

ENERGIZE SHROPSHIRE, TELFORD AND WREKIN
TRUSTEES' REPORT AND ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024



Energize Shropshire Telford and Wrekin
The Guildhall, Frankwell Quay, Shrewsbury SY3 8HQ

Company number 8066413 & Charity number 1147861 registered in England and Wales

A Charitable Company Limited by Guarantee

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Annual Report 2023-24

Trustees' Report

Trustees' Report

The Trustees present their annual report together with the audited financial statements of the charitable company for the 1 April 2023 to 31 March 2024. 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.

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- **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.

- We will create and learn from local projects and programmes and be able to share learning to influence system change.
- We will embed measuring, evaluating, learning and sharing into all our work.
- We will develop a social movement of 100s of champions signed up and actively engaging to help us achieve our ambition.

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- We will create a digital hub & knowledge base and process for ongoing communications to support all movement champions.
- Physical activity will be embedded in the ethos, policies and values of all organisations we engage with
- 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 Progress Report which is shared with the Board of Trustees on a quarterly basis. This report includes the following areas to monitor progress against our strategic goals:

- Part One: Organisational Health. This gives an update from the People Sub-Committee on the progress made with the People Plan. This helps to provide an update against our overarching goal – Ensuring Energize is well-managed, meets governance standards, is sustainable and its people are motivated and skilled.
- Part Two: Strategic Journey. This section provides information on the 6 strategic goals. Against each goal the following updates are included: What have we been doing? What is going well? What are we learning? Plans for the next quarter.
- Part Three: Operational Programmes & Projects. This information helps to outline the breadth and depth of the operational work being undertaken to help us work towards our strategic goals and our ambition of eliminating inactivity.

In addition, we 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

In this the second year of our current strategy (2022-27), there has been considerable progress made against all of our strategic goals. The following describes some of our key achievements, starting with an update on our most important asset, our people.

Our People

It is very pleasing to report there were no resignations across the staff team in 23/24. Jess Bradbury returned from maternity leave in August to re-join the Senior Leadership Team and we recruited Leah Goode to the new role of Sport Welfare Manager in January. We are now a team of 13 employees with part time support from consultant Fran Taylor as our Finance Lead. On the Board, one trustee resigned in August 2023, and we appointed a new trustee in February who will take over from our current Chair, Ray Sheldon when his retirement from Energize is due in May 2024. At the current time we have a total of 9 trustees.

We continue to use the online platform, Officevibe, to support monthly 1-to-1 meetings, goal setting, weekly staff satisfaction surveys and for giving positive feedback to colleagues. The feedback from the surveys is reviewed and often used to structure discussions at 1-to-1s with line managers. We can also see the overall feeling of staff regarding how likely they are to recommend Energize as a place to work. From the cumulative answers to this question a score, known as a net promoter score (NPS) is calculated. At the end of March, the score is 77 which is very high as it is based on a scale from -100 to +100.

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Our investment in the Charity Learning Consortium platform is really supporting the team in both mandatory training and personal development. We have also given more structure to how we use it by creating quarterly discussion groups on particular relevant topics after we have all undertaken the online training. The first of these sessions was on menopause and was extremely useful. In addition to the online learning, we have a significant budget to support other staff learning and development.

Finally, having created our People Plan right at the beginning of this fiscal year, we now have clear responsibilities for the actions included and a structured approach to our People Sub-Committee meetings. We have also appointed a Mental Health Champion in the team who gathers confidential feedback from the team before each People Sub-Committee so any issues, concerns or ideas for staff welfare can be discussed.

