417)	-	(64,417)	-
Net cash used in investing activities	4	(763,912)	-	(763,912)	-
Change in cash and cash equivalents in the reporting period		151,607	(18,411)	133,196	87,918
Cash and cash equivalents at the beginning of the reporting period		132,350	19,09	151,446	63,528
Cash and cash equivalents at the end of the reporting period		283,957	6 685	284,642	151,446
Reconciliation of net income to net cash flow from operating activities					
Net income / (expenditure) for the period		512,107	337,666	849,773	40,909
Adjusted for:				-	
Depreciation	10	2,503	1,458	3,961	5,081
Loan interest paid		64,417	-	64,417	-
Decrease / (increase) in debtors	1	(42,871)	279	(42,592)	32,073
Increase / (decrease) in creditors	1	22,955	(1,406)	21,549	9,855
Net cash used in operating activities	1 2	559,111	337,997	897,108	87,918
Breakdown of cash and cash equivalents					
Cash at Bank		283,957	685	284,642	151,446



For Year Ending 31 December 2023

1 Accounting policies

Basis of preparation

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act 2011.

Gympanzees meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

Going Concern

There are no material uncertainties about the charity's ability to continue.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years except for the expenditure related to the main centre which is no longer being treated as restricted following the acquisition of the property and the main focus of the charity now on raising fundings for Project Home.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their spending imposed by the donor or through the terms of an appeal.

Incoming Resources

All Incoming resources are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Government grants are included in the SOFA for the relevant reporting period.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts. Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.



Incoming Resources (continued)

Funds received specifically for spending on the new property are initially treated as restricted income. When those funds are spent on the property, the trustees consider that the terms of the restriction have been met and the funds are transferred to unrestricted so allowing the charity to use the property on an unrestricted basis for any charitable purpose.

Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred.

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

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, as set out in the notes to the accounts.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible Fixed Assets

Tangible assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

i. Freehold Land & buildings

Land and buildings are stated at cost less accumulated depreciation and accumulated impairment losses.

ii. Fixtures, fittings, and office equipment

Fixtures, fittings and office equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

iii. Operational equipment

Operational equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life:-

- Freehold land is not depreciated
- Freehold Building is currently not being depreciated while is being redeveloped for intended use
- Office Equipment (including Computer Equipment) estimated useful life of 5 years
- Operational Equipment estimated useful life of 4 years

Impairment reviews are carried out as and when evidence comes to light that that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

Cash and Cash Equivalents

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

Financial Instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.



Gympanzees
NOTES TO THE ACCOUNTS

2 Income	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
Donations and gifts	196,877	84,493	281,370	181,633
Gift Aid	16,331	12,500	28,831	28,211
General grants	380,150	487,122	867,272	184,422
Membership subscriptions and sponsorships	1,901	-	1,901	2,488
Donated goods and services	219,587	-	219,587	12,000
Donations and legacies	814,846	584,115	1,398,961	408,754
Fundraising events	146,520	-	146,520	131,547
Charitable activities	26,323	-	26,323	25,085
Other	3,360	-	3,360	6,643
Interest	1,897	-	1,897	168
	992,946	584,115	1,577,061	572,197

3 Major donors	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
Andy Mackay	-	-	-	5,000
Anonymous Donations	30,000	-	30,000	-
Bom It	12,000	-	12,000	7,000
Enterprise Ltd	12,500	-	12,500	-
Francis Hornack	-	-	-	20,000
Henbury Golf Club	20,000	-	20,000	-
Inderjit and Martin Matthews	-	-	-	5,000
Irwin Mitchell	20,000	-	20,000	-
John James Bristol Foundation	-	-	-	10,000
LGT Wealth	-	-	-	5,000
Limbs and Things	8,500	-	8,500	8,000
Lockwell Trustees	-	-	-	10,000
Maggie Glastonbury	-	50,000	50,000	-
Merchant Venturers	-	-	-	5,000
Mr & Mrs Beesley	5,000	-	5,000	-
Ndemic Creations	-	-	-	10,000
Oakland Construction Ltd	5,000	-	5,000	-
Pople Trust	-	-	-	12,500
Postcode Lottery	-	-	-	13,000
Quartet Community Trust	-	-	-	5,000
Rockcliffe Charitable Trust	200,000	250,000	450,000	-
Solent Stevedores	15,000	30,000	45,000	-
SR2	-	-	-	20,107
St James Place	-	10,000	10,000	10,000
Sunrise	160,000	55,000	215,000	55,000
The Edward Gostling Foundation	-	5,000	5,000	-
The Hargreaves Foundation	20,000	20,000	40,000	-
The Medock Charitable Trust	-	10,000	10,000	-
The Nisbet Trust	-	100,000	100,000	-
UK Fresh Ltd	5,000	-	5,000	-
Van Neste Foundation	-	5,000	5,000	8,000
Other donations less than £5,000	479,946	49,115	529,061	363,590
	992,946	584,115	1,577,061	572,197

