

**ENERGIZE SHROPSHIRE, TELFORD AND WREKIN
TRUSTEES' REPORT AND ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023**



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Trustees' Report

Annual Report 2022-23

Trustees' Report

The Trustees present their annual report together with the audited financial statements of the charitable company for the 1 April 2022 to 31 March 2023. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the charitable company qualifies as small, under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and Activities

The purposes of the charity as set out in its governing document.

The Objects of the Charity (as stated in the Articles of Association) are to promote community participation in healthy recreation for the benefit of the inhabitants of Shropshire, Telford and Wrekin and the surrounding area and in particular to provide, or to assist in providing, and to promote:

- (1) public facilities, amenities, equipment and services for healthy recreation;
- (2) facilities and services for recreational, sporting or other leisure time occupation in the interests of social welfare for the public at large or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities and services;
- (3) the improvement and preservation of good health and well-being through participation in healthy recreation;
- (4) education, training and coaching courses which promote physical health and fitness.

The main activities undertaken in relation to those purposes.

The main activities of Energize can be categorised under three headings:

1. Developing and managing programmes:

We operate a significant range of project and programmes funded either by Sport England, Department for Education or other local or national partners. These cover all age ranges and areas of Shropshire, Telford & Wrekin and are listed below.

- **Education & Schools:** School Games, offering sporting opportunities to school aged children, Virtual Schools, creating opportunities linked to sport and physical activity for looked after children, Creating Active Schools (CAS), supporting schools to embed activity throughout the school day, Opening School Facilities (OSF), providing funding to targeted schools to improve their pupil and community offer to those least active, and Active Lives Children & Young People Surveys.
- **Health & Social Care:** Elevate, strength and balance classes for over 60s, Green Social Prescribing project, encouraging people to access outdoor spaces to get more people active and improve their overall health and well-being.
- **Children & Young People:** Life Chances, supporting potentially vulnerable young people across Shropshire, Gen22 volunteering programme for young people aged 16-24, and All-In Short Breaks provision for SEND children and young people and their families.

2. Distributing funds, developing people and infrastructure support and building resilience in the community & voluntary sector:

Over the last 12 months, our Empowering Communities team has managed and distributed funds to develop organisations delivering physical activity or sport and to help them create a robust infrastructure ensuring continuity into the future. These projects and funds are listed below:

- Together Fund, B2022 Commonwealth Games Fund.
- Places & Spaces project for local facility development.
- Shropshire Infrastructure Partnership (SIP) data and insight project.

3. Creating a social movement to support our ambition to eliminate inactivity:

One of our strategic goals is to widen the reach of our work by creating and growing a social movement of champions – people based in our communities with the knowledge, passion and time to have a real impact on eliminating inactivity in their local areas. This movement is known as #TogetherWeMove.

Our aims, including details of the issues we seek to tackle and the changes or differences we seek to make through our activities and how that will further our legal purposes.

As stated in our Strategy 2022-27, our purpose is to improve quality of life through the benefits of physical activity. Our initial ambition is to eliminate inactivity, first focusing on those who are inactive, as this is where we can gain the greatest positive impact.

The change we seek is a reduction in the number of people in Shropshire, Telford & Wrekin who are regarded as inactive.

Our strategies for achieving our stated aims and objectives.

We have six strategic goals to support the aims of our 2022-27 strategy with an overarching goal of:

Ensuring Energize is well-managed, meets governance standards, is sustainable and its people are motivated and skilled.

1. We will create and learn from local projects and programmes and be able to share learning to influence system change.
2. We will embed measuring, evaluating, learning and sharing into all our work
3. We will develop a social movement of 100s of champions signed up and actively engaging to help us achieve our ambition
4. We will create a digital hub & knowledge base and process for ongoing communications to support all movement champions.
5. Physical activity will be embedded in the ethos, policies and values of all organisations we engage with
6. All our work will include a diverse range of voices which reflect our communities and will influence positive change

The criteria or measures we use to assess success in the reporting period.

We have a Performance Dashboard which is reported to the Board of Trustees on a quarterly basis. This includes a RAG (red, amber, green) rating system to measure the performance of our organisational health. These ten measures are included:

- Current profit and loss account
- Current operational budget
- Income and expenditure forecasts for next 24-36 months
- Utilisation of reserves
- Risk management reporting
- Legal compliance
- Staff satisfaction
- Staff development
- Board engagement and empowerment
- Board satisfaction

The Performance Dashboard also includes progress updates on our strategic goals and all operational projects and programmes.

In addition, we also monitor progress against the strategic goals monthly using our business planning tool and report to Sport England on all aspects of our work on a six-monthly basis.

Achievements and performance

The main achievements of the charity including achievements against objectives set

There has been significant progress against our core objectives over the last twelve months, the following describes some of our key achievements, starting with an update on our most important asset, our people.

Our People

In line with our new strategy, in summer 2022 we recruited two additional roles – Marketing & Communities Officer and Empowering Communities Manager. Both have already made a significant positive contribution to the team and to achieving our goals. Six new trustees were recruited and formally joined the Board in October 2022 bringing with them a lot of new and relevant experience for us to draw on. And following retirement of our previous CEO, Chris Child, we appointed Pete Ezard to the role in December.

With external HR support, we have reviewed and improved our recruitment procedures and updated our performance management system so that we now use an online platform called OfficeVibe for monthly 1-to-1 meetings, goal and action setting and for weekly staff satisfaction surveys. The NPS score from all staff at the end of March 2023 was 86%, this is the highest it has been for three years and reflects the general increase in positive mood within the organisation as we have further clarified our strategy and individual roles as well as increasing capacity. More time together in the office, post Covid, will also be a factor.

We have also invested in a comprehensive online learning platform available for all staff. This includes both mandatory courses to ensure we are all up to date on issues such as GDPR and safeguarding, but also a huge range of other courses to support development. In addition to this online platform, there is a budget in place for other training required across the team.

Finally, as we look forward to 2023-24, we have appointed one of our Board Trustees as People Champion, leading the People Sub-Committee and overseeing the comprehensive new people plan covering all aspects of the employee and trustee relationship with Energize supporting greater understanding, improved recruitment, retention and development across the whole organisation.

Other key achievements

- Utilising the Sport England Together Fund and Commonwealth Games small grants we were able to distribute [£233,640k to 93 projects](#) through our Empowering Communities team. We have also secured a further £75k from

the Together Fund to support the resilience and development of community organisations as well as on-ward distribution of small grants. This bigger funding pot has encouraged a broader focus on work with new partners.

