

A photograph of two women riding a red tandem bicycle on a green artificial turf sports field. The woman on the left is wearing a black polo shirt with 'Jamara's' written on it, black shorts, a yellow helmet, and sunglasses. The woman on the right is wearing a white t-shirt with a graphic, black trousers, an orange helmet, and glasses. They are both smiling. In the background, there is a green chain-link fence and trees.

**we
can
move**

**Active
Gloucestershire**

**Annual report and accounts Year
ending 31 March 2023**

**we
can
move**

Active Gloucestershire

Active Gloucestershire is part of a network of active partnerships operating across England to establish the conditions for an active nation

Our Vision

Everyone in Gloucestershire living healthy and happy lives.

Our Mission

We're part of an inclusive community that connects and inspires people in Gloucestershire to improve their lives through physical activity.

We believe that physical activity can have a transformative impact on the lives of people and their communities. It is the single biggest thing that can be done to improve a person's health.

We are part of a national network of Active Partnerships operating across England. At our essence we are about driving positive change.

As a trusted organisation, Active Gloucestershire coordinates we can move. Inspiring people to unite behind a common vision to increase physical activity. Connecting individuals and organisations to build strong collaborative partnerships. Enabling the growth and impact of we can move, through providing a range of resources, training and support.



Introduction from our Chair and Chief Executive Officer

Jan Bowen-Nielsen, Chair



As my time as chair of Active Gloucestershire draws to a close, I can reflect back on the organisation's challenges, triumphs and changes and feel proud of how far we have come.

Over the past five years, we have seen the birth of we can move - a movement created to inspire, connect and enable individuals, communities and organisations across Gloucestershire to help the least active, move more.

I have witnessed Active Gloucestershire's role transform from a delivery organisation into we can move's coordinating body, which required an enormous shift in the mindset and focus of both the staff and board.

I have seen the organisation move onto a much surer financial footing, with significant funding secured for several years to come - something that offers the charity a different level of stability.

We've also created and launched a long-term strategy aimed at getting more people moving and living healthier and happier lives - a strategy now two years into implementation.

And as the pandemic hit, we gained a much clearer understanding of the stark inequalities that continue to exist within our county and of the people who continue to miss out on opportunities to improve their lives through physical activity. This realisation had an enormous impact on our team and our partners and proved to be a moment of genuine introspection. It prompted us to review our internal governing structures and evaluate what we were doing to promote and embed sound equality and diversity practices within our own organisation. And it compelled us to review how we engage and support under-represented groups across the county and better understand how we can help them to move more. As a result, equality, diversity and inclusion has become and I am sure will remain one of the cornerstones of our work.

I'm proud of how much we have learnt in recent years. We now better understand our strengths and areas for improvement, we've developed and trialled a test and learn culture that lies at the heart of our work and we've learnt that change comes, not as a result of each of us acting individually but by us coming together as a community, to share and learn from one another - openly, bravely and honestly.

Over the years, I have watched our team expand and strengthen, adapting to change and rising to new challenges. In 2020, we appointed a new CEO who helped to steer the organisation through the challenges of the pandemic and we now have in place both a strong, supportive leadership team and a diverse board whose focus is on supporting the strategic development of the organisation and ensuring good governance. And so, as I step down from Active Gloucestershire I do so knowing the organisation is in safe hands and has a bright and exciting future ahead of it.



Tom Beasley, Chief Executive Officer

Over the last year we've focussed on developing our understanding of the inequalities in our county, and learning how we can work with communities to build on their strengths and facilitate long term and lasting change.

During the last twelve months, and since the end of pandemic restrictions, we've seen many people return to living an active life. Sadly however, physical activity pathways and opportunities are not shared equally across our communities. Those people most impacted by inequalities are the ones increasingly unable to enjoy the benefits of physical activity.

As we endeavour to manage the consequences of a post pandemic world including rising inflation and the increased cost of living, it is my belief that our strategic priorities not only remain relevant but increasingly important.

We can look back over the last year and be proud of several areas of success and the significant learning opportunities we explored, such as the county's Joint Health and Wellbeing Strategy. As a result of the continued prioritisation of physical activity, we're starting to see significant indicators of change and better understand how we can move is mobilising professionals, volunteers and communities to develop the skills, approaches and opportunities for everyone in our county to live a happier and healthier life.

The standout moment for me over the last twelve months was our we can move event, which brought together people from across the movement for the first time. It was exciting to feel the energy in the room, to hear the shared commitment to our mission, and witness like-minded people connect with and inspire one another.

As we go into the new financial year, we're aware of some of the challenges that we face in achieving our strategic aims, and whilst we can't be sure of what the future holds, we are determined to build on the resilience, commitment and motivation that characterised the delivery of the first two years of our strategy. As we continue to implement our strategy, we remain bolstered by the support of our funding partners, who alongside who, alongside other participants in the sport and physical activity system, share our commitment to collective action.





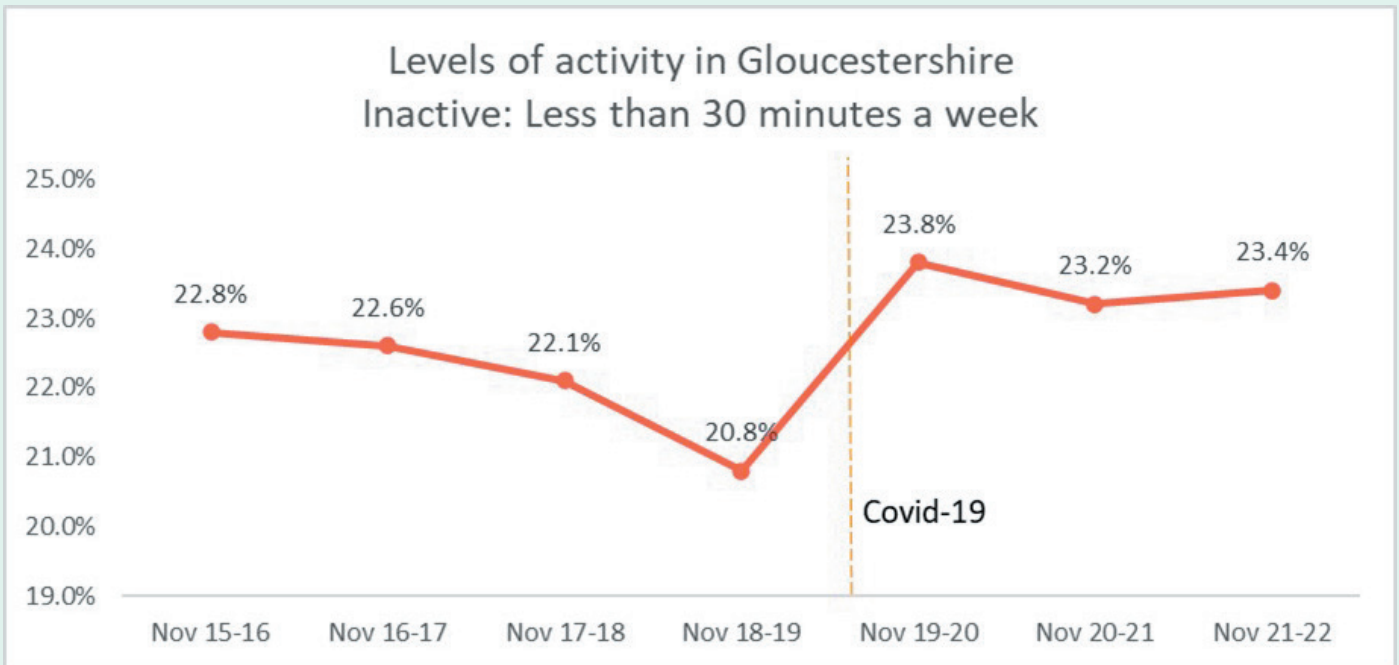
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Our Challenge

Before Covid-19, around one in five people in Gloucestershire were not moving enough to benefit their health, a result of gradual improvements year on year. But the pandemic affected everyone in different ways and more people became less active. This especially affected groups we'd already identified as having the greatest health inequalities.



Nationally, physical activity levels are starting to return to what they were pre-pandemic. Locally the picture is better than the national average, but the gap is starting to close. Whilst this is disappointing, we know that long term behaviour change takes time and is why our current strategy goes to 2030.