4 Donated goods, facilities and services	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
Acquisition of property	194,098	-	194,098	-
Professional fees	18,489	-	18,489	-
Premises costs	7,000	-	7,000	12,000
	219,587	-	219,587	12,000



Gympanzees
NOTES TO THE ACCOUNTS

5 Expenditure on raising funds	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
Fundraising agents	21,748	6,555	28,303	52,507
Fundraising staff	89,669	68,809	158,479	81,650
Costs of staging fundraising events	82,424	-	82,424	67,465
Advertising, marketing, direct mail and publicity	28,607	6,883	35,490	35,998
Other indirect fundraising costs	176,919	-	176,919	60,164
	<u>399,367</u>	<u>82,247</u>	<u>481,614</u>	<u>297,784</u>

6 Expenditure on charitable activities	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
<i>Expenditure on charitable activities</i>				
Pop Up Charitable Activity	-	109,854	109,854	78,390
Lending Library Charitable Activity	-	53,837	53,837	35,400
Main Centre Activity	-	-	-	103,559
<i>Governance costs</i>				
Accountancy and Professional fees	6,742	-	6,742	5,038
Audit Fees	9,420	-	9,420	9,420
Bank charges	893	510	1,403	1,697
	<u>17,055</u>	<u>164,202</u>	<u>181,257</u>	<u>233,504</u>



Gympanzees
NOTES TO THE ACCOUNTS

7 Total Resources Expended	Allocation	Pop Up Charitable Activity 2023 £	Lending Library Charitable Activity 2023 £	Other Fundraising Events 2023 £	Charity Development 2023 £	Governance 2023 £	Loan Interest Payable 2023 £	Total 2023 £
Costs directly allocated to activities								
Premises	Direct	250	-	16,430	7,925	-	-	24,605
Equipment	Direct	2,382	1,816	139	-	-	-	4,337
Storage & Delivery	Direct	9,408	7,487	62,339	-	-	-	79,234
Staff & Consultancy	Direct	21,955	-	1,150	-	-	-	23,105
Marketing	Direct	6,304	579	2,173	26,434	-	-	35,490
Professional Fees	Direct	-	-	-	27,154	648	-	27,802
Accounting Fees	Direct	-	-	-	-	6,056	-	6,056
Audit Fees	Direct	-	-	-	-	9,420	-	9,420
Depreciation	Direct	1,458	-	-	-	-	-	3,962
Loan Interest Payable	Direct	-	-	-	-	-	64,417	64,417
		41,757	9,882	82,231	64,017	16,124	64,417	278,428
Support costs allocated to activities								
Staff & Consultancy	Staff Time	93,816	57,696	-	186,749	-	-	338,261
Fundraising Agents & Costs	Usage	3,311	3,244	-	21,748	-	-	28,303
Office Costs	Staff Time	4,793	2,948	-	9,542	-	-	17,283
Property Costs	Staff Time	17,642	10,850	-	35,118	-	-	63,610
Bank Charges	Transaction	337	173	193	662	38	-	1,403
		119,899	74,911	193	253,819	38	-	448,860
Total Resources Expended		161,656	84,793	82,424	317,836	16,162	64,417	727,288

Total Resources Expended	Allocation	Pop Up Charitable Activity 2022 £	Lending Library Charitable Activity 2022 £	Activity Main Centre 2022 £	Other Fundraising Events 2022 £	Charity Development 2022 £	Governance 2022 £	Loan Interest Payable 2023 £	Total 2022 £
Costs directly allocated to activities									
Premises	Direct	-	-	2,964	800	13,863	-	-	17,627
Equipment	Direct	8,809	2,677	-	4,738	-	-	-	16,224
Storage & Delivery	Direct	11,440	8,508	-	58,881	-	-	-	78,829
Staff & Consultancy	Direct	15,242	-	-	2,830 56	-	-	-	18,072
Marketing	Direct	12,798	700	19,046	-	3,398	-	-	35,998
Professional Fees	Direct	-	-	4,706	-	-	736	-	5,442
Accounting Fees	Direct	-	-	-	-	-	4,256	-	4,256
Audit Fees	Direct	-	-	-	-	-	9,420	-	9,420
Depreciation	Direct	4,494	-	-	-	587	-	-	5,081
		52,783	11,885	26,716	67,305	17,848	14,412	-	190,949
Support costs allocated to activities									
Staff & Consultancy	Staff Time	58,652	46,778	112,954	-	51,909	-	-	270,293
Fundraising Agents	Usage	-	10,010	35,826	-	6,671	-	-	52,507
Office Costs	Staff Time	3,438	2,742	6,620	-	3,042	-	-	15,842
Bank Charges	Transaction	368	228	584	216	255	46	-	1,697
		62,458	59,758	155,984	216	61,877	46	-	340,339
Total Resources Expended		115,241	71,643	182,700	67,521	79,725	14,458	-	531,288