Other key achievements

- The Sport England Together Fund and Commonwealth Games small grants both came to an end and we were able to celebrate the impact the funding has made with over 50 local organisations and partners at an event in February 2024. In total, since the funds opened in 2020, we have empowered 166 organisations with over £400,000 to help them deliver activities for people experiencing the most inequalities.
- We were also able to use the Together Fund to support local physical activity and sport organisations to build resilience and become more sustainable in the future. From June to October 2023, a relatively small amount of money was able to deliver 1-to-1 mentoring, a range of training programmes, give access to further training online and support to a wide range of digital resources.
- Places and Spaces. Through this programme, we were able to develop great relationships, sharing contacts and connections in order to support the voluntary community sport and physical activity sector in gaining capital investment into local facilities. As the project ended in December 2023 we had 3 successfully completed campaigns across STW, including £16,000 funding, £56,759 total raised, with £40,729 raised from 289 supporters.
- Shropshire Infrastructure Partnership (SIP) data and insight project. The biggest part of this in the last year was an event led by the voluntary community sector (VCS) in October 2023. The key aims of the event were to evidence the essential role the VCS plays in delivering positive outcomes in the health and care system across Shropshire, Telford & Wrekin. With over 100 attendees including many directors from the health sector, representatives from the NHS, local authorities and the VCS all coming together to listen, learn and discuss health in our County, the feedback was resoundingly positive, and a commitment made by the Integrated Care Board Chair to develop partnerships with the relevant VCS organisations.
- One of our strategic goals is to create a social movement of champions for an active lifestyle across Shropshire, Telford & Wrekin. To date 15 champions have been recruited and many of them are already having a positive impact in helping people get active.
- The Creating Active Schools framework (CAS) 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. The programme started in November 2021 and to date we have supported 19 schools with more than 5700 pupils benefitting as a result. The focus now is on evaluating why the programme has been more successful in some schools than others in order that the learning can be shared with any future schools engaging in this process. In addition, 10 new schools have been invited to be part of the Energize / Marches Multi-Academy Trust CAS pilot starting in

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September 2024. Marches Academy staff will deliver the CAS whole school training sessions with support from Energize on reviewing and planning.

- The Opening School Facilities programme is all about schools making their spaces available to engage not only their pupils but local communities in being active. Since January 2022, over £300,000 has been used to support 14 schools to offer a wide range of opportunities from trampolining and clubercise to men's walking football and table tennis.
- The School Games programme has adapted over the last few years, 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 the least active children, tackling gender inequalities, providing opportunities for those who have special educational needs or disabilities (SEND), whilst still offering opportunities for gifted and talented pupils. Over the last year we ran a total of 9 county finals and 8 Engage and Inspire events for Primary & Secondary Schools across Shropshire, Telford & Wrekin. We are now seeing much greater engagement from schools on our whole School Games offer with regular attendance from SENDCo's, pastoral leads and head of years – not just the PE team.
- 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. In the last year we held a multi-sport 'give it a go' event and facilitated a 3-day CPD course in partnership with Brightstar Boxing Academy for 12 secondary pupils, all of whom received a Level 2 Sport & Fitness Award. The impact of these events has led to us securing another year's funding up to March 2025.
- The Elevate strength and balance classes for those 60+ in Shropshire have now been going for nearly six years. In the last year alone there have been 40 Elevate programmes running, 353 referrals processed, 97% of which were offered a place on the programme. Crucially, there has been a notable 50% surge in referrals from both primary and secondary care, indicating positive progress towards our objective of driving systemic change.
- A collaborative 'patient flow and capacity' initiative with SaTH (Shrewsbury & Telford Hospitals) is progressing on ward 27 at the Royal Shrewsbury Hospital starting in June 2024. The project's objective is to support systemic change by reducing the risk of falls and deconditioning among inpatients. Our local Physical Activity Clinical Champion will provide training to all 45 staff members assigned to the designated ward to support the pilot.
- 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 phase 1 of the project from 2021-2023, we engaged with social prescribing teams and many organisations providing 'green' activities. We hosted workshops for all of them and facilitated taster sessions of walks, gardening and wood turning. Following a successful first phase we now have a further year's funding to grow the evidence base and provide greater investment and support for green activity providers across Shropshire. New to this phase is a collaboration with Shropshire VCS along with the continuation of our thriving partnership with Shropshire Wildlife Trust.
- From 2021 to early 2024 we worked closely with our delivery partner Brightstar Boxing Academy on the Life Chances social investment bond programme which was created to support disengaged young people to attend school more regularly, gain qualifications, get into training, reduce or avoid offending and to be more physically active. The programme has now ended, however due to their success with so many pupils and great relationships

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across the local education sector, Brightstar are in a position to continue the programme with many schools fully funding places.