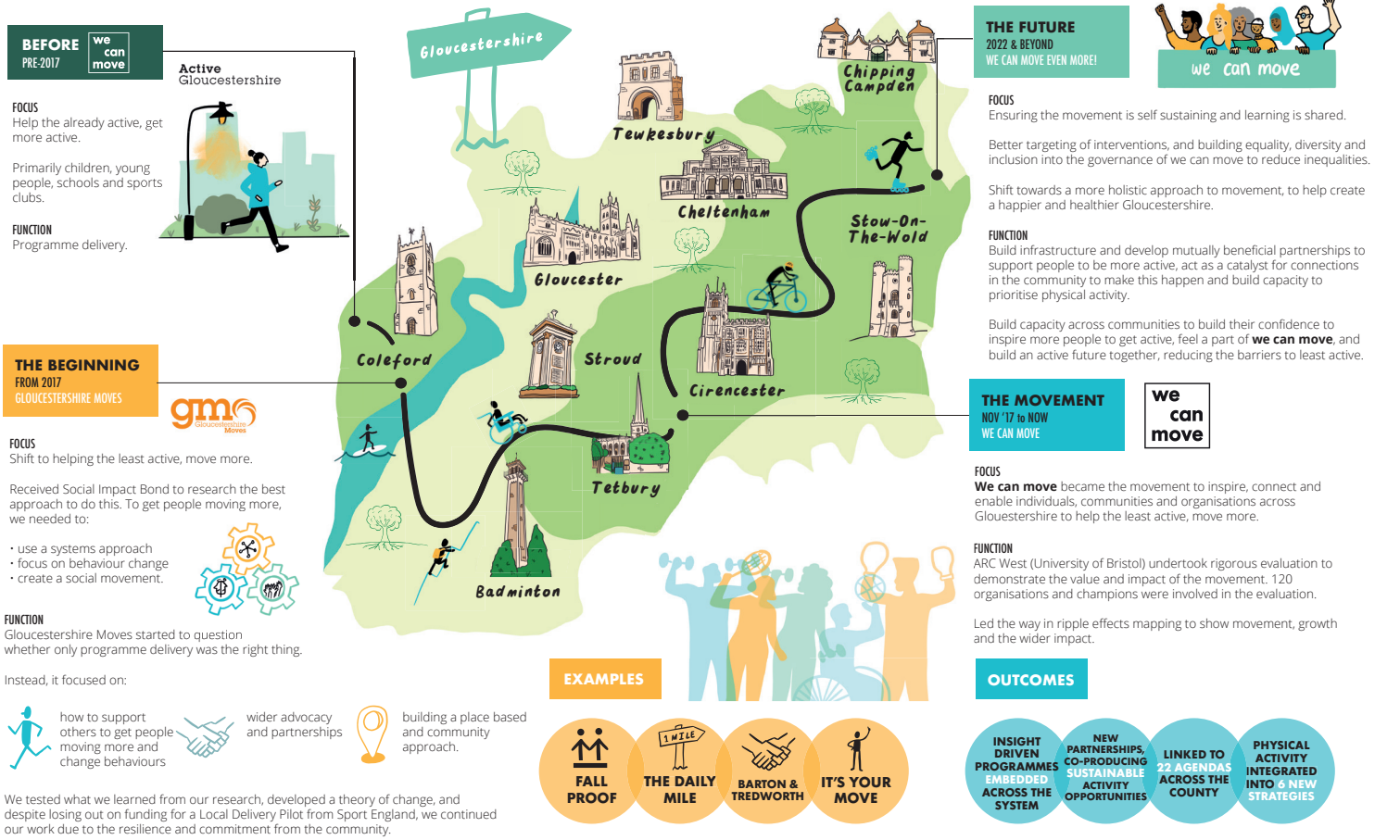


1.2

Who we are

WE CAN MOVE JOURNEY

We can move is a social movement that inspires, connects and enables individuals, communities and organisations across Gloucestershire to help the least active, move more. The movement has changed a lot over recent years - here's our journey to explain what the movement does and what it has achieved so far.



JOIN THE MOVEMENT at wecanmove.net

[@wecan_move](https://twitter.com/wecan_move) [f/wecanmoveglos](https://www.facebook.com/wecanmoveglos) [@wecan_move](https://www.instagram.com/wecan_move)

Designed by Nifty Fox Creative, 2022.



1.3

Our approach to the movement

Our approach to we can move has changed and evolved over time. This year we updated our Theory of Change to reflect this, taking on board our learning about the language we use and how to make it relatable to everyone in our movement. Our new approach, with its four pillars is below.

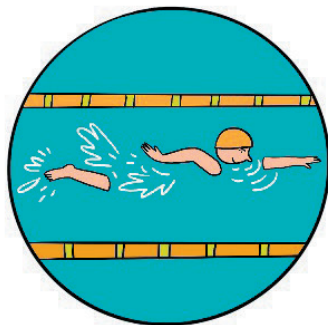
Supported by Active Gloucestershire, we can move is a whole systems approach to increasing physical activity. We work in a complex environment so we'll need to work at an individual, community and system level - and also to learn from what we do - to create the conditions for more people to be active. **To do this we've developed our theory of change.**

1. SYSTEM WORKING

'all parts make a difference'

Driving change through:

- Understanding how the organisations and people work at local and national levels
- Building relationships based on trust to support positive decision making
- Leadership and advocacy across organisations and sectors to develop shared goals



2. COLLECTIVE ACTION

'all people make a difference'

Strengths, people and place based approach through the we can move movement based on:

- Inspiring community activism to make positive changes
- Taking collective action
- Discovering and collaborating around shared values

3. BEHAVIOUR CHANGE

'everything we do makes a difference'

Supporting people to make changes to benefit from a more active life through:

- Using theories of behaviour change like the COM-B model
- Focusing on the individual whilst recognising wider system inequalities that impact their behaviour
- Working with people's strengths - 'focusing on what is strong, not what is wrong'



4. LEARNING & ADAPTING

'everything we discover makes a difference'

We embed learning throughout the work that we do by:

- Building evaluation in from the beginning
- Adapting to extraordinary circumstances
- Being prepared to get it wrong and understand why

WHAT YOU CAN DO NOW: **Inspire** Take time to read & understand this document, use in your own work & share with others | **Connect** Hear how others have used this approach go to www.wecanmove.net or contact one of our staff team at www.activegloucestershire.org | **Enable** Visit the we can move website to join one of our networks, access training and get funding for your project.

Watch one of our Physical Activity Specialists, Chris Davis introduce this new approach in this video <https://www.loom.com/share/ca826bce4af547cfb5ef0c697141804b>



1.4

Our values and strategy

Our Values

Be brave

The best way to see if something works is to give it a go.

Be curious

Gather learning, insight and data and look to understand the experiences of those with perspectives furthest from your own.

Stand shoulder to shoulder

Everyone owns the movement. Ask for help when you need it, offer it when it will be useful and be prepared to grow ideas together.

Find the energy

Focus on strengths, emphasise the positive and gently challenge the negative.

Build relationships of trust

Invest in others as much as in getting things done.

Our Objectives

Grow we can move

so we can support more people and recognise the strength we have by working together.

Share and learn

so that everyone is able to enjoy the benefits of a more active life.

Connect

to make sport and physical activity available to everyone regardless of age, disability, race, gender, religious beliefs or background.

Support

diversity, especially under-represented groups, whilst working with people and projects that share our values.

Celebrate

people and organisations that help people to be active. Together we will celebrate our successes and failures and encourage each other to do more.

Stay flexible

so we can adapt to changes and opportunities.

Active Gloucestershire has become a support organisation for we can move. Our role is to Inspire, Connect and Enable other so that we can support we can move to grow and have impact.



1.4

Active Gloucestershire has become a support organisation for we can move. Our role is to Inspire, Connect and Enable other so that we can support we can move to grow and have impact.



Inspire



Connect



Enable

- United behind a common vision, mission values and behaviours.
- Guide a collective strategy.
- Run and promote campaigns that inspire people to be active.
- Facilitate collective advocacy for county policies that promote physical activity.

- Help organisations and people to understand the system they are operating in and how we all need to work together to bring about change.
- Facilitate networks and opportunities to bring people together to support each other, collaborate and share good practice.
- Encourage alignment of activities and shared measures that help us all see the difference we are collectively making.

- Provide key data, statistics and facts, identify need and share good practice.
- Turn ideas into reality by increasing investment in our sector and county and providing guidance and resources to secure funding/income.
- Provide training, workshops and consultancy which stimulate debate and provide skills/ideas in how to get people active.



1.5

Inspire

Our impact report this year focused on Active Environments. This is now one of Sport England's five big issues in their 10-year strategy 'Uniting the Movement'.



The current big issues we're working on within Active Environments are Net Zero, Active Travel and Active Design. These cover areas such as sustainability, climate change, developing an Active Travel Strategy for the county, launching Active Travel England, launching updated Active Design guidance from Sport England, changes to the planning system and local and neighbourhood plans.

The report showcased the diversity of our active environments work and provided us with the chance to help shape policy and strategy at a district and county level. It also fed into a county scrutiny committee report on adults and communities, commissioned by the Department of Public Health.

Blackbridge Sports & Community Hub is a project to build a new community-owned and community-driven sport and physical activity facility in Podsmead, Gloucester. Led by the Blackbridge Charitable Community Benefit Society (BCCBS) and supported by Active Gloucestershire The Hub will offer a range of sport and physical activity opportunities for the local community and specifically for young people. The development received planning consent in June 2023, and is hoping to open in summer 2025.

[link: <https://tinyurl.com/2sfb9xf9>]



Active Gloucestershire have played a vital role in helping us in our work to make the much needed Blackbridge Sports & Community Hub a reality. Over a number of years they have provided advice and guidance with all aspects of the project's development, as well as helping us to connect with user groups and funding partners. Together we're really looking forward to celebrating the opening of the Hub and getting on with the job of delivering sport, physical activity and wellbeing opportunities for the whole community.

Sue Cunningham

Chair of Blackbridge Community Benefit Society



Part of the success of our work in supporting 'we can move' and promoting the benefits of physical activity has been to enable project ideas from across the network to become a reality.

The Advice Clinics are a valuable resource for groups and individuals with project ideas. They provide free, bespoke advice and guidance from experienced professionals. The clinics have been a great way to:

- Help develop new projects
- Provide support to existing projects
- Build relationships
- Increase awareness of physical activity

NEED ADVICE?

JOIN US FOR OUR FREE CLINIC



Active
Gloucestershire



1.6

Connect

We held our first **we can move** event on 9th March 2023. Over 120 people from across the county came together with one purpose to help people in Gloucestershire get active.