Gympanzees

NOTES TO THE ACCOUNTS

8 Staff costs

	2023 £	2022 £
Salaries and wages	316,428	258,338
Social security costs	31,127	20,571
Pension costs (defined contribution scheme)	5,334	4,672
Other employee benefits	1,910	1,235
	<u>354,799</u>	<u>284,816</u>

Number of employees received employee benefits (excluding employer pension costs) for the reporting period of more than £10,000

Band	Number of employees	
	2023 Number	2022 Number
£10,000 to £59,999	9	7
£60,000 to £69,999	1	1

	2023 £	2022 £
Total amount paid to key management personnel for their services to the charity. For specific amounts paid to trustees, see Note 9.	<u>118,065</u>	<u>110,140</u>

Average head count in the year

The parts of the charity in which the employees work	2023 Number	2022 Number
Fundraising Charitable	6.0	2.0
Activities Governance	4.0	2.0
Other	2.0	2.0
Total	<u>-</u>	<u>5.0</u>
	<u>12.0</u>	<u>11.0</u>

9 Trustee remuneration and expenses

None of the trustees have received any remuneration in the current or prior periods.



Gympanzees

NOTES TO THE ACCOUNTS

10 Tangible fixed assets

	Freehold Land £	Freehold Buildings £	Office Equipment £	Operational Assets & Equipment £	Total £
Cost or revaluation					
At 1 Jan 2023	-	-	2,933	25,840	28,773
Additions	1,040,000	2,356,108	5,937	-	3,402,045
Disposals	-	-	-	-	-
At 31 December 2023	<u>1,040,000</u>	<u>2,356,108</u>	<u>8,870</u>	<u>25,840</u>	<u>3,430,818</u>
Depreciation					
At 1 Jan 2023	-	-	1,536	22,924	24,460
Charge for the period	-	-	2,503	1,458	3,961
Disposals	-	-	-	-	-
At 31 December 2023	<u>-</u>	<u>-</u>	<u>4,039</u>	<u>24,382</u>	<u>28,421</u>
Net book values At 31 December 2023	<u>1,040,000</u>	<u>2,356,108</u>	<u>4,831</u>	<u>1,458</u>	<u>3,402,397</u>
At 31 December 2022	<u>-</u>	<u>-</u>	<u>1,397</u>	<u>2,916</u>	<u>4,313</u>

11 Debtors

	2023 £	2022 £
Trade debtors	4,688	2,969
Other debtors	27	27
Prepayments and accrued income	44,197	2,963
Other Taxes	346	707
	<u>49,258</u>	<u>6,666</u>

12 Creditors due within 1 year

	2023 £	2022 £
Trade Creditors	15,471	6,414
Other Accruals and deferred income	2,077	1,418
	22,253	10,420
	<u>39,801</u>	<u>18,252</u>

13 Creditors due after more than 1 year

	2023 £	2022 £
<i>Amounts falling due between one and five years</i>		
Bank Loan	141,831	-
Other loan	-	-
<i>Amounts falling due after more than five years</i>		
Bank Loan	2,060,719	-
Other loan	500,000	-
	<u>2,702,550</u>	<u>-</u>

14 Loans

	2023 £	2022 £
Triodos Bank Loan	2,202,550	-
Sunrise Foundation Loan	500,000	-
	<u>2,702,550</u>	<u>-</u>

The Triodos bank loan is secured on the freehold property (at Severn Bridge, Aust, Bristol BS35 4BL, registered with absolute title under title numbers GR232195 and GR248095), repayable in 264 equal monthly instalments after the 3rd anniversary of the start of the loan agreement. Interest is charged at the Base Rate plus 3.5%.

The Sunrise Foundation loan payable is unsecured, interest free, subordinate to the bank loan and repayable by annual instalments on certain dates from 8th August 2030.