- For the Gen 22 programme, we worked with locally trusted organisations including Brightstar, Shropshire Youth Support Trust (SYST), Shrewsbury Town FC Foundation, Lower Bush Farm, The Cavalier Centre, and larger organisations such as Swim England and Telford & Wrekin Leisure Services to provide volunteering opportunities for young people aged 16-24. The programme has now ended, and we were able to support 94 young people (against a target of 60) to complete 30 hours of volunteering. Many of those involved are continuing their volunteering.
- The All In Short Breaks provision for special educational needs and disabilities (SEND) children and young people and their families contracted and supported 19 providers to deliver sessions during the last year. A total of 1579 sessions were delivered during the year, which along with paid staff were supported by 4153 hours of volunteer time enabling the opportunities to take place and provide the support the children and young people required to participate. Sessions ranged from horse riding and canoeing to nature clubs, dance, cycling and swimming. Surveys completed by the parent carers following participation in activities across the year resulted in an annual average of 4.74 out of 5.
- Sport Welfare role. We successfully recruited a new Sport Welfare Manager through the funding gained from Sport England linked to a new national network of 'Sport Welfare Officers' (SWOs). Since starting there have been successful meetings conducted with National Governing Bodies of sport and attendance at the national monthly network meetings which have included involvement into what the national evaluation framework might look like.
- As part of the Code for Sport Governance all Sport England funded System Partners were required to develop a Diversity and Inclusion Action Plan (DIAP). Through a process involving staff and board members we have been able to develop a meaningful and well thought out DIAP. The DIAP we created for 2024/25 has a focus on internal development, ensuring that our confidence and competence with regards to Equity, Diversity and Inclusion (EDI) consistently improves throughout the year and that we become better placed to work more collaboratively with external stakeholders – ensuring we understand how, why, and for what purposes we are engaging with different stakeholders to enable better inclusion and continue widening the positive impact that sport and physical activity can have on everyone's lives.

Another element of the Code for Sport Governance the team were keen to give more attention to was the need to ensure the impact on the environment is factored into our decisions and actions. Since November 2023, we have created an internal working group focused on environmental sustainability and implemented several initiatives from increasing recycling and reducing printing to purchasing bamboo instead of plastic medals for events and encouraging travel to work by public transport, foot or bicycle.

Future Plans

As we continue to work on our 2022-27 strategy, our overall goal to eliminate inactivity remains, as do many of our core projects and programmes.

During 2024/25 we will commence working on our place-based approach, working collaboratively across the team and with relevant partners to prioritise which areas of the county to focus on.

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We will continue our focus on embedding the Elevate programme within the Falls Prevention Pathway as well as looking for other ways to ensure falls prevention is considered within our local NHS.

We will increase the reach of the Creating Active Schools Framework through our partnership with the Marches Multi-Academy Trust and continue to adapt the schools games model to ensure it fits with our overall goal of tackling inequalities.

Internally, we have an office move, necessitated by Shropshire Council reclaiming our current office space. This is due to take place in Autumn 2024. With this in mind, and in line with our focus on health and wellbeing through our People Plan, we will ensure that this only has a positive impact for the team.

Another key focus for us will be to explore how technology can support us to improve our own efficiency – the idea being to enable the team to have more time with key stakeholders and greater opportunities to influence system change.

Finally, although we have no recruitment plans within the team, during 2024/25, we are aiming to recruit three new trustees onto our Board. This is in addition to our new chair, recruited in March 2024, taking over officially in August 2024.

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.

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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:

Patricia Izkierdo
.....
Chair at time of signing

15th August 2024
.....
Date:

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Comments from the Chief Executive

The year 2023/24 has seen Energize STW continue to deliver against its strategic objectives and our ambition to tackle physical activity inequalities across Shropshire and Telford & Wrekin.

Our work has focused both on the development of strategic relationships with key stakeholders, funders and policy makers, whilst also delivering projects and programmes that support organisations that crucially deliver physical activity at a local level.