Our event aimed to:

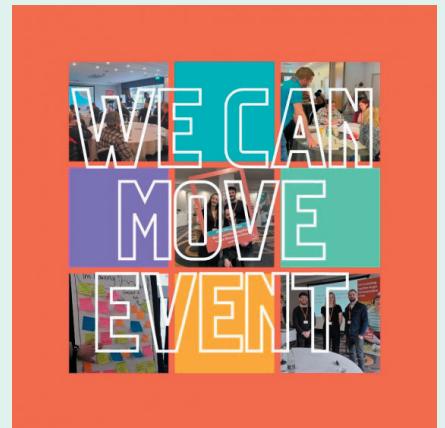
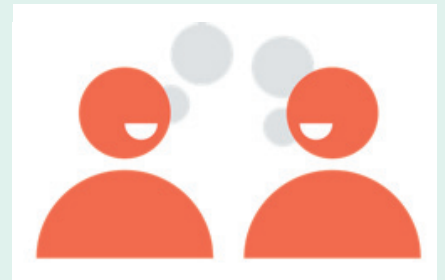
- Promote the movement's shared vision and identity
- Progress the movement
- Build relationships
- Be a catalyst for action - to connect people
- Highlight the benefits of a whole system approach
- Share stories of change and impact

The main call to action on the day was for attendees to make at least one new connection. We're delighted that at least 60 connections were made over the course of the day and we will be exploring the impact of these connections throughout 2023.

What's next...

You can find the presentations, session summaries and resources from the event here:

<https://tinyurl.com/4btpdjw5> We're evaluating the success of the event and mapping the wider impacts that have resulted from bringing people together, in order to decide on what our next event will look like. Sign up to the we can move newsletter to be the first to know what's coming up. <https://tinyurl.com/ypnv3vvd>



"Great opportunity to network with so many different organisations at once."



"Great to see so many influential change makers in one place."



"I learnt that there is a huge amount of passion and energy in Gloucestershire to drive change and that we are still faced with the same challenges."

1.7

Enable

Through strong partnership working with local councils, we have been integral to the development of Gloucester City Council's sport and leisure strategy and Cheltenham Borough Council's physical activity and sports strategy.



Gloucester City Council: Active Gloucestershire were commissioned by Gloucester City Council to develop their new five-year sport and leisure strategy.

To develop the strategy, we required input from a variety of organisations and individuals, and we carried out one-to-one conversations with senior stakeholders from the City Council, healthcare, education, and community development sectors, before widening the consultation to the city's sports clubs, schools, and community groups.

We considered the demographic characteristics of the city, the wider context of sport and physical activity in relation to the Council's other leading strategic plans and priorities, and finally the City Council's role in helping to develop and deliver opportunities to get people active.

Developing Gloucester City Council's sport and leisure strategy offered us a unique opportunity to not only support and strengthen the broader community wellbeing objectives of a key we can move stakeholder, but also enabled us to 'join the dots' between the Council and the wider activity system.

This joined up approach helped the Council recognise that a whole-systems approach to wellbeing will more naturally lead to residents feeling comfortable and confident in making physical activity a daily part of their lives.

Cheltenham: Active Gloucestershire were asked to support the development of Cheltenham's physical activity and sports strategy. We recommended engaging with The Leadership Centre to facilitate bringing organisations together to co-develop the strategy now being submitted to the council's cabinet for approval.



As a council, we've made a corporate commitment to work with partner organisations to develop a strategy that will help Cheltenham be a place where everyone has the opportunity to enjoy and benefit from physical activity. We've been really fortunate to work with the Active Gloucestershire team who have supported us in the development of the strategy providing us with robust data, evidence of what works and access to consultancy support via the Leadership Centre. Their support has enabled us to make significant progress with our work to develop the strategy and we look forward to continuing to work with the team.

**Richard Gibson, Head of communities, wellbeing and partnerships,
Cheltenham Borough Council**





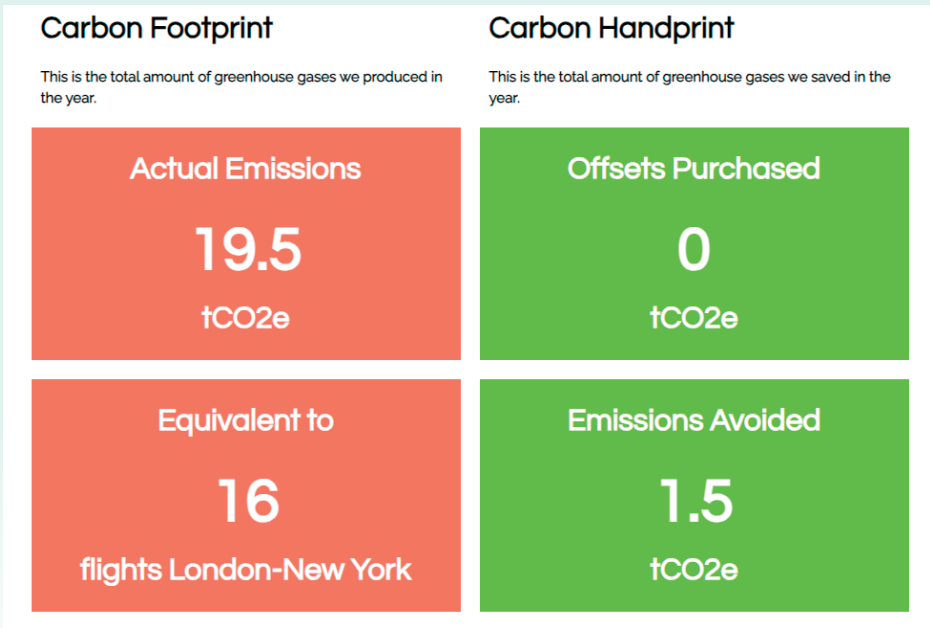
1.8a

Environmental, Social and Governance (ESG)

1.8a Environmental

We are passionate about reducing the negative environmental impact our organisation's work has on our planet. We are committed to a 63% reduction in emissions by 2036. By reviewing our policies, encouraging flexible working and starting to ask questions of our suppliers' environmental stance, we have already started reducing our emissions. We are pleased to report that our net carbon emissions have reduced from 26 to 19.5 tCO₂e.

[Link to report <https://go-positive.co.uk/active-glos>]





1.8b

Social - our approach to our people

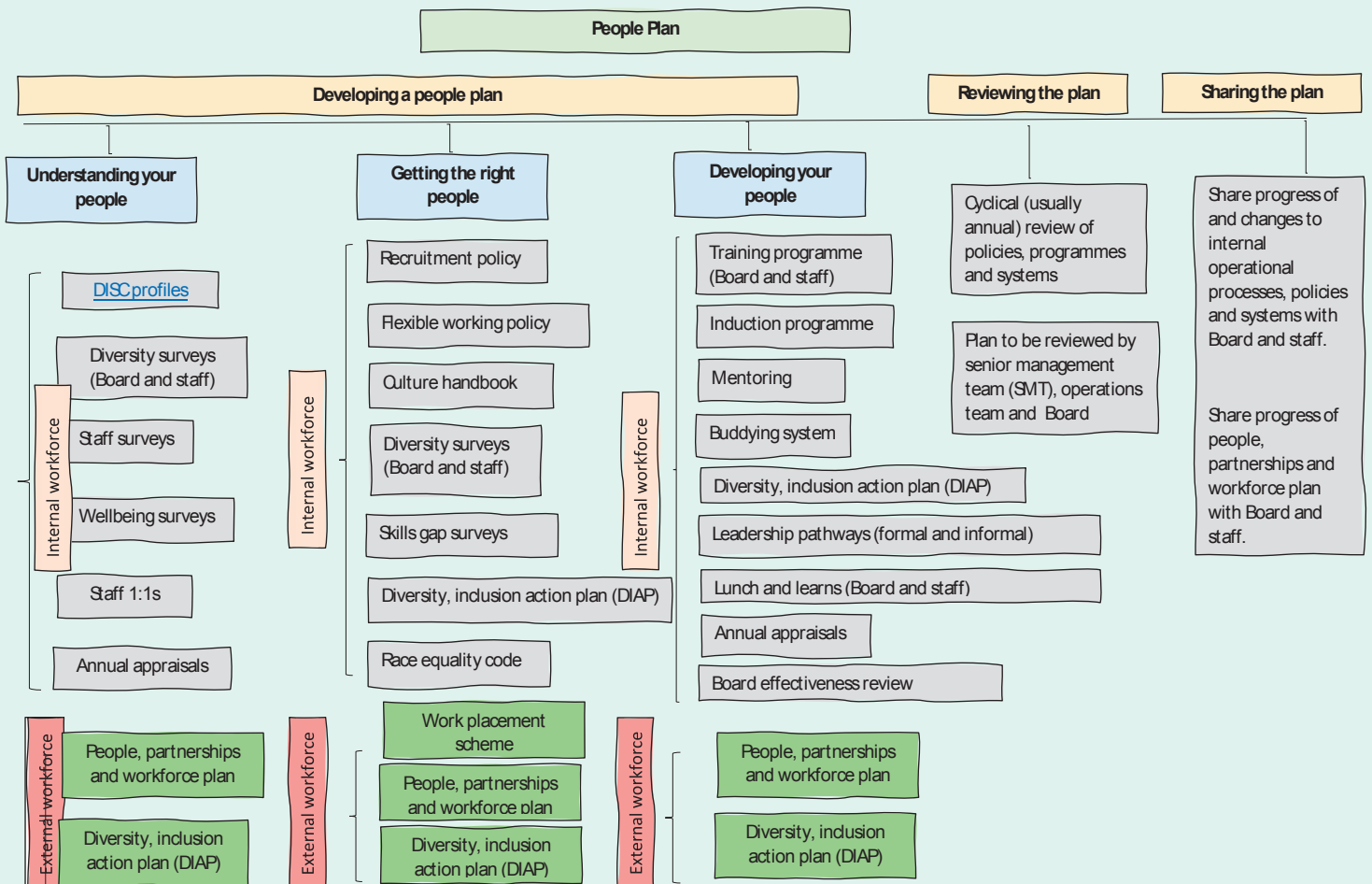
At Active Gloucestershire, our team is our greatest resource and our biggest asset. Creating an inclusive environment in which we can develop a highly diverse team has been our key focus over the last couple of years.