- One of our strategic goals is to create a social movement of champions for an active lifestyle across Shropshire, Telford & Wrekin: So far [10 champions have been recruited](#) and many of them are already having a positive impact in their local communities.
- The [Creating Active Schools framework](#) provides a whole system approach to school improvement and a structure for embedding physical activity into the heart of a school's ethos and culture. There are currently 19 schools involved with more than 5700 pupils benefitting as a result. An impact survey of 11 of the schools found that 100% reported increased activity levels, 90% reported improved pupil mental wellbeing and 72% reported improved pupil behaviour.
- The School Games programme has adapted over the last two years since Covid, and we have made significant changes aligning with the national outcomes as well as our new strategy. We have categorised our events into 'Inspire', 'Engage' and 'Compete'. This allows us the opportunity to offer a balance of events which include competitive and non-competitive activities. We are aiming to reach a wider audience across our events by targeting least active children, tackling gender inequalities, providing opportunities for those who are SEND whilst still offering opportunities for gifted and talented pupils. Over the last year we ran a total of 8 county finals, 13 engagement events and 4 inspire events for [Primary](#) & [Secondary](#) Schools across Shropshire, Telford & Wrekin.
- Virtual Schools are not schools in the traditional sense, but support mechanisms for looked after children and young people. We began building relationships with the two head teachers, one for each local authority area in 2022. We ran a multi-sport 'give it a go' event to allow the children to access alternative activities and link into local community clubs. We also organised for 10 looked after children access to a 3-day CPD course led by a local trusted organisation which enabled them to gain a Bronze Boxing Ambassador award and the Sport & Fitness Level 2 award. Through the successful organisation and opportunities provided we continue to build strong relationships with Virtual Schools enabling us to undertake further work next year.
- The [Elevate strength and balance classes](#) for those 60+ in Shropshire have now been going for over five years. In the last year alone there have been 43 Elevate programmes, 550 referrals processed, 92% of which were offered a place on the programme. Elevate is further proving its worth by undergoing Social Return on Investment work supported by University Centre Shrewsbury's Health and Exercise Science team. Through this we are on track to demonstrate that Elevate programmes are improving the health and well-being of older adults, reducing healthcare costs, reducing social isolation, increasing independence and providing economic benefits to individuals and society as a whole.
- The [Green Social Prescribing project](#) aims to encourage people to access outdoor spaces to get more active and improve their overall health and well-being. During Autumn 2022, 8 workshops were held with social prescribers and green activity providers, building connections and knowledge across the county and enabling even more people to be supported to access safe green spaces.
- We work closely with our delivery partner Brightstar Boxing Academy on our Life Chances programme which is run in Shropshire through their Futures programme. They have now established great partnerships with over 20 different schools who refer students to the programme that are struggling to engage, focus and succeed in the standard school system. In the past year, the programme has successfully supported 99 young people, 64 of which have achieved 83 accredited qualifications including Boxing Leaders Award, ASDAN Sports and Fitness Short Course and mini-medics awards.

- As part of the Gen 22 programme, we are working with locally trusted organisations including Brightstar, SYST and Shrewsbury Town FC Foundation who are all providing volunteering opportunities and currently engaging over 30 young people aged 16-24. We are in talks with further organisations regarding the Gen22 programme and potential volunteering opportunities including Swim England linking it to their swim assistant training programme.
- The All-In Short Breaks provision for SEND children and young people and their families funded and supported 22 providers to deliver sessions during the last year, engaging 364 All-In members and 118 siblings in various activities. Sessions ranged from horse riding and canoeing to nature clubs, dance and gymnastics. Surveys completed by the parent carers following participation in activities across the year resulted in an annual average of 4.51 out of 5.
- A Marketing & Communications plan was created and implemented with input from the whole team ensuring we can share impact and learning from all our work with relevant partners and stakeholders. We also spend regular time evaluating our campaigns so that we can continually improve our content and understanding of best communication channels to use.

Performance specific

- One of our strategic goals is to embed measuring, evaluating, learning and sharing into all our work and with this in mind for 2022/23 we have trialled a new approach to capturing outcomes. This approach looks at three areas and draws data from across many of our projects and programmes. Although this is in the early stages of development, this year's data currently shows us that:
 - 82% of people (our work has supported) are inspired to move more
 - 65% of people are empowered to take action to get others moving more
 - 89% of people are more connected to the moving more community

Future Plans

2023/24 will see Energize Shropshire, Telford and Wrekin adopt a more place-based approach to our work aligned to the Sport England 'Uniting the Movement' strategy as we continue to address the physical activity inequalities that exist across Shropshire and Telford and Wrekin. We will work with key stakeholders, policy makers and commissioners across the County to evidence, communicate and promote the benefits of physical activity and how it can improve lives, create healthier communities and address social exclusion.

Internally we will focus on our most important asset, our people, by actioning our People Plan. We will also continue to develop our business plans in line with our strategic objectives and work with our delivery partners to share best practice, learn and build advocacy for our work. We will act as an enabler and facilitator to connect organisations together, collaborate and build a collective movement that will strive to eliminate inactivity.

We will work with commissioners to explore funding opportunities to continue our Green Social Prescribing Officer and Live Longer Better Manager roles and work with Sport England to develop a Welfare Officer position from Autumn 2023. The search for a new Chair will also begin this year and the potential opportunity to bring another Trustee onto the Board. A nominations committee has been formed and the process of finding a successor to Ray Sheldon will start later this year.

Trustees' Responsibilities Statement

The trustees (who are also directors of Energize Shropshire, Telford and Wrekin) are responsible for preparing the Trustees' Annual Report, including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:-

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence 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 auditor is 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 auditor is 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.

The Trustees Report is approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Ray Sheldon
Chair

.....1/8/2023.....
Date:

Comments from the Chief Executive

The 2022/23 year has been a period of change for Energize STW with the appointment of a new CEO in December and six new Trustees officially voted on to the Board at the October AGM. Through the support of the team and the existing Trustees the transition has been smooth with the wider skills set across the Board already contributing to strategy development and business planning.

As we continue to drive forward our ambitions to eliminate inactivity aligned to the Sport England 'Uniting the Movement' strategy, we have started to map our goals to those of our key stakeholders and partners across Shropshire and Telford and Wrekin. Through strong connections with partners across health, social care, education, voluntary and community sectors our work has become more informed and our resources more targeted at those groups and individuals who face the greatest physical activity inequalities.

Over the last 12 months, this approach has put Energize STW in a strong position and coupled with a highly skilled team we are now able to meet the potential opportunities that lie ahead.

As we move into 2023/24, we feel very optimistic about working towards achieving our goals and delivering on our commitments to our main funders Sport England, whilst recognising there is still plenty of work to undertake.

