

# FIRMITUDE CIO

England & Wales · Charity number 1204726

## Details

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|             |   |
|-------------|---|
| Other names | FIRMITUDE C.I.C.  |
| Status      | Registered  |
| Legal form  | CIO   |
| Registered  | 2023-09-14  |
| Register    | <a href="#">View on the Charity Commission register</a> |

## Contact

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**Address** 3 Buckingham Road  
Poole  
Dorset  
BH12 2HR

**Phone** 07866571830

**Email** [hello@firmitude.com](mailto:hello@firmitude.com)

**Website** [www.firmitude.com](http://www.firmitude.com)

## Activities

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**Objects:** THE OBJECT OF THE CIO IS:TO ADVANCE THE AMATEUR SPORT OF WOMEN'S FOOTBALL AND OTHER SPORTS CAPABLE OF IMPROVING PHYSICAL AND MENTAL HEALTH FOR THE PUBLIC BENEFIT, IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF FACILITIES AND OPPORTUNITIES TO PARTICIPATE IN THESE SPORTS; ANDTO PROMOTE COMMUNITY PARTICIPATION IN HEALTHY RECREATION BY PROVIDING FACILITIES FOR THE PLAYING OF FOOTBALL AND OTHER SPORTS CAPABLE OF IMPROVING PHYSICAL AND MENTAL HEALTH.

**Activities:** Firmitude exists to advance the amateur sport of women's football and other sports capable of improving physical and mental health for the public benefit, in particular but not exclusively by the provision of facilities and opportunities to participate in these sports; and to promote community participation in healthy recreation.

## Classification

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- **How:** Provides Services
- **What:** Amateur Sport
- **Who:** Other Defined Groups

## Geography

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- Bournemouth
- Dorset
- Hampshire
- Poole

## Finances

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| Period end | Income  | Expenditure | Assets | Employees |
|------------|---------|-------------|--------|-----------|
| 2024-09-30 | £20,907 | £16,877     | -      | -         |

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## Trustees

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| Name               | Role | Appointed  |
|--------------------|------|------------|
| Dr Orlanda Harvey  |      |            |
| Dr Vincent Marmion |      |            |
| Payam Ansari       |      | 2025-08-06 |
| Rebecca Clarke     |      | 2023-09-14 |
| Shay Darcy         |      | 2025-08-06 |

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**FIRMITUDE CIO**

England & Wales - Charity number 1204726

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# Accounts

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Charity Registration Number 1204726 (England and Wales)

FIRMITUDE CIO  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 30 SEPTEMBER 2024

**TRUSTEES REPORT****FOR THE PERIOD ENDED 30 SEPTEMBER 2024**

The trustees present their annual report and financial statements for the period ended 30 September 2024

The financial statements have been prepared in accordance with the accounting policies set out in note 1 of the financial statements and comply to with the charity's governing documents.

**Objectives and Activities****Summary of the purposes of the charity as set out in its governing document**

Firmitude exists to advance health, well-being, and social inclusion by promoting participation in sport and physical activity, particularly among women and girls. Its charitable purpose is to provide accessible, inclusive, and non-competitive opportunities for individuals—regardless of background or ability—to engage in active living. In doing so, the charity aims to build confidence, foster community cohesion, and support physical and mental health.

**Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.**

Throughout the reporting period, Firmitude delivered a wide-ranging programme of sport and wellbeing activities to meet its charitable objectives. Central to this was the delivery of six recreational football sessions per week, open to women and girls of all ages and experience levels. These sessions emphasised enjoyment, social connection, and personal development over competition, helping participants to engage with sport in a positive and welcoming environment.

Firmitude also hosted a series of tournaments designed to complement the weekly sessions to bridge the gap between recreational and competitive play. All activities were publicly advertised and run on a pay-as-you-go basis, with supported places available to ensure financial barriers did not limit access.

In line with Charity Commission guidance, Firmitude's work is structured to maximise public benefit, with a clear focus on inclusion, well-being, and community participation.

**Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit**

The trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when reviewing the charity's aims and objectives and in planning its activities. All work undertaken is aligned with the charity's stated purposes and intended to serve the public good.

**Achievements and Performance****Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.**

This year, Firmitude made significant progress in advancing its mission. Maintaining a year-round timetable of six weekly sessions, the charity provided consistent, supportive opportunities for hundreds of women to engage in sport, often for the first time. These regular sessions created safe spaces for participants to improve their fitness, gain confidence, and develop meaningful social connections.

Five structured 9v9 tournaments were delivered, offering a steppingstone for women interested in more formalised play without the pressure of traditional competition. Social events and informal games further supported community building and wellbeing, especially among those who previously felt excluded from sport.

A notable innovation was video analysis, which gave players personalised feedback and new ways to reflect on their development—an approach rarely offered in grassroots women's sport.

Firmitude's impact extends beyond individual participants. The charity has played a part in challenging gender inequalities in sport, promoting inclusive health and wellbeing initiatives, and reducing barriers to participation. By creating accessible, non-judgemental spaces for women to be active, Firmitude continues to deliver tangible benefits both to its beneficiaries and to broader society.

## Financial Review

As at the period ending 30 September 2024, the charity's financial position was stable, with activity delivered in line with available resources. Firmitude has continued to operate with careful financial oversight, ensuring that core programmes remained accessible and impactful throughout the year.

### Reserves Policy

The trustees maintain a reserves policy that aims to hold approximately three months' worth of routine operating costs (£1,000). This level is considered prudent to manage fluctuations in income and ensure the charity can meet its ongoing obligations. As at 30 September 2024 the unrestricted reserves was £4.030.

The trustees recognise that maintaining this position in the next financial year may prove more challenging. Firmitude has undergone a period of positive change, with many members progressing from recreational activity into competitive sport. While this transition reflects the charity's success in supporting long-term development, it has led to a short-term gap in core participation and associated income. The trustees are actively reviewing delivery models and funding strategies to support financial resilience moving forward.

## Structure, Governance and Management

### Governing Document

The charity is governed by a Constitution dated September 2023, which sets out its charitable objects, powers, and administrative arrangements. The governing document complies with the model constitution for Charitable Incorporated Organisations approved by the Charity Commission.

Firmitude is constituted as a Charitable Incorporated Organisation (CIO). This structure provides the organisation with legal personality and limited liability for its trustees, while allowing for a flexible and community-focused approach to governance and delivery.

### Recruitment and appointment of new trustees

The Constitution provides for a minimum of three trustees. Trustees are appointed by resolution of the existing board, in accordance with the procedures set out in the governing document. New trustees may be nominated based on their relevant skills, experience, and alignment with the charity's values and objectives. The board reviews its composition regularly to ensure a suitable mix of experience and perspectives.

## Reference and Administrative details

### Charity's principal address

3 Buckingham Road  
POOLE  
Dorset  
BH12 2HR

### Names of the charity trustees who manage the charity

Vincent Marmion  
Becky Clark  
Orlanda Harvey

## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees on 30 July 2025



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Vincent Marmion (Trustee)