We recognise that in order to deliver our strategy we need to have in place a people plan, a plan that:

- Attracts and recruits a diverse workforce that represents the communities we serve
- Takes time to understand their needs and support
- Equips them to meet the demands of their role and the needs of those they work with.

Our people plan embodies several documents, programmes and processes which together set out our approach to managing and supporting both our internal workforce (staff team) and our external workforce (partners and stakeholders)

Below is our approach to people planning and the documents, processes, and programmes we have in place to deliver this.



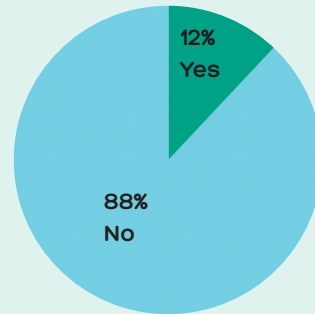


Read our blog by our Senior Support Officer, Geetha Dean talking about our learnings from becoming a more inclusive employer through the development of our recruitment process: <https://tinyurl.com/a37acw4j>

We are proud of our efforts to increase the diversity of our workforce and want to share our diversity figures to hold ourselves accountable, build trust amongst those we work with, and foster greater transparency.

See our staff diversity data opposite:

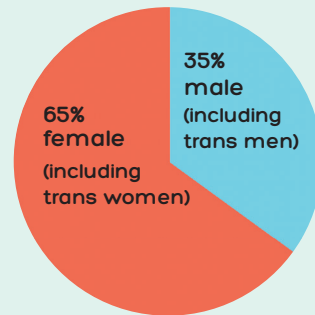
Do you consider yourself to have a disability?



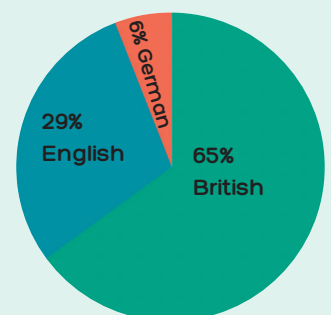
Sexual Orientation



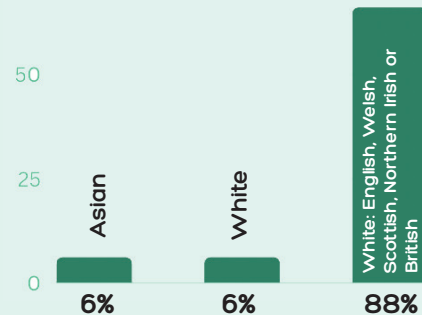
Gender



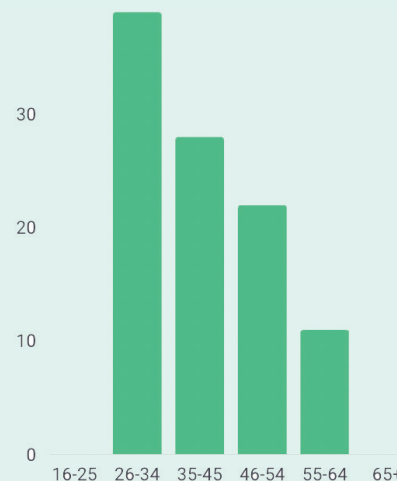
Nationality



Ethnicity



Age Bracket



Governance

Code for Sports Governance

Compliance with the Code for Sports Governance, noting the recent developments and additions remains a priority for Active Gloucestershire. In the last year we've submitted evidence of compliance to Sport England against the new areas of the code and we've developed our practice and approach with the aim of being our county's role model for sport and physical activity.

We're in the process of reviewing and updating our Diversity and Inclusion Action Plan with the support of colleagues from Sport England and are keen to create an even more ambitious set of priorities and actions, to help ensure that sport and physical activity becomes inclusive and accessible to everyone.

Investment costs

We have kept fundraising costs low at 2% due to continued close relationships with our two main funders.





Future Plans

Our business plan for 2023-24 highlights our key priorities for the coming year:

People

1. Ensuring physical activity delivery, provision, planning and investment is prioritised by a range of partners across the Gloucestershire system.
2. Refining the leadership of we can move, with an evolving plan of support in place to equip leaders and Changemakers with knowledge of the benefits of physical activity and their role in reducing inequalities.
3. Developing the Changemaker support programme, ensuring that it continues to meet the needs of both the movement and the network.

Communications

1. Improving communications channels such as the website and social media channels to ensure they are more easily accessible and relevant to all our audiences.
2. Working with colleagues to plan communications for projects and campaigns and promoting inspiring stories to our key audiences.
3. Increasing the scale of the we can move movement by improving relationships with stakeholders, changemakers and funders through communications.

Children and young people

1. Ensuring children and young people are at the heart of our thinking, conversations and action around increasing physical activity by convening the knowledge from our system partners about youth voices.
2. Working with partners and community specialists to observe, understand and develop ideas to support the workforce to deliver more varied and inclusive activities for young people.
3. To be in the room when key / strategic decisions are being made about young people and their physical and mental wellbeing.

Places and Communities

1. Sharing learning and approaches from our work and that of our partners with commissioners and community leaders.
2. Utilising the secured Sport England investment to expand, deepen and test approaches across the county.
3. Supporting clubs and community organisations, targeting those impacted by the pandemic and increased inflation and costs.

Disability

1. Ensuring inclusive physical activity is on the agenda with all system partners across the county by influencing, systems leadership and wider advocacy work.
2. Ensuring we can move funded programmes in the disability inclusion landscape continue to be delivered effectively, changing physical activity behaviours and contributing towards our collective strategic objectives of an inclusive county.
3. Supporting traditional and non-traditional partners across the county to provide safe, accessible and inclusive physical activity.



Active Ageing

1. Developing understanding of ageing well priorities across the county and the importance of physical activity for older people.
2. Establishing Live Longer Better Gloucestershire, a network of partners supporting increased health and wellbeing of older people using physical activity, contributing to the county's ageing well board and various health priorities.
3. Continue to deliver Active Ageing we can move funded programmes effectively.

Health

1. Building and strengthening relationships between physical activity and health system leaders across the Integrated Care System, whilst identifying a broader and more diverse range of actors who advocate for we can move across the health care and public health landscapes.
2. Further defining and developing the we can move approach for adult social prescribing and connecting this to physical activity pathways for health.
3. Embedding physical activity and applying the we can move approach across clinical programme areas in health, aligning to local authority priorities and locality partnership agendas.

Active Environments

1. Supporting people and organisations to develop their facilities so that they're accessible to more people.
2. Securing investment for facilities, including social investment and community ownership.
3. Supporting a targeted range of schools to open their facilities for community use.





Equality, Diversity & Inclusion

1. Prioritising diversity & inclusion across all our areas of work.
2. Ensuring all our work promotes safe and inclusive spaces within sport and physical activity.
3. Reducing inequalities faced by people with protected characteristics through the delivery of projects and programmes.

Governance

1. Delivering the organisations delegated responsibilities and objectives.
2. Promoting Active Gloucestershire as good employer and acting as a role model for good governance.

Operations

1. Developing a sustainable organisation by ensuring policies and procedures are up to date, communicated to staff and available in an accessible format so everyone knows what needs to be done and when. Ensuring we have a full employee journey which is fair and supports our staff to reach their full potential. This includes continuously reviewing and improving our recruitment, induction, exit, annual review, staff wellbeing, training and development processes.
2. Continuing to develop our organisational culture and create an environment where staff feel valued, have the opportunity to contribute and feel aligned to our values. Further developing our learning culture, listening to staff, and adapting our ways of working to ensure all staff enjoy a fair and consistent experience.
3. Exploring more innovative approaches to our IT and finance systems. Including utilising new technology and methodologies to create a great user experience - where staff can thrive and be confident with our systems and processes.

Funding

1. Securing appropriate funding to be able to deliver an effective safeguarding / welfare service that supports clubs in our county.
2. Securing further consultancy income as detailed in the 2023/24 budget.

Measurement, Evaluation and Learning

1. Developing the space and opportunity to build on our great culture of learning throughout the organisation. Utilising the wide range of data, local and national insight to guide decision making and ensure through project office that evaluation is a key priority when developing projects.
2. Understanding the physical activity levels, behaviours and beliefs across Gloucestershire. Building a method of measuring the impact of we can move and developing an insight hub that can store and share relevant literature and research.
3. Following on from our Evaluation Framework, we would like to develop a workflow to support colleagues to evaluate projects and build up a library of evaluation methods and partners we can work with to deliver this learning. We will also engage Trustees at various stages of the process, for strategic guidance.

1.10

Covid-19

The latest Sport England Active Lives Survey report highlighted a return to pre-pandemic levels of physical activity. Although it's important to note that inequalities still exist and there are groups of people who continue to be affected by Covid-19 and the cost-of-living crisis.

Despite the improvements in physical activity levels, mental wellbeing remains a concern, with disabled people in particular experiencing heightened levels of anxiety.