We have seen over £400,000 distributed to local organisations through various funding streams to create more physical activity opportunities at a community level; our Children and Young People projects connecting with less active children and SEND groups; and our Health programmes continuing to grow and be embedded into local Public Health and NHS systems.

We also welcomed Leah Goode into the team as our Sports Welfare Manager. Leah is a great addition to the team and will bring much experience in Safeguarding and Welfare supporting Governing Bodies of Sport and local clubs moving forward.

In our forthcoming year 2024/25, we anticipate welcoming a new Chair as we say goodbye and give thanks to our outgoing Chair, Ray Sheldon who retires from the Board in May 2024 and start the process of recruiting three new Trustees. Operationally we will be working with our Sport England colleagues to focus on a more targeted approach to our work called 'Place Expansion'. This will give us the opportunity to invest in and support those areas of the County where the greatest physical activity inequalities exist.

Finally, I would like to thank the team and Trustees for their unwavering determination to develop, improve and grow the organisation, whilst continuing to tackle the inequalities that exist across our communities and provide more opportunities for more people to be active.

Pete Ezard, CEO

Comments from the Chair

This year has seen Energize consolidate its position, move forward with its key strategic objectives and ensure finances are in rude health. Pete Ezard who took up the CEO position late in 2022 and has made great strides in ensuring Energize is on track to grow and develop further. Our principal stakeholders and Local Authority partners continue their support of the organisation especially in the work we're doing in the "placed based arena".

In line with our constitutional rules, I stepped down as Chair as of the May Board Meeting, and my replacement will continue to support the organisation's other Trustees and of course provide the necessary guidance to Pete and the Team. The organisation continues to support and provide guidance to a number of organisations striving to increase activity amongst the populations of Shrewsbury and Telford

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and Wrekin, clearly with the cost-of-living crisis still looming large our goal of providing support to alleviate inequality whilst helping the vulnerable within our midst remains a key element of what we are about. It only remains for me to wish the Energize well for the future in their endeavours knowing it is in an excellent position from both a staff and financial position.

Ray Sheldon, Retiring Chair

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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 £135,000 - £170,000 was agreed prior to the start of the financial year under review.

Available free reserves as at 31st March 2024 were £176,253 (2023: £176,192) which is slightly in excess of the current agreed range. The Board continues to actively review their free reserves policy and it is anticipated that this target will need to be uplifted before the end of March 2027.

We hold a designated reserve of £150,000 which has been set aside for sustainability. Our plans for the use of our designated reserve has been earmarked for final discussion at our Board meeting in August 2024.

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.

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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 2023 and Ended 31st March 2024, are as follows:

R. Sheldon (Chair)

L. Izquierdo (Senior Independent Director)

R Smith

R Pritchard

S Evans

V Sugden

K Parkash

L Freudmann

M Inpong (Resigned from Board August 2023)

P Havenhand (Appointed March 2024)

Auditor: Independent Auditors LLP, Shrewsbury Business Park, Shrewsbury SY2 6LG

**Be aware that Ray Sheldon retires from his role as Chair in May 2024 and Linda Izquierdo will step into the role as interim Chair until a new appointment is made in August 2024.*

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 2024, Energize STW continued to be governed by a Board of 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

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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 Champion in Equity, Diversity and Inclusion. Copies of our Equity, Diversity & Inclusion Policy and our Diversity and Inclusion 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.

No Director/Trustee 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 Minutes recorded at each meeting.

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'.

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

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 any failure to comply is identified as a risk needing mitigating action within our risk register stored within the RiskMate platform.
- 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. Policies and procedures are captured for efficiency within 'umbrella documents' for Finance, Governance, Administration and Safeguarding.
- Terms of Reference for both sub-committees 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. Together with details of our pledges toward inclusion and the environment.
- We have established a Nominations Committee to further develop Board and 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, diversity and inclusion policy.
- We use the expertise of our People Committee to review our staff satisfaction, motivation, wellbeing 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 and staff skills and regularly conduct review and development meetings with both Trustees and staff .
- Systems of Internal Control are reviewed, and Risk Management Policy and procedure are overseen at Audit Committee 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 and presented to the wider board along with an overview of other areas for consideration within board papers.