Finally, I would like to thank the team and Trustees for their unwavering determination to develop a robust, well governed organisation that continues to tackle the inequalities that exist across our communities and aspires to create a more active population across the county.

Comments from the Chair

Having successfully negotiated the pandemic, we as a country lurched into a fuel and cost of living crisis which had a potential to have a significant impact upon Energize both from an operational and financial perspective. I'm pleased to report as a result of sound management and financial resilience the organisation was able to carry on with the delivery of its strategic objectives, a big thanks must go to the Energize team for all their effort in what was a challenging period which we are still experiencing. At the end of 2022 Chris Child stepped away from the organisation, at this point I must acknowledge on behalf of the board the splendid work Chris did during his tenure as CEO, he in no small part helped to shape the organisation into a trusted partner within Shropshire Telford and Wrekin as exemplified by the continued support provided by both authorities, together with other organisations within the region. The board appointed Pete Ezard to step into the role of CEO to build on the foundations laid by Chris in the delivery of our new strategy which encompassed the #Together we Move approach, designed to promote an active lifestyle within all sectors of our society especially within disadvantaged and hard to reach members of our population. The goal of building a movement remains a key pillar of our strategy, however it is recognised this is a long-term vision, I can report with the backing of the board and our other key stakeholders we remain on track. Clearly, to be able to deliver our goals we must have an organisation that is both financially sound and well governed and as you can see from this report both of those are in place, that said we cannot rest on our laurels, especially in the area of diversity and inclusion where the board and team are jointly working to improve in this area. Finally, I would like to thank my fellow board members for their support and hard work during this year along with two retired members Fiona Fortune and Kevin Dobson who stepped way from the Energize Board following some sterling service.

Financial Review

RESERVES POLICY:

The Board continually review Energize's Reserves Policy. It has been identified that reserves should be held for the following reasons:

- To provide a buffer in relation to income streams that are particularly volatile;
- To fund restricted cashflow deficits which arise at certain points during the year;
- To cover other operational commitments, notably staffing costs which are not fully funded through grants received;
- To offer the ability to seize unexpected new initiatives; and
- To give some shelter from unplanned adverse events.

A free reserve range of £85,000 to £100,000 was agreed prior to the start of the financial year under review.

Available free reserves as at 31st March 2023 were £176,192 (2022: £153,103) which is in excess of the current agreed range. The Board is current reviewing their free reserves policy and it is anticipated that although this target is adequate currently that this will need to be uplifted before the end of March 2027.

GOING CONCERN

As a System Partner with the Active Partnership network, Energize STW has secure funding to 31st March 2027 from Sport England. This coupled with the continued support from local strategic commissioners enables the Trustees to have a reasonable expectation that adequate resources are available to continue in operational existence for the foreseeable future. They have reviewed budgets and cash flow forecasts for a period of more than twelve months from the finalisation of these financial statements and for these reasons the going concern basis continues to be adopted in preparing the financial statements.

Structure, Governance and Management

Reference and Administrative Details:

Registered Charity Name:	Energize Shropshire Telford & Wrekin
Charity Registration Number:	1147861
Company Registration Number:	08066413
Principal Registered Office:	The Guildhall, Frankwell Quay, Shrewsbury, Shropshire SY3 8HQ

The Trustees, who are also the Directors for the purpose of Company Law, who served year Commencing 1st April 2022 and Ended 31st March 2023, are as follows:-

R. Sheldon (Chair)
 K. Dobson (Retired October 2022)
 F. Fortune (Retired October 2022)
 L. Izquierdo (Senior Independent Director)
 R. Smith
 N Weller (Retired April 2022)
 R Pritchard (Appointed October 2022)
 S Evans (Appointed October 2022)
 V Sugden (Appointed October 2022)
 K Parkash (Appointed October 2022)
 M Inpong (Appointed October 2022)
 L Freudmann (Appointed October 2022)
 Auditor: Independent Auditors LLP, Shrewsbury Business Park, Shrewsbury SY2 6LG

Governance Framework:

Energize Shropshire, Telford & Wrekin (Energize STW) is a company limited by guarantee; the registration numbers are shown above. Energize STW was incorporated on May 11th 2012 and registered as a Charity on 27th June 2012. Energize STW is governed by its Memorandum and Articles of Association, as amended in September 2012, October 2015, November 2017, November 2018 and November 2020.

During the year ended 31st March 2023, Energize STW continued to be governed by a Board Trustees, as listed above, who also act as the Directors for the purposes of Company Law. The Board of Trustees meets every quarter to discuss the strategic direction and financial condition of the charity, ensure its core aims and objectives are met in the most efficient way and to take account of any risks to the charity and to make sure that all legal obligations are satisfied. Additionally, the following sub-committees meet on a quarterly basis to discuss specific areas of performance or compliance, which is then fed back to the wider board for their full understanding and approval. Terms of reference are available upon request for the following:-

- Audit Committee – Chaired by R Pritchard
- People Committee – Chaired by V Sugden
- Remunerations Committee (which meets annually) – Combined contribution – Chaired by R Sheldon

Additionally, L. Izquierdo champions Safeguarding and combines this with the role of Welfare and Safety Champion. K Parkash acts as a Board advisor in Equity and Diversity. Copies of our [Diversity Policy](#) and Diversity Action Plan can be viewed on our website at www.energizestw.org.uk. In summary, Energize STW is an equal opportunity employer who seeks to recruit a workforce with diverse backgrounds and skills. Energize STW makes its services available to all and will go out of its way to educate its staff in order to maintain these values and open up opportunities to all. Energize records and publicly documents the ethnicity, gender and other key characteristics of its Board and staff.

The Champion Roles for each Trustee and the Terms of Reference for each sub-committee are regularly reviewed and approved at Board level. A Nominations Committee meets as required to act upon trustee recruitment and will when required call upon assistance from external consultants to ensure the Board consists of trustees that meet required skill sets and who represent the values of Energize STW.

At the AGM of October 2022 R. Sheldon was reappointed as Chair for a further year and Kevin Dobson retired by rotation in accordance with the Articles as did Fiona Fortune.

For the year ended 31st March 2023, the Board of Trustees was increased through recruitment to 9 Trustees in total from the public, private and voluntary sectors. None of these Directors/Trustees receives any remuneration for their time or efforts other than reimbursement of out-of-pocket expenses. None of the Trustees has any personal pecuniary beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up of the company.