## Section A Statement of financial activities

| Recommended categories by activity  | Unrestricted funds | Restricted income funds | Endowment funds | Total funds   | Prior year funds |
|---|--------------------|-------------------------|-----------------|---------------|------------------|
|   | £<br>F01           | £<br>F02                | £<br>F03        | £<br>F04      | £<br>F05         |
| <b>Incoming resources</b>   |                    |                         |                 |               |                  |
| <b>Income and endowments from:</b>  |                    |                         |                 |               |                  |
| Donations and legacies  | 1,056              | -                       | -               | 1,056         | -                |
| Charitable activities   | 15,671             | -                       | -               | 15,671        | -                |
| Other trading activities  | 4,180              | -                       | -               | 4,180         | -                |
| Investments   | -                  | -                       | -               | -             | -                |
| Separate material item of income  | -                  | -                       | -               | -             | -                |
| Other   | -                  | -                       | -               | -             | -                |
| <b>Total</b>  | <b>20,907</b>      | <b>-</b>                | <b>-</b>        | <b>20,907</b> | <b>-</b>         |
| <b>Resources expended</b>   |                    |                         |                 |               |                  |
| <b>Expenditure on:</b>  |                    |                         |                 |               |                  |
| Raising funds   | 827                | -                       | -               | 827           | -                |
| Charitable activities   | 16,050             | -                       | -               | 16,050        | -                |
| Separate material item of expense   | -                  | -                       | -               | -             | -                |
| Other   | -                  | -                       | -               | -             | -                |
| <b>Total</b>  | <b>16,877</b>      | <b>-</b>                | <b>-</b>        | <b>16,877</b> | <b>-</b>         |
| <b>Net income/(expenditure) before investment gains/(losses)</b>          | <b>4,030</b>       | <b>-</b>                | <b>-</b>        | <b>4,030</b>  | <b>-</b>         |
| Net gains/(losses) on investments   | -                  | -                       | -               | -             | -                |
| <b>Net income/(expenditure)</b>   | <b>4,030</b>       | <b>-</b>                | <b>-</b>        | <b>4,030</b>  | <b>-</b>         |
| <b>Extraordinary items</b>  | <b>-</b>           | <b>-</b>                | <b>-</b>        | <b>-</b>      | <b>-</b>         |
| <b>Transfers between funds</b>  | <b>-</b>           | <b>-</b>                | <b>-</b>        | <b>-</b>      | <b>-</b>         |
| <b>Other recognised gains/(losses):</b>                                   |                    |                         |                 |               |                  |
| Gains and losses on revaluation of fixed assets for the charity's own use | -                  | -                       | -               | -             | -                |
| Other gains/(losses)  | -                  | -                       | -               | -             | -                |
| <b>Net movement in funds</b>  | <b>4,030</b>       | <b>-</b>                | <b>-</b>        | <b>4,030</b>  | <b>-</b>         |
| <b>Reconciliation of funds:</b>   |                    |                         |                 |               |                  |
| Total funds brought forward   | -                  | -                       | -               | -             | -                |
| <b>Total funds carried forward</b>  | <b>4,030</b>       | <b>-</b>                | <b>-</b>        | <b>4,030</b>  | <b>-</b>         |

## Section B Balance sheet

|  | Restricted              |                   |                      |                      |                      |
|--|-------------------------|-------------------|----------------------|----------------------|----------------------|
|  | Unrestricted funds<br>£ | income funds<br>£ | Endowment funds<br>£ | Total this year<br>£ | Total last year<br>£ |
|  | F01                     | F02               | F03                  | F04                  | F05                  |
| <b>Fixed assets</b>  |                         |                   |                      |                      |                      |
| Intangible assets  | -                       | -                 | -                    | -                    | -                    |
| Tangible assets  | -                       | -                 | -                    | -                    | -                    |
| Heritage assets  | -                       | -                 | -                    | -                    | -                    |
| Investments  | -                       | -                 | -                    | -                    | -                    |
| <b>Total fixed assets</b>                                      | -                       | -                 | -                    | -                    | -                    |
| <b>Current assets</b>  |                         |                   |                      |                      |                      |
| Stocks   | -                       | -                 | -                    | -                    | -                    |
| Debtors (Note 3)   | 809                     | -                 | -                    | 809                  | -                    |
| Investments  | -                       | -                 | -                    | -                    | -                    |
| Cash at bank and in hand (Note 5)                              | 4,868                   | -                 | -                    | 4,868                | -                    |
| <b>Total current assets</b>                                    | 5,677                   | -                 | -                    | 5,677                | -                    |
| <b>Creditors: amounts falling due within one year</b> (Note 4) | 1,647                   | -                 | -                    | 1,647                | -                    |
| <b>Net current assets/(liabilities)</b>                        | 4,030                   | -                 | -                    | 4,030                | -                    |
| <b>Total assets less current liabilities</b>                   | 4,030                   | -                 | -                    | 4,030                | -                    |
| <b>Creditors: amounts falling due after one year</b>           | -                       | -                 | -                    | -                    | -                    |
| Provisions for liabilities                                     | -                       | -                 | -                    | -                    | -                    |
| <b>Total net assets or liabilities</b>                         | 4,030                   | -                 | -                    | 4,030                | -                    |
| <b>Funds of the Charity</b>                                    |                         |                   |                      |                      |                      |
| Endowment funds  | -                       | -                 | -                    | -                    | -                    |
| Restricted income funds  | -                       | -                 | -                    | -                    | -                    |
| Unrestricted funds   | 4,030                   | -                 | -                    | 4,030                | -                    |
| Revaluation reserve  | -                       | -                 | -                    | -                    | -                    |
| Fair value reserve   | -                       | -                 | -                    | -                    | -                    |
| <b>Total funds</b>   | 4,030                   | -                 | -                    | 4,030                | -                    |