Energize Shropshire Telford and Wrekin
The Guildhall, Frankwell Quay, Shrewsbury SY3 8HQ

Company number 8066413 & Charity number 1147861 registered in England and Wales

A Charitable Company Limited by Guarantee

- The Trustee Board has oversight of and approves the Energize STW Strategy, which links directly to team and individual goals and workplans.
- Energize STW requires all Trustees, Company Secretary and staff to undertake induction and continuing professional development to familiarise themselves with the funding and the 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. 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 are detailed in a progress report presented at each quarterly Board meeting.

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 Chief Executive Officer. The Senior Leadership Team review financial progress quarterly and, quarterly trustee reports are communicated and discussed with the Audit Committee and wider Board. Annually our external Auditors review our financial statement. 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.

Staff Structure:

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

Energize Shropshire Telford and Wrekin
The Guildhall, Frankwell Quay, Shrewsbury SY3 8HQ

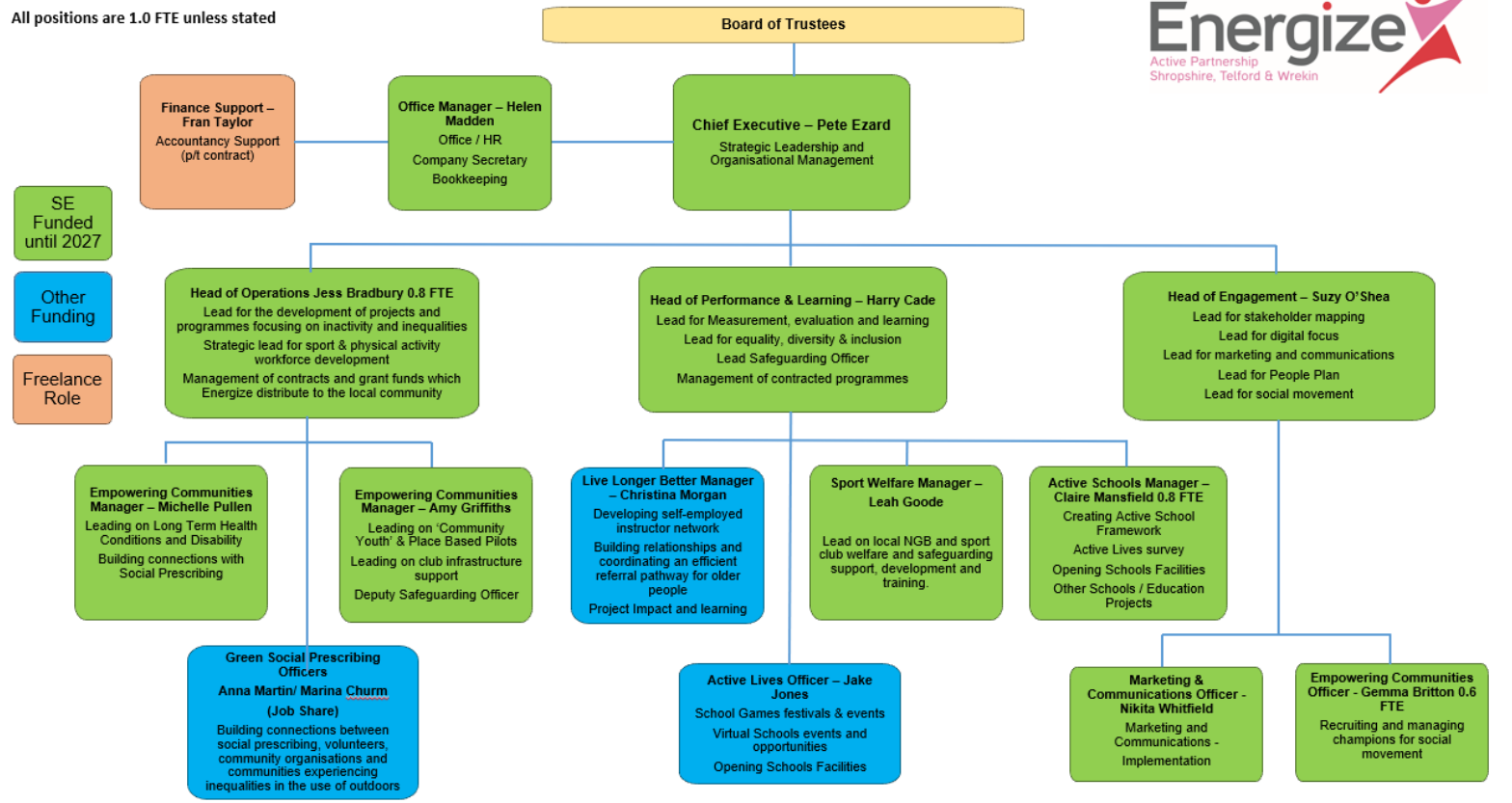
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Organisational Structure