In addition to the Trustees there are nominated Observers (with no voting rights) from Shropshire Council (currently A Speke), Telford & Wrekin Council (currently L Mills) and Sport England (currently G MacPherson)

Decision making within the organisation is undertaken in accordance with the Board Reserve Powers and Delegations of Authority.

Quarterly Board Meetings:

Meetings of the Trustee Board are conducted quarterly and minuted to that effect.

Compliance and Strategy:

Upon appointment, all Trustees sign an [Engagement Agreement](#) that sets out the duties and commitment expected of a Trustee during their period of appointment. Separate agreements are signed by the Chair and each Board Champion. Furthermore, each Trustee is asked to sign a [Conflicts of Interest](#) document each year and to update this at each quarterly Board meeting and is also required to sign and adhere to a [Directors Code of Good Conduct](#).

Energize STW can confirm that there have been no significant declarations of conflicts of interest during the past year.

The Company does not recognise any individual Director as a person of 'Significant Influence or Control'.

The Board is supported by Energize STW's Chief Executive and operational staff team, who conduct day to day business.

As a Charity and Company Ltd by Guarantee Energize aims to achieve high standards of Governance and we ensure that this happens in the following ways:

- We can evidence how we meet the criteria detailed with the UK Governance Code for Sport, without deviation. Where further work for compliance is required we have recorded this as part of an action plan and this is agreed with our Board. We regularly review our compliance with the Code and include this review as a regular agenda item at Audit Committee level.

- Policy and procedure documents are annually reviewed and approved in rotation, including Financial Procedures, which are overseen by our Financial Management Consultant, annually Audited and approved at full Board level.
- Terms of Reference for each sub-committee, including Audit Committee, are reviewed and approved at Board level at least every other year and sometimes more frequently as the need arises.
- Energize STW publicly displays, through its website, copies of our key financial accounts; strategy; Governance Structure and Review; Articles of Association; Equity & Diversity policy and diversity review.
- We have established a Nominations Committee to further develop Board recruitment and oversee the future Chair recruitment. The Nominations Committee is Chaired by either the Board Chair or the Senior Independent Director depending upon the role to be recruited. We base our recruitment of trustees upon a regularly reviewed skills matrix and in accordance with our equity and diversity policy.
- We use the expertise of our People’s Committee to review our staff and volunteer satisfaction / motivation and remuneration and rewards policies. We continually monitor staff satisfaction through OfficeVibe questionnaires, one to one meetings and engage in the Active Partnerships annual satisfaction survey to benchmark our results with similar organisations.
- We review Trustee skills and conduct review and development meetings with both Trustees and staff annually.
- Systems of Internal Control are reviewed and [Risk Management Policy](#) and procedure are overseen at Audit committee level and presented to the wider Board for approval. Ongoing review of risk is carried out at Senior Leadership Level and mitigation reviewed by the Audit Committee champion and presented to the wider board along with an overview of other areas for consideration within a performance dashboard.
- The Trustee Board has oversight of and approves the Energize STW Strategy, which feeds into a team Business Plan.
- Energize STW requires all Trustees, Company Secretary and staff to undertake induction and continuing professional development to familiarise themselves with the funding and delivery environment in which the company operates; to set out their respective roles and responsibilities; and to ensure accountability and compliance with statutory Charity and Company Law and opportunities to attend training sessions to further enhance understanding and compliance are offered to both Trustees and the operational team.

Energize STW can show defined purpose, mission and values, which are reviewed and developed through consultation with both Trustees and staff.

Quality and Control:

Energize STW adhere to strategic goals which report into a Performance Dashboard which is reported quarterly to Board.

We adhere to internal and external control processes, including those which effectively monitor financial control. Independent Auditors were re-appointed by the Board as our external Auditors for the year. The appointment of Auditors is approved annually and reviewed regularly. Financial Statements are reviewed at monthly management accounts level with the Senior Leadership Team, quarterly through trustee reports with the Audit Committee and

wider Board and annually by our external Auditors. Annual financial reports are approved by the wider Board of Trustees.

There were no significant lapses in data security during the reported year.

Energize are an Active Partnership, membership of which helps us both to share experiences and insight and also learn from others as well as working collaboratively when required. However, it does not interfere with the organisations independence.

Principal risks and uncertainties

Energize STW has transitioned to a real-time risk reporting system during the year. Strategic risks are identified and assessed and systems, controls or procedures are put in place to manage them.

The trustees understand that all organisations are subject to risk due to the nature of their activities. The trustees consider the highest risks impacting upon Energize Shropshire, Telford and Wrekin, regarding which the trustees are confident that appropriate mitigating actions are in place as follows:

- Safeguarding concern relating to poor practice or actual abuse.
- Failure to deliver against strategic goals
- Failure to continue to meet the standards within the UK Governance Code for Sport.
- Data Breach

Working to support vulnerable children and adults continues to expose Energize to safeguarding issues and concerns. As such, policies and practices are continually reviewed and monitored through the Senior Leadership Team and Board Champion for Safeguarding. Our annual plan, which has recently been reviewed by the NSPCC Child Protection in Sport team has successfully received a rating of 'met'.

The Board is committed to maintaining a high level of compliance with the UK Code for Sports Governance, and whilst this represents a constant challenge for smaller organisations, the Board has agreed with the rationale that there are still areas in which further developments should continue in 2023/24 regarding diversity and inclusion, and environmental sustainability.