The financial statements were approved by the trustees on 30 July 2025 and signed on their behalf by



Vincent Marmion

**Note 1 Basis of preparation**

*This section should be completed by all charities .*

**1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011.

**1.2 Going concern**

The trustees consider that there is no material uncertainties about the charities ability to continue as a going concern

**Note 2 Accounting policies****2.2 INCOME****Recognition of income**

These 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; and
- the monetary value can be measured with sufficient reliability.

**Offsetting**

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

**Grants and donation:**

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

specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

**Government grants**

The charity has received government grants in the reporting period

**Support costs**

The charity has incurred expenditure on support costs.

**Volunteer help**

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

**Income from interest, royalties and dividends**

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

**Income from membership subscriptions**

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.

**Note 2 Accounting policies****2.3 EXPENDITURE AND LIABILITIES****Liability recognition**

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

**Governance and support costs**

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to the main charitable activity

**Deferred income**

No material item of deferred income has been included in the accounts.

**Creditors**

The charity has creditors which are measured at settlement amounts less any trade discounts

**Provisions for liabilities**

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date

**Basic financial instruments**

The charity accounts for basic financial instruments on initial recognition as per paragraph 11.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

**2.4 ASSETS****Tangible fixed assets for use by charity**

These are capitalised if they can be used for more than one year, and cost at least £500

They are valued at cost.

**Debtors**

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

**Note 3 Debtors and prepayments**

*Please complete this note if the charity has any debtors or prepayments.*

**3.1 Analysis of debtors**

Trade debtors

Prepayments and accrued income

Other debtors

Total

| This year | Last year |
|-----------|-----------|
| £         | £         |
| -         | -         |
| 217.0     | -         |
| 591.0     | -         |
| 808.0     | -         |

**Note 4 Creditors and accruals****4.1 Analysis of creditors**

Accruals for grants payable

Bank loans and overdrafts

Trade creditors

Payments received on account for contracts or performance-related grants

Accruals and deferred income

Taxation and social security

Other creditors

Total

| Amounts falling due within one year |           | Amounts falling due after more than one year |           |
|-------------------------------------|-----------|--|-----------|
| This year                           | Last year | This year                                    | Last year |
| £                                   | £         | £  | £         |
| -                                   | -         | -  | -         |
| -                                   | -         | -  | -         |
| -                                   | -         | -  | -         |
| -                                   | -         | -  | -         |
| 823                                 | -         | -  | -         |
| -                                   | -         | -  | -         |
| 824                                 | -         | -  | -         |
| 1,647                               | -         | -  | -         |

**Note 5 Cash at bank and in hand**

Short term cash investments (less than 3 months maturity date)

Short term deposits

Cash at bank and on hand

Other

Total

| This year | Last year |
|-----------|-----------|
| £         | £         |
| -         | -         |
| -         | -         |
| 4,868     | -         |
| -         | -         |
| 4,868     | -         |