Research by Activity Alliance [<https://www.activityalliance.org.uk/how-we-help/research/7589-inclusive-recovery-report-include-me-as-we-return-to-activity>] highlights that whilst disabled people still have a desire to be active following the pandemic, they remain concerned about the lack of opportunities to access physical activity.

We can move can play an instrumental role in addressing and reducing these inequalities.

From an operational perspective Covid-19 no longer impacts the day to day running of Active Gloucestershire.





1.11

Reference and administrative details

For the year ended 31 March 2023

Company no. 07344552

Charity no. 1138546

Registered office and operational address

City Works
Alfred Street
Gloucester
GL1 4DF

Trustees

Jan Bowen-Nielsen (Chair)
Lauren Cairns (resigned 24 November 2022)
Alice Cline Daniel Constable (appointed 6 October 2022)
Caitlin Dalton
Tania Hamilton
Jon McGinty
David Newton (retired 16 July 2023)
Emma Owen Terrance Smith (retired 16 July 2023)
Lela Smith (appointed 6 October 2022)
Sian Trew (appointed 6 October 2022)

Principal staff

Tom Beasley Chief Executive Officer ("CEO")

Bankers

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Auditors

Hazlewoods LLP
Chartered Accountants and Statutory Auditors Staverton Court
Staverton
Cheltenham
GL51 0UX



Structure, Governance and management

i. Legal status, date of incorporation and date of charity registration

Our organisation is a company limited by guarantee, incorporated on 12th August 2010. It was registered as a charity on 25th October 2010 and its objects and powers are set out in its Articles of Association.

ii. Our charity objects

- a) The promotion of community participation in healthy recreation, by providing and assisting in the provision of facilities for and opportunities to participate in sport and other physical activities for the benefit of, in particular, but not exclusively, the inhabitants of Gloucestershire.
- b) To advance the education of the public in sport and physical activity.

iii. Governance

It is the responsibility of the Board and Chief Executive to ensure that Active Gloucestershire has effective governance arrangements, including a sound system of internal control, as well as continuously striving to improve its governance and meeting changing legal and other requirements.

iv. Recruiting and appointing new trustees

Active Gloucestershire has an active and effective Board of nine Trustees, comprising a Chair, and eight others, all of whom were recruited transparently on a skills-led basis. All Trustees are appointed for an initial term of three years. No Trustee may serve more than nine years, unless in exceptional circumstances and with prior agreement from the Board.

A Trustee who retires from the Board after a period of nine years is ineligible for re-appointment for a period of four years, after this time, should they successfully be re-appointed as a Trustee, their years of service will commence again at zero.

There were three new appointments and one retirement for the year April 2022 to March 2023.

v. Appointment of our chair and senior trustee

The appointment of our Chair and Senior Trustee is usually made from amongst existing trustees. If current trustees are unwilling to stand for appointment, or if there are no suitable candidates, the position will be advertised and an appointment committee will be established. Upon appointment, our Chair and Senior Trustee sign role descriptions specific to their roles.

vi. Organisational structure and decision-making

Trustees meet six times a year (or more where required) to discuss our strategic direction, ensure our core aims and objectives are being met in the most efficient way, take account of any risks facing our organisation and ensure that all legal obligations are satisfied.



Our Board includes a Finance and Resources Committee (FRC) and a Nominations and People Committee (NPC). The FRC works with senior management to review all aspects of our organisation's finance, human resources and information and communications technology regularly and rigorously. The NPC works with the Chief Executive to ensure that the composition and performance of our Board, Chief Executive and senior management team are optimal and support the needs of our organisation.

Our organisation's day-to-day business is delegated to the Chief Executive and through them, to other staff. Our policies manual and financial procedures handbook identify matters that are reserved for consideration by our Board and sets out the process for urgent action to be taken by our chair.

vii. Pay and remuneration

Provision for salary increases is included in the budget-setting cycle. The Chief Executive has authority to award performance-related salary increases in one-off, non-recurring instances, consistent with and not exceeding the overall provision included in the approved budget.

Any increase over and above the approved provision requires trustee approval. The Nominations and Remunerations Committee is responsible for making recommendations to our Board, regarding the Chief Executive's and senior management team's remuneration.

viii. Related parties

There are no subsidiaries or charities controlled by the same trustees.

ix. Risk statement

Our trustees consider the major risks facing our organisation and have established systems and controls to mitigate them, which are regularly reviewed.



Financial Review

Active Gloucestershire is coming towards the half-way point of our core funding agreements with Sport England and Gloucestershire Integrated Care Board (ICB). We are now starting to plan for the impact of the reduced income expected from 2025/26 and have conversations with our funders on their plans and expectations.

The financial year of 2022/23 saw a slight decrease in income compared to 2021/22. This is primarily due to the investment of £255k from the ICB in 2021/22 covered the expenditure over a two-year period.

i) Increases (+) / decreases (-) in Sport England funding

- Increase in Together Fund - (Covid response) £127,500

ii) other income streams

- One off award from the Integrated Care Board of £100k for social prescribing

- £255k received from ICB in prior year covered expenditure over a two-year period.

Expenditure levels can be analysed as follows: -

- Salary costs increased due to a growing the organisation to a greater staff head count

- Following a high level of delivery spend in 2021/22, delivery costs in 2022/23 decreased by £78k

Funding Sources

The Board has been successful in working towards reducing the reliance Sport England as the principle funder, with a continued strong long term funding relationship with Gloucestershire Integrated Care Board.

Cost of Fundraising

The organisation is not a fundraising charity when compared to other parts of the charitable sector, where donations and appeals fund most of their expenditure. Our funding principally comes from Sport England grants and third-party contracts. Limited funds are sourced from other grant giving organisations via direct applications. Accordingly, the cost of fundraising is modest. Previously we carried out a robust estimate of the costs of fundraising and deduced that a figure of 5% of costs was appropriate.

Going forward we will continue to monitor the costs of the fundraising activity, but it is unlikely that the fundraising function will show any signs of increased activity, particularly as Sport England and the Gloucestershire Integrated Care Board funding has already been agreed going forward.

Treasury Management

The organisation has significant amounts of cash available. Trustees are mindful that cash surpluses should be earning a rate of return as investments. Notwithstanding that, with the current rates of returns available and the cash requirements of the organisation, our Trustees' main priority is to protect those funds.



Accordingly, Active Gloucestershire has deposits with seven separate financial institutions utilising the financial guarantee scheme of £85,000. Deposits of more than the £85,000 limit are at risk should a bank fail and Trustees regularly review deposits and cash flow.

Loss due to fraud

No losses due to any fraudulent activity were encountered.

Outlook for 2022/23 and beyond

Active Gloucestershire is in a better position than most with firm commitments to funding from both Sport England and the Integrated Care Board which should allow us to plan with more certainty than most.

The Board at its 2022/23 budget setting cycle was very aware of the level of restricted funds being carried forward and set an ambitious plan to run down the level of these restricted funds over the following 3 years consistent with its business plan. The first year of this plan was successful.

Reserves policy

The Trustees have considered the key risks facing the charity. Active Gloucestershire is dependent on certain significant funding sources for its current level of operations. To deliver the organisational strategy, the charity would need to find alternative funding sources in the event of a significant reduction in income.

The Trustees estimate that this may take 3-6 months. Over that time, the charity would need to pay salaries and overheads from reserves. On this basis, 3 to 6 months of the planned expenditure on salaries and overheads is £241,517 to £483,033.

Unrestricted designated funds include a requirement from the grantor to spend on a particular purpose. Accordingly, it is considered that the value of these funds is excluded from the reserve policy calculations. Only general unrestricted funds are considered when measuring against the reserves policy calculations above. On 31 March 2023, the actual level of unrestricted general reserves was £296,772 (31 March 2022 - £298,161) and therefore within the policy.

Unrestricted designated funds on 31 March 2023 totalling £485,561 (2021/22 £145,185) related to planned future expenditure and are explained in note 15 to the financial statements. In addition, Active Gloucestershire held unspent restricted funds on 31 March 2023 of £300,811 (2021/22 £655,670). These are carried forward to 2023/24 and will be spent in accordance with the stated purpose of the funds.

Statement of responsibility of the Trustees

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom accounting standards, including Financial Reporting Standard 102. The Financial Reporting Standard, applicable in the United Kingdom and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law 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 income and expenditure of the charity for that period.

In preparing those 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 accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards and statements of recommended practice 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 which disclose with reasonable accuracy at any time, the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware and
- The Trustees have taken all steps that they ought to have taken, to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.
- The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom, governing the preparation and dissemination of financial statements, may differ from legislation in other jurisdictions.



Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Hazlewoods LLP Chartered Accountants and Statutory Auditors continue to act as auditors to Active Gloucestershire.

Approved by the Trustees on 20 July 2023 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Jan Bowen-Nielsen', is written over a light blue background.

Jan Bowen-Nielsen



Active
Gloucestershire

2.0

Report and Audited Financial Statements



2.0

Report and Audited Financial Statements

Company number	07344552
Charity number	1138546
Registered office and operational address	City Works Alfred Street Gloucester GL1 4DF
Trustees	Jan Bowen-Nielsen (Chair) Lauren Cairns (resigned 24 November 2022) Alice Cline Daniel Constable (appointed 6 October 2022) Caitlin Dalton Tania Hamilton Jon McGinty David Newton (retired 16 July 2023) Emma Owen Terrance Smith (retired 16 July 2023) Lela Smith (appointed 6 October 2022) Sian Trew (appointed 6 October 2022)
Principal staff	Tom Beasley
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Auditors	Hazlewoods LLP Chartered Accountants and Statutory Auditors Staverton Court Staverton Cheltenham GL51 0UX



Opinion

We have audited the financial statements of Active Gloucestershire (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 trustee's 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 original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report

Other information

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



In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors Report included in the Trustees' Report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement set out in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purpose of company law) 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 charitable company'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.



Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures.
- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
 1. identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 2. understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 3. challenging assumptions and judgements made by management in its significant accounting estimates; and
 4. identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.



Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Scott Lawrence FCA
(Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP
Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Date: 10th July 2023



For the Year Ended 31 March 2023

	Note	Restricted Funds £	Unrestricted funds £	Total 2023 £	Total 2022 £
Income from:					
Donations	3	-	-	-	192,340
Charitable activities	4	930,637	294,585	1,279,22	1,229,294
Investments		-	3,770	3,770	2,444
Other			4,292	4,292	-
Total Income		930,637	302,647	1,287,284	1,424,078
Expenditure on:					
Raising funds		-	16,646	16,646	14,736
Charitable activities		978,923	307,587	1,286,510	1,264,302
Total Expenditure	6	978,923	324,233	1,303,156	1,279,038
Net Income/(expenditure)		(48,286)	32,414	(15,872)	145,040
Transfers between funds	15	(306,573)	306,573	-	-
Net movement in funds		(354,859)	338,987	(15,872)	145,040
Reconciliation of funds					
Total funds brought forward		655,670	443,346	1,099,016	953,976
Total fund carried forward		300,811	782,333	1,083,144	1,099,016

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.



Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	11	3,448	861
Current assets			
Debtors	12	231,010	168,564
Cash at bank and in hand		1,007,182	1,160,548
Total current assets		1,238,192	1,329,112
Liabilities			
Creditors amounts due within one year	13	(158,496)	(230,957)
Net current assets		1,079,696	1,098,155
Net assets	14	1,083,144	1,099,016
Funds			
Restricted income funds		300,811	655,670
Unrestricted funds			
Designated funds		485,561	145,185
General funds		296,772	298,161
Total charity funds	15	1,083,144	1,099,016



Statement of Cash Flows

	2023	2022
	£	£
Cash used in operating activities		
Net movements in funds	(25,738)	145,040
Adjustments for		
Dividends, interest and rents from investments	(3,770)	(2,444)
Depreciation	1,161	2,351
Decrease/ (increase) in debtors	(62,446)	(112,719)
(Decrease)/ increase in creditors	(62,595)	111,161
	<hr/>	<hr/>
Net cash provided by operating activities	(153,388)	143,389
	<hr/>	<hr/>
Cash flows from investing activities:		
Interest received	3,770	2,444
Purchase of tangible fixed assets	(3,748)	-
	<hr/>	<hr/>
Net cash provided by / (used in) investing activities	22	2,444
Increase in cash and cash equivalents in the year	(153,366)	145,833
	<hr/>	<hr/>
Cash and cash equivalents at the beginning of the year	1,160,548	1,014,715
	<hr/>	<hr/>
Cash and cash equivalents and the end of the year	1,007,182	1,160,548
	<hr/>	<hr/>



1. Accounting policies

a) Basis of preparation

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

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

b) Going concern basis of accounting

The financial statements have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Core grants, donations and gifts are included in full in the statement of financial activities when receivable;
- Revenue grants are credited to the statement of financial activities when received or receivable, whichever is earlier;
- Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred;
- Income from charitable activities includes income from fees received under contract and commissioning income for services provided to sporting organisations in the local area. Grant income included in this category provides funding to support activities and is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability; and
- Investment income is included when receivable.

Amounts received during the year relating to specific periods are spread over the periods to which they relate. Capital grants are treated as restricted funds against which the assets purchased are depreciated over their useful life.



1. Accounting policies (continued)

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of directly attributable staff costs. There are minimal costs of raising funds, actual costs of fundraising are in relation to grant applications. Cost of managing and governance of grants previously awarded are included in charitable activities. In the current and preceding years, the percentage of costs allocated to fundraising is 2%.

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

IT / office equipment

3 - 4 years

Items of equipment are capitalised where the purchase price exceeds £1,000 (excluding VAT).



1. Accounting policies (continued)

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at amortised cost using the effective interest method.

n) Pension costs

The company operates a defined contribution pension scheme for its employees, in accordance with the government's auto-enrolment regulations. There are no further liabilities other than that already recognised in the statement of financial activities. The total employer pension contributions payable in the year were £29,253 (2021: £31,094). Pension costs are allocated to projects on the same basis as staff costs.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are the allocation of costs to fundraising and charitable activities (see note 1(h)) and depreciation (see note 1(i)).



2. Prior year comparative statement of financial activities

	Restricted funds £	Unrestricted funds £	Total 2022 £
Income from:			
Donations	-	192,340	192,340
Charitable activities	1,066,102	163,192	1,229,294
Investments	-	2,444	2,444
Total Income	1,066,102	357,976	1,424,078
Expenditure on:			
Raising funds	-	14,736	14,736
Charitable activities	889,774	374,528	1,264,302
Total expenditure	889,774	389,264	1,279,038
Net income	176,328	(31,288)	145,040
Transfers between funds	16,914	(16,914)	-
Net movements in funds	193,242	(48,202)	145,040
Reconciliation of funds	462,428	491,548	953,976
Total funds brought forward			
Total funds carried forward	655,670	443,346	1,099,016

3. Donations

Prior year comparative

	Restricted funds £	Unrestricted funds £	Total 2022 £
Grants	-	192,340	192,340
Sport England - core funding			
Total income from donations	-	192,340	192,340



4. Income from charitable activities

	Restricted Funds £	Unrestricted Funds £	Total 2023 £
Grants and service level agreements			
Sport England	737,414	-	737,414
Gloucestershire Clinical Commissioning Group (GCCG)	100,000	238,875	338,875
Gloucestershire County Council	3,200	60,000	63,200
Local Councils	60,000	-	60,000
GOGA	30,023	-	30,023
Grants < £5,000	-	-	-
Total grants and service level agreements	930,637	298,875	1,229,512
Course contributions	-	18,125	18,125
Consultancy income	-	31,585	31,585
Total income from charitable activities	930,637	348,585	1,279,222

	Restricted funds £	Unrestricted funds £	Total 2022 £
Prior year comparative			
Grants and service level agreements			
Sports England	668,607	-	668,607
Gloucestershire Clinical Commissioning Group (GCCG)	267,500	77,500	345,000
Gloucestershire County Council	-	60,000	60,000
Local Councils	60,000	-	-
Activity Alliance	41,640	-	41,640
Barrow Cadbury	500	-	500
Grants < £5,000	17,855	2,172	20,027
Total grants and service level agreements	1,056,102	139,672	1,195,774
Course contributions	-	1,237	1,237
Commissioning income	10,000	-	10,000
Consultancy income	-	22,283	22,283
Total income from charitable activities	1,066,102	163,192	1,229,294



5. Government grants and contracts

The charity receives government grants and contracts, deemed to be funding from Sport England, Gloucestershire Clinical Commissioning Group and local authorities, to fund core services and charitable activities. The total value of such grants and contracts in the period ending 31 March 2023 was £1,229,512 (2022: £1,133,607). There are no unfulfilled conditions or contingencies attaching to these grants in 2022/23. During the year, the charitable company was required to repay unspent funds amounting to £Nil (2022: £5,554) from Sport England as a condition of the grant.

6. Total expenditure

	Raising Funds £	Charitable Activities £	Total 2023 £
Project expenditure	-	460,680	460,680
Staff costs (note 9)	13,628	667,690	681,318
Travel and subsistence	-	10,192	10,192
Support and governance costs:			
Information and communications technology	665	32,607	33,272
Premises costs	511	25,058	25,569
Depreciation	23	1,138	1,161
Stationery	37	1,836	1,873
Telephone and postage	127	6,241	6,368
Subscriptions	64	3,127	3,191
Website and marketing campaigns	605	29,661	30,266
Board and meeting expenses	75	1,665	3,740
Audit fees	154	7,522	7,676
Legal, professional and consultancy fees	757	37,093	37,850
	16,646	1,286,510	1,303,156



6. Total expenditure (continued) Prior year comparative

	Raising Funds £	Charitable Activities £	Total 2023 £
Project expenditure	-	538,578	538,578
Staff costs (note 9)	11,461	561,564	573,025
Travel and subsistence	-	3,659	3,659
Support and governance costs:			
Information and communications technology	833	40,795	41,628
Premises costs	402	19,713	20,115
Depreciation	47	2,304	2,351
Stationery	14	710	724
Telephone and postage	100	4,923	5,023
Subscriptions	62	3,058	3,120
Website and marketing campaigns	1,158	56,725	57,883
Board and meeting expenses	79	3,885	3,964
Audit fees	166	8,114	8,280
Legal, professional and consultancy fees	414	20,274	20,688
	14,736	1,264,302	1,279,038

7. Expenditure by activity

	Direct expenditure £	Staff costs £	Other costs £	Total 2023 £
Local priority places	39,394	-	-	39,394
GCC social prescribing	19,476	43,761	10,890	74,127
GCC Inclusion contract	16,023	57,390	15,299	88,712
Business Services	2,963	27,028	7,012	37,003
GOGA	14,078	6,289	1,563	21,930
We Can Move	40,491	387,990	97,213	525,694
SE delivery role	31,697	85,924	21,847	139,468
SE together fund	131,544	8,612	2,384	142,540
WCM CCG	80,062	64,324	18,426	162,812
WCM districts	28,369	-	-	28,369
SE CYP	4,200	-	-	4,200
WCM initiative	28,399	-	-	28,399
Marketing	-	-	1,080	1,080
Social Prescribing	19,991	-	-	19,991
Other overheads	3,993	-	(14,556)	(10,563)
	460,680	681,318	161,158	1,303,156



7. Expenditure by activity (continued)

As part of an internal reorganisation and simplification of services and funds during the year, funds brought forward were reclassified and grouped into smaller headings as disclosed in note 15. As a consequence, the expenditure by activity note above is not directly comparable to the prior year below.