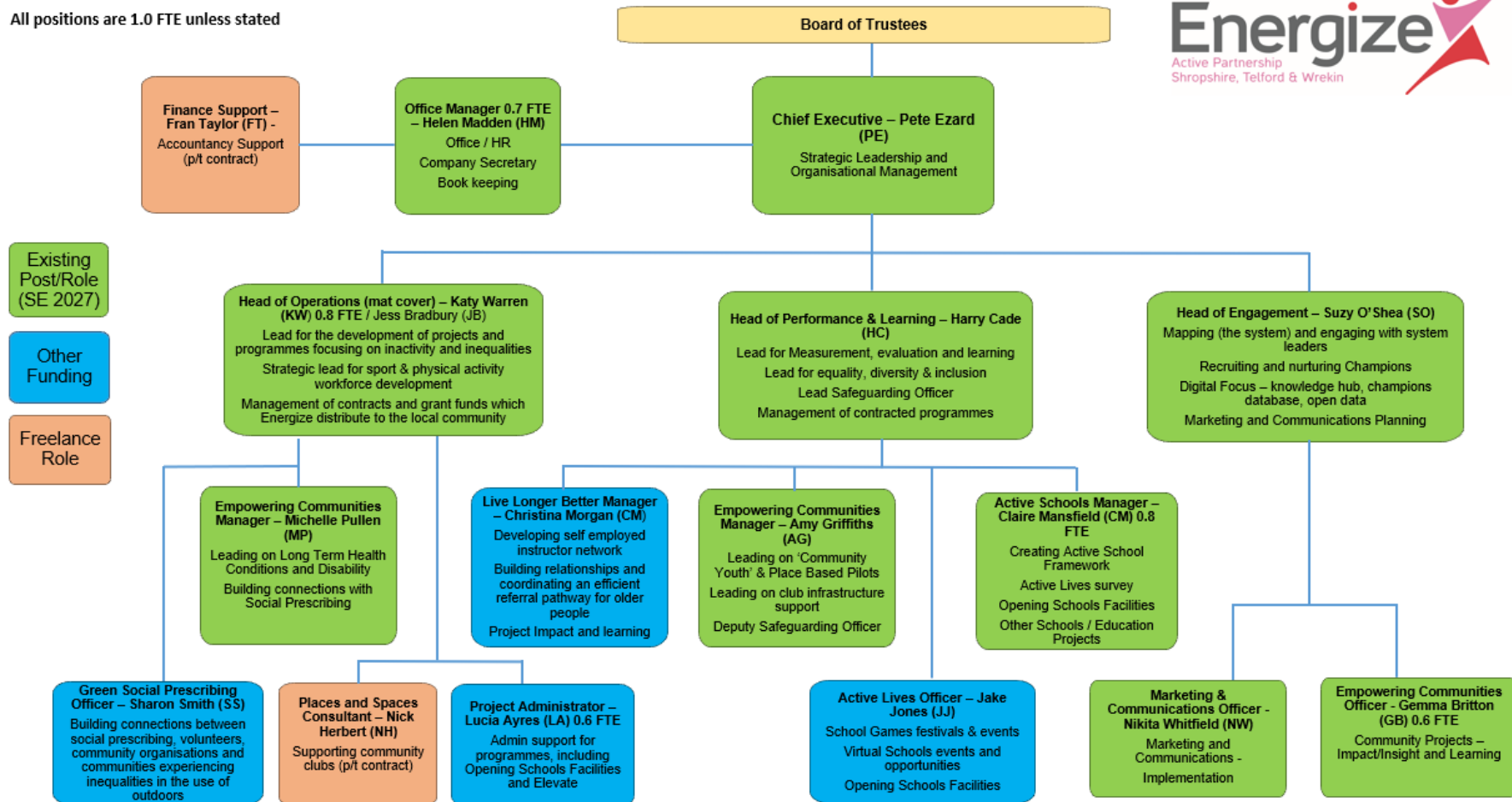
We make GDPR a priority and work with our IT consultant company to provide cyber security. We train our staff and provide templates and procedures that allow them to assess the risk and impact of data breaches within their programmes and to mitigate these risks.

Staff Structure:

Energize STW has a clear staff structure (as shown below):

Last updated 10/05/2023
All positions are 1.0 FTE unless stated

Organisational Structure



Independent Auditors Report

Energize Shropshire Telford and Wrekin Audit Report Unqualified

Independent Auditor's Report to the Members of Energize Shropshire Telford and Wrekin

Opinion

We have audited the accounts of Energize Shropshire Telford and Wrekin (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the Notes to the Accounts, 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 FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its profit/loss 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 Standard 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 accounts 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 accounts in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out below, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Audit Report Unqualified

Other information

The other information comprises the information included in the trustees' report and accounts, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so consider whether the other information is materially inconsistent with the accounts 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 accounts 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 upon the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the accounts are prepared is consistent with the accounts; and
- 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 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 and proper accounting records have not been kept, or returns adequate for the audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the accounts in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement found 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 accounts and for being satisfied that they give a true and fair

Audit Report Unqualified

view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, 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 intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

We have been appointed under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 the 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 accounts.

A further description of our responsibilities for the audit of the accounts 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 this report

This report is made solely to the company'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 of the company's members those matters we are required to state to them in an auditors' 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 charitable company and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathon Dale BA (Hons) FCA, Senior Statutory Auditor
For and on behalf of Independent Auditors LLP, Chartered Accountants and Statutory Auditors
Emstrey House North
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

Date: 4/8/2023

Independent Auditors LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a charity under section 1212 of the Companies Act 2006.

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023**

		Unrestricted funds	Restricted funds	Total year ended 31 March	Total year ended 31 March
	Note	2023	2023	2023	2022
		£	£	£	£
Income:					
Donations and legacies	2	16,250	470,000	486,250	204,713
Charitable activities	3	213,034	580,498	793,532	726,190
Other trading activities	4	20,434	-	20,434	7,467
Investments		4,166	-	4,166	16
Total income		253,884	1,050,498	1,304,382	938,386
Expenditure:					
Charitable activities	5, 6	190,923	893,369	1,084,292	887,146
Total expenditure		190,923	893,369	1,084,292	887,146
Net income/(expenditure) before transfers		62,961	157,129	220,090	51,240
Transfer between funds	15	7,223	(7,223)	-	-
Net income/(expenditure) and net movement in funds		70,184	149,906	220,090	51,240
Reconciliation of funds:					
Total funds brought forward		215,425	-	215,425	164,185
Total funds carried forward	15	285,609	149,906	435,515	215,425

This statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 22 to 37 form part of these financial statements.

**BALANCE SHEET
AS AT 31 MARCH 2023**

	Notes	2023 £	2022 £
Fixed Assets			
Tangible assets	11	9,417	7,322
Current Assets			
Debtors	12	39,468	16,340
Cash at bank and in hand		611,246	510,475
		650,714	526,815
Current Liabilities			
Creditors: amounts falling due within one year	13	(224,616)	(299,811)
Net current assets		426,098	227,004
Total assets less current liabilities		435,515	234,326
Net assets excluding pension asset or liability		435,515	234,326
Defined benefit pension scheme liability	14	-	(18,901)
Net assets		435,515	215,425
Funds of the charity			
Restricted funds			
Restricted income funds		149,906	-
	15	149,906	-
Unrestricted funds			
Designated funds	15	100,000	55,000
General funds	15	185,609	160,425
Total charity funds		435,515	215,425

Registered Company number: 08066413

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006. The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Ray Sheldon
Chair



.....

Date: 1/8/2023

The notes on pages 22 to 37 form part of these financial statements.