15 Charity Funds	At 1 January 2023	Income	Expenditure	Transfers	At 31 December 2023
	£	£	£	£	£
<i>Restricted Funds:</i>					
Pop Up Fund	20,200	122,365	(161,656)	20,549	1,458
Lending Library Fund	-	19,250	(84,793)	65,543	-
Property Acquisition Fund	-	442,500	-	(442,500)	-
<i>Total Restricted Funds</i>	<u>20,200</u>	<u>584,115</u>	<u>(246,449)</u>	<u>(356,408)</u>	<u>1,458</u>
<i>Unrestricted funds:</i>					
Designated Net Fixed Asset Fund	-	-	-	693,558	693,558
Designated Reserve Fund	-	-	-	166,645	166,645
General Fund - Free Reserves	123,973	992,946	(480,839)	(503,795)	132,285
<i>Total Unrestricted Funds</i>	<u>123,973</u>	<u>992,946</u>	<u>(480,839)</u>	<u>356,408</u>	<u>992,488</u>
Total Funds	<u><u>144,173</u></u>	<u><u>1,577,061</u></u>	<u><u>(727,288)</u></u>	<u><u>-</u></u>	<u><u>993,946</u></u>

Charity Funds	At 1 January 2022	Incoming resources	Resources expended	Transfers	At 31 December 2022
	£	£	£	£	£
<i>Restricted Funds:</i>					
Pop Up Fund	11,107	124,334	(115,241)	-	20,200
Lending Library Fund	30,640	27,300	(71,643)	13,703	-
Main Centre Fund	-	12,000	(182,700)	170,700	-
<i>Total Restricted Funds</i>	<u>41,747</u>	<u>163,634</u>	<u>(369,584)</u>	<u>184,403</u>	<u>20,200</u>
<i>Unrestricted funds:</i>					
General Fund	61,517	408,563	(161,704)	(184,403)	123,973
<i>Total Unrestricted Funds</i>	<u>61,517</u>	<u>408,563</u>	<u>(161,704)</u>	<u>(184,403)</u>	<u>123,973</u>
Total Funds	<u><u>103,264</u></u>	<u><u>572,197</u></u>	<u><u>(531,288)</u></u>	<u><u>-</u></u>	<u><u>144,173</u></u>

Pop Up Fund The net balance of income received from donors where the donor has requested that the funds are restricted to Pop Up charitable activities less expenditure allocated to Pop Up charitable activity.

Lending Library Fund

The net balance of income received from donors where the donor has requested that the funds are restricted to Lending Library charitable activities less expenditure allocated to Lending Library charitable activity.

Property Acquisition Fund

Property Acquisition Fund - used to receive income from donors where the donor has requested that the funds are restricted to acquisition or redevelopment of the property.

During the year, £442,500 income was specifically donated for the acquisition of the property and allocated to restricted Property Acquisition Fund. The property was funded from a combination of unrestricted donations, restricted donations and loans. The property asset as a whole is held under unrestricted funds and the £442,500 was transferred to unrestricted funds to complete the property purchase.

Main Centre Fund

The net balance of income received from donors where the donor has requested that the funds are restricted to search, plan, conduct feasibility studies for creating a dedicated facility less expenditure allocated to that activity.

Designated Net Fixed Asset Fund

This unrestricted designated fund relates to the property fixed asset at the current net book value less the remaining balance of the loans used to finance the acquisition. Repayments to the loan and additions to the property fixed assets are transferred against this balance.

Designated Reserve Fund

The trustees have considered the charity's need to hold reserves (in a designated emergency reserve) in the light of our continued growth as set out in the financial review. The target range for this reserve is set in line with a risk-based approach with regard to the financial impact of risk, working capital and commitments and long-term plans. The policy at the end of 2023 provided a range of £186k to £372k.

General Fund - Free Reserves

This unrestricted fund is the the balance of unrestricted reserves that has no restriction or designated allocation on how it can be used.



16 Analysis of net assets between funds

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	To t al Funds 2023 £
Tangible fixed assets	3,400,939	1,458	3,402,397
Net Current Assets	294,099	-	294,099
Loans	(2,702,550)	-	(2,702,550)
	992,488	1,458	993,946

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	To t al Funds 2022 £
Tangible fixed assets	1,397	2,916	4,313
Net Current Assets	122,576	17,284	139,860
	123,973	20,200	144,173

17 Related party disclosures

There were no transactions with related parties during the year that require disclosure.



This is the end of the document