Prior year comparative	Direct expenditure £	Staff costs £	Other costs £	Total 2023 £
Coaching project	35,832	17,022	4,461	57,315
Satellite clubs	23,611	-	76	23,687
Extended workforce	425	58,124	17,078	75,627
Tackling inequalities	46,886	-	3	46,889
Commonwealth Games Legacy	26,500	-	-	26,500
Moving Communities	8,108	-	-	8,108
Active 4 Life	392	-	-	392
Primary School Support	22,188	-	-	22,188
WCM formerly Cotswold Walking pilot	1,665	-	-	1,665
Primary School Daily Mile	3,778	18,315	5,719	27,812
DfE Volunteers	5,542	-	-	5,542
CYP	36,101	110,193	28,595	174,889
Special Olympics	1,900	-	-	1,900
Work for the Disabled	71	19,501	2,861	22,433
Opening school facilities	138,793	14,948	4,060	157,801
GOGA	23,013	4,904	1,494	29,411
Local Delivery Pilots	86,206	30,518	8,831	125,555
Covid Health Inequalities	7,251	-	10	7,261
Connect Cadbury Burrow	6,397	-	-	6,397
Active Design	11	972	448	1,431
CCG Pain Project	4,862	6,730	1,817	13,409
Social Prescribing	15,269	28,724	7,783	51,776
Older Adults	6,748	18,744	5,308	30,800
Marketing	11,420	2,506	658	14,584
Monitoring & Evaluation	11,444	-	-	11,444
Insight	3,719	38,589	11,254	53,562
GM Project management	-	-	12	12
Primary role	3,241	139,553	42,583	185,377
Training and education	60	1,157	334	1,551
Business Services	225	28,888	8,403	37,516
Other overheads	(9)	(24)	34	1



Prior year comparative	Direct expenditure £	Staff costs £	Other costs £	Total 2023 £
GCC Inclusion overheads	6,811	36,715	10,912	54,438
Disability & Inclusion officer	118	(3,054)	4,701	1,765
	538,578	573,025	167,435	1,279,038

8. Net movement in funds

This is stated after charging:

	2023 £	2022 £
Depreciation of fixed assets	1,161	2,351
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	-
Auditor's remuneration:		
• Statutory audit (including VAT)	9,210	8,100
• Other services (including VAT)	15,183	1,570

9. Staff costs and numbers

The aggregate payroll costs were as follows:

	2023 £	2022 £
Salaries and wages	580,938	491,089
Social security costs	48,493	42,089
Pension contributions	36,264	29,253
Staff development and recruitment	15,623	10,594
	681,318	573,025

One employee (2022: one) received total remuneration of more than £60,000.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer ("CEO"). The total remuneration of the key management personnel of the charity was £69,362 (2022: £63,680).



	2023	2022
	No.	No.
Average staff head count	20	16
Full time equivalent as at 31 March	16.50	15.99

10. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes

11. Tangible fixed assets

	IT / office equipment
	£
Cost:	
At 1 April 2022	9,404
Additions	3,748
At 31 March 2023	13,152
Depreciation:	
At 1 April 2022	8,543
Charge for year	1,161
At 31 March 2023	9,704
Net Book Value:	
At 31 March 2023	3,448
At 31 March 2023	861

12. Debtors

	2023	2022
	£	£
Trade debtors	227,612	153,543
Prepayments	3,398	6,700
Accrued income	-	8,321
	<hr/>	<hr/>
	231,010	168,564

13. Creditors: amounts due within 1 year

	£	£
Trade creditors	54,293	31,611
Other creditors	61	-
Accruals	44,252	26,828
PAYE and social security	14,232	12,992
Pension control account	5,922	5,879
VAT control account	37,939	53,647
Deferred income	1,797	-
	<hr/>	<hr/>
	158,496	230,957



14. Analysis of net assets between funds

	Restricted Funds £	Designated Funds £	General Funds £	Total Funds £
Tangible fixed assets	-	-	3,448	3,448
Current assets	409,500	489,337	339,355	1,238,192
Current liabilities	(108,689)	(3,776)	(46,031)	(158,496)
Net assets at 31 March 2023	300,811	485,561	296,772	1,083,144
Prior year comparative				
Tangible fixed assets	-	-	861	861
Current assets	850,697	147,840	330,575	1,329,112
Current liabilities	(195,027)	(2,655)	(33,275)	(230,957)
Net assets at 31 March 2022	655,670	145,185	298,161	1,099,016



15. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
Restricted funds Sport					
Coaching Projects	23,352	-	-	(23,352)	-
Satellite Clubs	36,514	-	-	(36,514)	-
Community Extended Workforce	34,793	-	-	(34,793)	-
Tackling Inequalities Fund	498	-	-	(498)	-
Tackling Inequalities Fund Phase 3	4,764	-	-	(4,764)	-
Education					
School Games	22,184	-	-	-	22,184
Primary School Support	21,763	-	-	(21,763)	-
Children & Young People	287,404	-	(4,200)	(283,204)	-
Primary School Daily Mile	14,434	-	-	(14,434)	-
Other					
Work for Disabled	14,558	-	-	(14,434)	-
Opening School Facilities	5,517	-	-	-	5,517
GOGA	23,655	30,023	(21,931)	-	31,747
Local delivery pilots	25,008	-	(39,394)	65,973	51,587
Insight	7,661	-	-	(7,661)	-
Covid Health Inequalities	65,973	-	-	(65,973)	-
CCG Pain Management	7,591	-	-	(7,591)	-
WCM District Councils	60,000	60,000	(28,369)	-	91,631
SE Strategic and Governance Role	-	498,535	(525,694)	51,557	24,397
SE Delivery Role	-	111,379	(139,468)	85,741	57,652
SE Together Fund	-	127,500	(142,540)	5,262	(9,778)
WCM Social Prescribing	-	100,000	(74,127)	-	25,873
British Blind Sport (GCC inclusion)	-	3,200	(3,200)	-	-
Total restricted funds	655,670	930,637	(978,923)	(306,573)	300,811



15. Movements in funds (continue)

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
Unrestricted funds:					
Designated funds:					
Redundancy	54,222	-	-	10,000	64,222
Staff holiday	9,866	-	-	(2,790)	7,076
Work for disabled	10,000	-	-	(10,000)	-
We Can Move					
Project Management	10,682	-	-	(10,682)	-
Older Adults	21,237	-	-	(21,237)	-
Marketing	9,068	-	(1,080)	(7,988)	-
Monitoring and Evaluation	6,886	-	-	(6,886)	-
Social prescribing	23,224	-	(19,991)	100,000	103,233
WCM ICB	-	238,875	(191,211)	263,366	311,030
Total designated funds	145,185	238,875	(212,282)	313,783	485,561
Restricted funds	655,670	930,637	(978,923)	(306,573)	300,811
Designated funds	145,185	238,875	(212,282)	313,783	485,561
General funds	298,161	117,772	(111,951)	(7,210)	296,772
Total unrestricted funds	443,346	356,647	(324,233)	306,573	782,333
Total funds	1,099,016	1,287,284	(1,303,156)	-	1,083,144



Purposes of restricted funds

Workforce / Coaching Projects - Sport England funding to support the physical activity workforce in Gloucestershire. This is achieved through the **we can move** Changemaker programme through a range of training, network and event opportunities designed to support professionals and volunteers in the community and across various professions and sectors.

Satellite clubs - Sport England funding to facilitate the creation of satellite clubs for schools and younger people

Active Workplaces - Active Workplaces is a sponsorship property in partnership with Creed Foodservice, using the wheel of behaviour change to create a bespoke action plan of interventions aimed at increasing staff activity

Active for life (small grants) - A targeted programme engaging 6,000 older people in regular physical activity.

Extended workforce - A pilot scheme launched by sport England, designed to redefine the way in which Active Partnerships work with Sport England, with the aim of ensuring close strategic alignment between AP's and SE sharing goals and a more collaborative approach to working together.

Commonwealth Games Legacy - The commonwealth legacy funding will help create a legacy of 'connection' with young people across the country / Gloucestershire. We aim to build connection with new and different young people by focusing on the ways in which we engage and design with them to reflect their motivation, competence and confidence.

One of the ways different young people will be engaged is through the CWG Ambassador programme which will feature in parts of the county, contributing to building confidence and inspiring young people to deliver, promote and connect young people to the CWG back in their schools.

Moving Communities - £100 million has been allocated to 266 local authorities to support the recovery of publicly-owned leisure centres and gyms. Moving Communities is a system design to drive the capture and use of leisure centre users.

Active Partnerships are being invited to have access to this data to help understand the role of leisure centres and the impact they generate on wider outcomes and support relationships with LAs and operators to use the data and insight.

This project is to gain access to Moving Communities until 31st October 2022 (renewal date, which is expected to be continued for a further year). Using the WCM programme group to raise the profile and have districts encourage the use of the system with their leisure centres.

School games - Sport England funding to deliver a county-wide programme of level 3 School Games.