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023**

	2023	2022
	£	£
Cash flows from operating activities		
Net income per Statement of Financial Activities	220,090	51,240
Adjustments for:		
Depreciation of property, plant and equipment	5,246	3,563
Decrease/(Increase) in trade and other receivables	(23,128)	43,717
(Decrease)/Increase in trade and other payables	<u>(94,096)</u>	<u>(426)</u>
Net cash provided by operating activities	108,112	98,094
Cash flows from investing activities		
Payments for property, plant and equipment	<u>(7,341)</u>	<u>(6,827)</u>
Net cash used in investing activities	(7,341)	(6,827)
Net increase in cash and cash equivalents	100,771	91,267
Cash and cash equivalents at the beginning of the year	510,475	419,208
Cash and cash equivalents at the end of the year	<u>611,246</u>	<u>510,475</u>
Components of cash and cash equivalents		
Cash and bank balances	<u>611,246</u>	<u>510,475</u>
	<u>611,246</u>	<u>510,475</u>

The notes on pages 22 to 37 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

1. Accounting policies

1.1. Basis of preparation

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

Energize Shropshire Telford and Wrekin 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.

The financial statements are prepared in sterling, which is the functional currency of the entity and rounded to the nearest £.

1.2. Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

1.3. Judgements and key sources of estimation uncertainty

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

1.4. Going concern

Having considered future plans and forecast financial budgets, the Trustees confirm that they are not aware of any material uncertainties with regard to the Charitable Company's ability to continue as a going concern for the foreseeable future and therefore have prepared these financial statements on the going concern basis.

1.5. Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

1.6. Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income. In relation to grants, the balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material. On receipt, donated services and facilities are recognised on the basis of the value of the gift to the Charitable Company which is the amount it 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.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.

1.7. Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

1.8. Taxation

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

1.9. Tangible fixed assets and depreciation

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

Computer equipment 33% Straight line

1.10. Trade and other 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1.11. Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less.

1.12. Trade and other creditors

Short term creditors are measured at the transaction price. Other 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.

1.13. Financial instruments

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

1.14. Pension costs

Defined contribution plan

The Charitable Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Defined benefit plan

The Charitable Company contributes to the Shropshire County Pension Fund ("The Fund" or "the Scheme") on behalf of one of its employees. The Fund is a defined benefit scheme providing a pension and lump sum benefits at retirement based on final salary and length of service (both defined in the Scheme Rules). The Scheme is a multi-employer scheme and whilst it is not possible to separately identify its share of the underlying assets and liabilities, the Charitable Company is required to contribute towards the deficit on the Scheme.

1.15. Company status

Energize Shropshire, Telford and Wrekin is a company limited by guarantee registered in England and Wales and consequently does not have share capital.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

2. Income from donations and legacies

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
Donations	-	470,000	470,000	189,713
Donated services and facilities	16,250	-	16,250	15,000
	<u>16,250</u>	<u>470,000</u>	<u>486,250</u>	<u>204,713</u>

	Unrestricted 2022	Restricted 2022	Total 2022
	£	£	£
Grants and donations	23	189,690	189,713
Donated services and facilities	15,000	-	15,000
	<u>15,023</u>	<u>189,690</u>	<u>204,713</u>

Donated goods, facilities and services received	Total 2023	Total 2022
	£	£
Office premises	15,000	15,000
IT subscription (see note 19)	1,250	-
	<u>16,250</u>	<u>15,000</u>

The equivalent cost of the donated services and facilities above is reflected in the charitable activities' expenditure in note 5 as premises expenses and office expenses, respectively.

3. Income from charitable activities

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
Grants	-	580,498	580,498	531,770
Strategic commissioning	213,034	-	213,034	178,305
Consultancy and other	-	-	-	16,115
	<u>213,034</u>	<u>580,498</u>	<u>793,532</u>	<u>726,190</u>

	Unrestricted 2022	Restricted 2022	Total 2022
	£	£	£
Grants	4,000	527,770	531,770
Strategic commissioning	178,305	-	178,305
Consultancy and other	16,115	-	16,115
	<u>198,420</u>	<u>527,770</u>	<u>726,190</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

4. Income from other trading activities

	Unrestricted	Restricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Sponsorship and advertising	6,500	-	6,500	6,000
Fundraising	-	-	-	25
Other income	13,934	-	13,934	1,442
	<u>20,434</u>	<u>-</u>	<u>20,434</u>	<u>7,467</u>
	Unrestricted	Restricted		Total
	2022	2022		2022
	£	£		£
Sponsorship and advertising	6,000	-		6,000
Fundraising	25	-		25
Other income	1,442	-		1,442
	<u>7,467</u>	<u>-</u>		<u>7,467</u>

5. Analysis of expenditure by activities

	Unrestricted	Restricted	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Expenditure on charitable activities				
Direct programme expenditure	148,772	139,670	288,442	266,632
Direct staff costs	35,309	168,088	203,397	127,648
Grants made	-	244,621	244,621	183,343
	<u>184,081</u>	<u>552,379</u>	<u>736,460</u>	<u>577,623</u>
Support and governance costs				
Support staff costs	(18,901)	252,116	233,215	220,257
Premises expenses	15,000	-	15,000	15,000
Legal & professional fees	1,488	36,956	38,444	26,473
Other office costs	2,884	25,256	28,140	21,221
Advertising and marketing	456	15,173	15,629	9,243
Staff training	670	2,940	3,610	1,246
Travelling	-	2,917	2,917	1,747
Sundry expenses	-	1,432	1,432	873
Depreciation	5,246	-	5,246	3,563
Governance costs	-	4,200	4,200	9,900
	<u>6,842</u>	<u>340,990</u>	<u>347,832</u>	<u>309,523</u>
Total expenditure 2023	<u>190,923</u>	<u>893,369</u>	<u>1,084,292</u>	
Total expenditure 2022	<u>167,643</u>	<u>719,503</u>		<u>887,146</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

6. Analysis of income and expenditure by fund provider

	Sport England	Local Authority	Other public sector income	Non public income	Total
	£	£	£	£	£
Income					
Revenue grants	881,493	64,311	32,065	72,629	1,050,498
Commissioning	14,403	194,990	3,641	-	213,034
Sponsorship	-	-	-	6,500	6,500
Other	-	1,667	-	32,683	34,350
Expenditure					
Direct programme expenditure	(64,283)	(155,317)	(3,641)	(65,201)	(288,442)
Staff costs	(374,995)	(39,509)	(32,065)	9,957	(436,612)
Grants made	(225,905)	(18,716)	-	-	(244,621)
Premises expenses	-	-	-	(15,000)	(15,000)
Legal & professional fees	(31,337)	(1,488)	-	-	(32,825)
Other office costs	(30,597)	(1,634)	-	(1,202)	(33,433)
Advertising and marketing	(15,173)	(456)	-	-	(15,629)
Staff training	(2,940)	(670)	-	-	(3,610)
Travelling	(2,917)	-	-	-	(2,917)
Sundry expenses	(1,757)	-	-	-	(1,757)
Capital expenditure	(7,336)	-	-	2,090	(5,246)
Governance costs	(4,200)	-	-	-	(4,200)
Total surplus/(deficit) 2023	134,456	43,178	-	42,456	220,090
Total surplus/(deficit) 2022	-	34,901	-	16,339	51,240

7. Analysis of grants provided

Activity or programme	Grants to Institutions	Total	Total
	2023	2023	2022
	£	£	£
Tackling Inequalities	168,905	168,905	183,343
Birmingham 2022	57,000	57,000	-
Telford Workforce	1,012	1,012	-
SIP Data & Insight	17,704	17,704	-
	<u>244,621</u>	<u>244,621</u>	<u>183,343</u>

All activities were undertaken directly.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

8. Net income before transfers

	2023	2022
	£	£
This is stated after charging:		
Auditors' remuneration	<u>4,200</u>	<u>3,978</u>

9. Trustee remuneration and expenses

One of more of the trustees have been paid expenses in the current or prior periods.

	2023	2022
	Number	Number
Number of trustees paid expenses	2	1
	£	£
Total expenses reimbursed to trustees	301	75

The nature of the reimbursed expenses related to travel and IT subscriptions to attend virtual meetings.

No charity trustee was paid or received any remuneration or other benefits in the year (2022: £nil).

10. Staff costs

	2023	2022
	£	£
Salaries	396,324	302,718
National Insurance	35,359	24,729
Pension costs	4,929	20,458
	<u>436,612</u>	<u>347,905</u>
Total	<u><u>436,612</u></u>	<u><u>347,905</u></u>

Included above in pension costs is the movement on the pension liability of £18,901 (2022: £1,092). See note 13.

No employee received emoluments in excess of £60,000. The average headcount of staff employed during the year was 13 (2022: 11).

The charity considers that the key management personnel comprise the Trustees and the Senior Leadership Team. The total employee benefits including pension costs of the key management personnel during the year was £186,320 (2022: £176,945).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

11. Tangible fixed assets

	Computer equipment £
Cost	
At beginning of year	35,605
Additions	7,341
At end of year	<u>42,946</u>
Depreciation	
At beginning of year	28,283
Charge for the year	5,246
At end of year	<u>33,529</u>
Net Book Value	
At 31 March 2023	<u>9,417</u>
At 31 March 2022	<u>7,322</u>

12. Debtors

	2023	2022
	£	£
Trade debtors	19,943	7,854
Prepayments and accrued income	19,525	8,486
	<u>39,468</u>	<u>16,340</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

13. Creditors

Amounts falling due within one year:

	2023	2022
	£	£
Trade creditors	40,413	27,327
Other taxes and social security	22,931	17,969
Other creditors	(516)	(192)
Accruals and deferred income	161,788	254,707
	<u>224,616</u>	<u>299,811</u>

Grant and contract income has been deferred when specific criteria attached to the terms and conditions of the service delivery has not been met at the year end.

Movement of the deferred income:

	2023	2022
	£	£
At beginning of year	239,607	269,936
Released to income in year	(703,865)	(531,674)
Deferred in year	621,352	501,345
At end of year	<u>157,094</u>	<u>239,607</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

14. Pension commitments

Defined contribution plans

The Charitable Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charitable Company in an independently administered fund.

The amount included in the pension cost charge in relation to contributions payable by the Charitable Company to the fund was £15,067 (2022: £10,125).

Defined benefit plans

The Charitable Company contributed to the Shropshire County Pension Fund (“the Fund” or “the Scheme”) on behalf of one of its employees during the year. The Fund is a defined benefit scheme providing pension and lump sum benefits at retirement based on final salary and length of service (both as defined in the Scheme Rules). The Scheme is a multi-employer scheme and whilst it is not possible to separately identify its share of the underlying assets and liabilities, the Charitable Company was required to contribute towards the deficit on the Scheme.

As at the 31st March 2019, the Scheme was 84% funded (based on assumption which underpinned the last Triennial Valuation of the Fund as at that date) and a deficit recovery period of 20 years, effective from 1st April 2019, had been put in place. From April 2020 level were set at 20.8% which included 3.4% in respect of the deficit and 0.8% McCloud estimated cost.

In accordance with section 28.11A and 28.13A of FRS 102 the Charitable Company recognised a defined benefit pension plan liability on its Statement of Financial Position. The liability was calculated by reference to the expected salary increases and remaining working lives of the members before they reach pensionable age over the deficit period and using the current level of inflation as at the balance sheet date.

The total contribution payable by the Charitable Company to the Fund in the period amounted to £8,762 (2022: £11,332)

The remaining member left the Charitable Company in December 2022 which has resulted in the liability previously recognised of £18,901 being released so that there is £nil reported as at 31st March 2023 (2022: £18,901).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

15. Movement in funds

2023	Balance at beginning of year	Income	Expenditure	Transfers	Balance at end of year
	£	£	£	£	£
Restricted funds					
Sport England - Systemic Partner	-	470,000	(343,750)	(8,641)	117,609
Sport England - Delivery Partner	-	50,800	(33,835)	977	17,942
Sport England - Primary Role	-	3,130	(3,130)	-	-
Sport England - Children & Young People	-	80,915	(81,033)	118	-
Sport England - Coaching/Workforce development	-	7,075	(7,075)	-	-
Sport England - Tackling Inequalities	-	1,562	-	(1,562)	-
Sport England - Together Fund	-	167,343	(168,905)	1,562	-
Sport England - B2022 Commonwealth Games National Legacy	-	11,500	(11,500)	-	-
Sport England - Birmingham 2022	-	60,000	(60,000)	-	-
Sport England - Places & Spaces	-	29,168	(30,468)	1,300	-
Gen22	-	8,750	(8,750)	-	-
Life Chances	-	60,982	(60,982)	-	-
Green Social Prescribing	-	32,065	(32,065)	-	-
SIP Data & Insight	-	39,200	(24,845)	-	14,355
PSI Elevate	-	24,099	(24,099)	-	-
Other restricted grants	-	3,909	(2,932)	(977)	-
	-	1,050,498	(893,369)	(7,223)	149,906
Unrestricted funds					
General fund	160,425	39,184	(5,047)	(8,953)	185,609
Designated funds:					
Local authority and commissioned work	-	214,700	(185,876)	(28,824)	-
Sustainability project	55,000	-	-	45,000	100,000
	215,425	253,884	(190,923)	7,223	285,609
Total funds	215,425	1,304,382	(1,084,292)	-	435,515

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

Purposes and restrictions in relation to the funds:

Restricted funds:

Sport England – Systemic & Delivery Partner

Prior to April 2022, Sport England ran an invited investment process as part of their 10 year Uniting the Movement strategy to establish a portfolio of system partners to develop and create opportunities for all people to take part in sport and physical activity. Energize STW was selected to join this portfolio to deliver a series of projects designed to achieve a set of defined goals. In addition to funding agreed support and infrastructure costs, a particular focus has been agreed in relation to insight and learning. The delivery element funds school games and active lives survey costs. This programme commenced 1st April 2022 and runs until 31st March 2027. The transfers relate to capital expenditure during the period.