Primary school support - Sport England funding to support schools in utilising their PE, sport and physical activity funding.

Children and Young People - Funding has been used to co-design with young people opportunities to be active in the places and ways that work for them.

WCM Cotswold walking project - This project has now been closed and funds have been reallocated into other CYP programmes.



DFE volunteers - Sport England funding to promote volunteering in sport, physical activity and targeted communities to young people.

Primary School Daily Mile - Various funding sources to fund an increase in the daily physical activity for primary school pupils.

Special Olympics - Funding from a number of partners to contribute to improving the physical activity levels of people with a learning disability and their families.

Work for the Disabled - This area of work, also now known as Involve is a project looking at how and who can influence disabled peoples behaviours, in relation to physical activity. Involve has progressed to become a communication-based intervention to support health and social care professionals to have conversations with disabled people about physical activity, and with this is the development of a suite of resources to support these conversations to take place across the health and social care system in Gloucestershire. The initial background and scoping part of this project was funded by Sport England, but this work is now funded by the CCG as part of the covid inequalities agreed funding and unrestricted reserves.

Opening school facilities - Sport England funding to encourage and support targeted Gloucestershire schools to allow residents in their local area to hire the school's facilities so they can play sport and be more active.

Connect Barrow community fund - The Connect fund is provided to support us to continue to test how social investment might can be used to increase impact for sports clubs and organisations. At the same time the funding will allow us to further explore if this work can provide us with a sustainable earned income source. We will share our results with the wider sector and Active Partnership network.

Get Out Get Active (GOGA) - Get out Get Active is a national initiative, where we hold the contract to project manage the local delivery of a branch of delivery in the Forest of Dean locality. The programme enables those with disabilities or long term health conditions to be active, by creating new opportunities, upskilling deliverers across the workforce and providing high quality marketing. The Forest of Dean GOGA programme focusses on older people with a long term condition, and has a particular focus on dementia. The project is a collaboration between Active Gloucestershire, Forest of Dean District

Council and Freedom Leisure. The project is managed nationally by Activity Alliance, who hold, manage and distribute locality funds from the overarching funders of Sport England, London Marathon Charitable Trust and Spirit of 2012.

Wheel of behaviour (renamed Place based work in 20/21) - Place based physical activity interventions means the focus of work is in a specific geographic area or 'place'. This could be a street, neighbourhood, town or district. It targets the entire community; working with residents, groups, organisations and businesses that live or work in the area to better understand what the place is like, what the challenges or issues are and how we can work together to overcome them.

Covid Health Inequalities - This is a funded programme to support people who have been unable to be, or have become less active due to the pandemic. The funding is primarily focussed on Gloucester City. Funded by NHS Gloucestershire.

CCG Pain Management - This is a pilot project to assess the impact of physical activity in support of people who require ongoing support to manage pain.

Active Design - This is a fund working with partner organisations to improve facilities and provide better active transport options.



Purpose of designated funds

Redundancy

To provide for contracted staff redundancy payments. This will only be expended if redundancies are made under the charity's redundancy policy.

Staff holiday - To provide for untaken holiday at the end of the financial period.

We Can Move - 'We can move' is the county's whole system and social movement approach to increasing physical activity levels and tackling health inequalities. The long term goal of the programme is to halve physical inactivity rates in Gloucestershire by 2030.

WCM older adults - People are less active as they get older, with 6 out of 10 people not doing regular physical activity. Our we can move older adults work aims to increase physical activity levels of older people through: the delivery of a county wide falls prevention campaign (Fall-Proof); the co-design of a physical activity programme across the Forest of Dean; supporting a network of volunteers who support older adults to continue to be active; and supporting the delivery of local community and physical activity opportunities embedded across Gloucestershire.

SE Strategic and Governance Role - Sport England funding to test our approach using the core concepts Inspire, Connect and Enable to work in areas where inequalities are the greatest and where people have the most to gain from living an active life, through a mix of cohort and place based approaches

SE Delivery Role - Sport England funding to deliver high quality projects which will support individuals and organisations whilst providing learning and insight that can be shared across sport and physical activity system.

SE Together Fund (previously known as Tackling inequalities) - Sport England funded as a grant programme aimed at supporting organisations that have supported those most affected by the pandemic.

WCM Social Prescribing - Funding provided by the ICB (previously known as CCG) to support tackling health inequalities in Gloucestershire.

GCC Inclusion contract (previously known as Short Breaks Capital Fund) - Gloucestershire County Council provided funding to acquire various items of equipment and provide adaptations to support disabled children and young people under 25, to take part in a range of arts, sports, and leisure activities

Transfers between funds - Transfers between funds are to redistribute designated funding. Reducing the number of funds to reflect the direction of change from Sport England, to consolidate the various

**15. Movements in funds (continued)**

Prior year comparative	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Restricted funds Sport					
Coaching Projects	20,827	59,840	(57,315)	-	23,352
Satellite Clubs	60,201	-	(23,687)	-	36,514
Community					
Active Workplaces	172	-	-	(172)	-
Active 4 Life	392	-	(392)	-	-
Extended Workforce	35,421	75,000	(75,627)	-	34,793
Tackling Inequalities Fund	2,151	-	(1,653)	-	498
Tackling Inequalities Fund Phase 3	-	50,000	(45,236)	-	4,764
Commonwealth Games	-	26,500	(26,500)	-	-
Moving Communities	-	8,108	(8,108)	-	-
Education					
School Games	25,761	10,000	-	(13,577)	22,184
Primary School Support	56,004	-	(22,188)	(12,053)	21,763
Children & Young People	-	436,663	(174,889)	25,630	287,404
WCM formerly Cotswold	1,028	-	(1,665)	637	-
Walking pilot DfE volunteers	5,542	-	(5,542)	-	-
Primary School Daily Mile	23,882	18,364	(27,812)	-	14,434
Other					
Special Olympics	1,829	-	(1,900)	71	-
Work for Disabled	19,562	17,429	(22,433)	-	14,558
Short Breaks Capital Fund	432	-	-	(432)	-
No Limits	136	-	-	(136)	-
Opening School Facilities	7,912	155,406	(157,801)	-	5,517
Connect Barrow	7,694	500	(6,397)	(1,797)	-
Community					
GOGA	11,426	41,640	(29,411)	-	23,655
Local delivery pilots	68,911	81,652	(125,555)	-	25,008
Insight	18,911	25,000	(53,562)	17,312	7,661
Covid Health Inequalities	73,234	-	(7,264)	-	65,973
CCG Pain Management	21,000	-	(13,409)	-	7,591
Active Design	-	-	(1,431)	1,431	-
WCM District Councils	-	60,000	-	-	60,000
Total restricted funds	462,428	1,066,102	(889,774)	16,914	655,670

**15. Movements in funds (continued)**

Prior year comparative	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Unrestricted funds:					
Designated funds:					
Redundancy	45,752	-	-	8,470	54,222
Staff holiday	8,747	-	-	1,119	9,866
Work for disabled	10,000	-	-	-	10,000
We Can Move					
Project Management	11,331	-	(12)	(637)	10,682
Older Adults	15,837	36,200	(30,800)	-	21,237
Marketing	3,652	20,000	(14,584)	-	9,068
Insight	17,312	-	-	(17,312)	-
Monitoring and Evaluation	18,330	-	(11,444)	-	6,886
Social Prescribing	75,000	-	(51,776)	-	23,224
Total designated funds	205,961	56,200	(108,616)	(8,360)	145,185
Restricted funds	462,428	1,066,102	(889,774)	16,914	655,670
Designated funds	205,961	56,200	(108,616)	(8,360)	145,185
General funds	285,587	301,776	(280,648)	(8,554)	298,161
Total unrestricted funds	491,548	357,976	(389,264)	(16,914)	443,346
Total funds	953,976	1,424,078	(1,279,038)	-	1,099,016

**16. Income from investors**

Prior year comparative	Local Authority £	Sport England £	Other * £	Total £
Grants and service level agreements	-	737,414	-	791,414
Other income	123,200	-	426,670	495,870
Total income	123,200	737,414	426,670	1,287,284
Direct delivery	16,023	207,932	236,725	460,680
Staff costs	57,390	482,526	141,402	681,318
Travel costs	894	6,553	2,744	10,191
Overhead recovery	14,404	114,890	21,673	150,967
Total expenditure	88,712	811,902	402,542	1,303,156
Net income / (expenditure)	34,488	(74,488)	24,128	(15,872)

*Other includes all income in the accounts, not just public investors.

The above table only takes into account those movements within the financial year; no account is taken of the value of unspent funds brought forward from 2021/22.

17. Financial instruments

	2023 £	2022 £
Financial assets measured at amortised cost	1,234,794	1,322,412
Financial liabilities measured at amortised cost	126,893	(64,318)

Financial assets measured at amortised cost comprise cash and cash equivalents, trade debtors, accrued income and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and other creditors.



18. Operating leases

The charity had operating leases for land and buildings at the year end with total future minimum lease payments as follows:

17. Financial instruments	2023	2022
	£	£
Amounts falling due: Within 1 year	4,500	3,703

19. Related party transactions

Transactions with trustees

Jon McGinty, a trustee, is the Managing Director of Gloucester City Council. During the year ended 31 March 2023, Active Gloucestershire received £8,000 (2022: £10,000) of income from, and paid £nil (2022: £627) to, Gloucester City Council.

In the prior year, Jon McGinty was also a Director of Gloucestershire County Council and Active Gloucestershire received £60,000 of income from Gloucestershire County Council in the year ended 31 March 2022.