Sport England – Primary Role, Children & Young People and Coaching/Workforce

Funding awards which were carried over from 31st March 2022 to support the Active Partnership's core specification covering back office costs, working with young people in schools and creating community and educational links and the development of a skilled multi-sport coaching/workforce network.

Sport England – Tackling Inequalities, the Together Fund and Birmingham 2022

Funds awarded to be allocated to community groups who themselves support people and communities whose activity levels have been most adversely affected by the covid pandemic.

Sport England – B2022 Commonwealth Games National Legacy

Part of the measurement, evaluation and learning strategy to reach those children and young people involved with School Games who need it most, to inspire positive experiences and accelerate local collaboration.

Sport England – Places and Spaces

Places and Spaces is a Sport England Commonwealth Games legacy programme originally focussed in the West Midlands which aims to encourage community organisations and schools to crowdfund facility improves and offer a Sport England match up to £10k per project. Energize were awarded £16k which was later extended to employ a self-employed role to work across our area as well as Staffs, Herefordshire and Worcestershire to support projects which encourage improved opportunities for those experiencing inequalities. We aim to learn about barriers to crowdfunding and also about working collaboratively across Active Partnership boundaries.

Gen22

Gen22 is one of the Birmingham 2022 Commonwealth Games legacy programmes, indirectly funded by Sport England and led by one of the other West Midlands Active Partnerships, supporting 16-24 year olds to undertake 30 hours of social action volunteering which will support their development and employability.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

Life Chances

The Chances programme, co-developed by Substance, Sport England, Life Chances Fund and Big Issue invest is to create new opportunities to empower young people to get active and re-engage with education and skills provision – with the focus being on young people from lower socio-economic backgrounds and those with an offending record and/or low school attendance.

Green Social Prescribing

Project in partnership with Shropshire Wildlife Trust funded from a variety of sources, including NHS Community Trust fund, Shropshire County Council and Telford & Wrekin Council. To support more accessible, appealing and safe green activities to help people get outside, finding the right kind of activities to benefit people's individual needs and the raising of awareness of existing activities with development of opportunities for diverse groups and those with mental health difficulties.

SIP Data & Insight

A project funded by Shropshire County Council and delivered in partnership with Community Resource, Hands together Ludlow, Shropshire Youth Association and Qube, with Energize as the host organisation.

PSI Elevate

Funding received from Shropshire County Council initially in respect of the Evolve Into Spring project which has been granted permission to reallocate to supplement the Elevate Programme.

Other restricted grants

Any legacy funds or new funds with a value of less than £5,000.

Designated funds:

Sustainability project

In October 2020, as part of the overall review of the charity's reserves, the Board agreed to earmark funds available of £40,000 for a future sustainability project. The target of £100,000 has now been met and it is intended that this work will be commenced over the next financial year.

Local authority and commissioning work

The organisation undertakes a number of projects which are commissioned by local authorities and other public bodies. Whilst these are not restricted funds, due to the public nature of the activities the charity is keen to ensure transparent and clear reporting of the relevant financial transactions. The transfers represent support costs required and agreed for the delivery of the projects.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

2022:	Balance at beginning of year	Income	Expenditure	Transfers	Balance at end of year
	£	£	£	£	£
Restricted funds					
Sport England - Primary Role	-	189,690	(181,263)	(8,427)	-
Sport England - Children & Young People	-	167,543	(167,543)	-	-
Sport England - Coaching/Workforce development	-	38,258	(38,258)	-	-
Sport England - Tackling Inequalities	-	66,890	(66,890)	-	-
Sport England - Opening School Facilities	-	91,542	(91,542)	-	-
Sport England - B2022 Commonwealth Games National Legacy	-	18,000	(18,000)	-	-
Sport England - Moving Communities	-	8,108	(8,108)	-	-
Life Chances	10,000	59,750	(70,220)	470	-
Evolve into Spring	-	7,100	(7,100)	-	-
Sport Council Trust Company	-	29,998	(29,998)	-	-
Green Social Prescribing	-	15,581	(15,581)	-	-
PSI Elevate	-	25,000	(25,000)	-	-
	10,000	717,460	(719,503)	(7,957)	-
Unrestricted funds					
General fund	114,185	42,621	(20,239)	23,858	160,425
Designated funds:					
Local authority work	-	178,305	(147,404)	(30,901)	-
Sustainability project	40,000	-	-	15,000	55,000
	154,185	220,926	(167,643)	7,957	215,425
Total funds	164,185	938,386	(887,146)	-	215,425

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

16. Analysis of net assets between funds

2023	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	9,417	-	9,417
Debtors	17,046	22,422	39,468
Cash at bank and in hand	364,617	246,629	611,246
Creditors	(103,517)	(121,099)	(224,616)
Defined benefit pension scheme liability	-	-	-
Funds	<u>287,563</u>	<u>147,952</u>	<u>435,515</u>

2022	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	7,322	-	7,322
Debtors	16,340	-	16,340
Cash at bank and in hand	510,475	166,054	676,529
Creditors	(299,811)	(166,054)	(465,865)
Defined benefit pension scheme liability	(18,901)	-	(18,901)
Funds	<u>215,425</u>	<u>-</u>	<u>215,425</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

17. Reconciliation of net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash and cash equivalents	510,475	100,771	611,246
Net debt	<u>510,475</u>	<u>100,771</u>	<u>611,246</u>

18. Commitments

Operating lease commitments

The annual commitments under non-cancellable operating leases are as follows:

	2023	2023	2022	2022
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
Within one year	-	-	-	662
In the second to fifth years inclusive	-	400	-	-
	<u>-</u>	<u>400</u>	<u>-</u>	<u>662</u>

19. Related party disclosures

During the year, one Trustee made available at no cost the use of risk management software. The value of this was £1,250.

There were no other related party transactions during the year.

Controlling party

The Charitable Company is limited by guarantee and has no share capital, thus no single party controls the Charitable Company.