Last updated 03/05/2024

All positions are 1.0 FTE unless stated



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The Guildhall, Frankwell Quay, Shrewsbury SY3 8HQ

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A Charitable Company Limited by Guarantee

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 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

Signed: *Jonathon Dale*
Date: *22 August 2024*

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 2024**

		Unrestricted funds	Restricted funds	Total year ended 31 March	Total year ended 31 March
	Note	2024 £	2024 £	2024 £	2023 £
Income:					
Donations and legacies	2	16,250	424,893	441,143	486,250
Charitable activities	3	241,450	206,776	448,226	793,532
Other trading activities	4	16,035	-	16,035	20,434
Investments		14,400	-	14,400	4,166
Total income		<u>288,135</u>	<u>631,669</u>	<u>919,804</u>	<u>1,304,382</u>
Expenditure:					
Charitable activities	5, 6	239,305	654,899	894,204	1,084,292
Total expenditure		<u>239,305</u>	<u>654,899</u>	<u>894,204</u>	<u>1,084,292</u>
Net income/(expenditure) before transfers		48,830	(23,230)	25,600	220,090
Transfer between funds	15	<u>(3,231)</u>	<u>3,231</u>	-	-
Net income/(expenditure) and net movement in funds		45,599	(19,999)	25,600	220,090
Reconciliation of funds:					
Total funds brought forward		<u>285,609</u>	<u>149,906</u>	<u>435,515</u>	<u>215,425</u>
Total funds carried forward	15	<u>331,208</u>	<u>129,907</u>	<u>461,115</u>	<u>435,515</u>

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 25 to XX form part of these financial statements.

**BALANCE SHEET
AS AT 31 MARCH 2024**

	Notes	2024 £	2023 £
Fixed Assets			
Tangible assets	11	<u>4,955</u>	<u>9,417</u>
Current Assets			
Debtors	12	43,736	39,468
Cash at bank and in hand		<u>480,003</u>	<u>611,246</u>
		<u>523,739</u>	<u>650,714</u>
Current Liabilities			
Creditors: amounts falling due within one year	13	<u>(67,579)</u>	<u>(224,616)</u>
Net current assets		<u>456,160</u>	<u>426,098</u>
Total assets less current liabilities		<u>461,115</u>	<u>435,515</u>
Net assets excluding pension asset or liability		<u>461,115</u>	<u>435,515</u>
Defined benefit pension scheme liability	14	<u>-</u>	<u>-</u>
Net assets		<u>461,115</u>	<u>435,515</u>
Funds of the charity			
Restricted funds			
Restricted income funds		<u>129,907</u>	<u>149,906</u>
	15	<u>129,907</u>	<u>149,906</u>
Unrestricted funds			
Designated funds	15	150,000	100,000
General funds	15	<u>181,208</u>	<u>185,609</u>
Total charity funds		<u>461,115</u>	<u>435,515</u>

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:

..... *A Collins-Izquierdo* Date: *15th August 2024*
Chair

The notes on pages 25 to 40 form part of these financial statements.

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	2024	2023
	£	£
Cash flows from operating activities		
Net income per Statement of Financial Activities	25,600	220,090
Adjustments for:		
Depreciation of property, plant and equipment	5,017	5,246
Decrease/(Increase) in trade and other receivables	(4,268)	(23,128)
(Decrease)/Increase in trade and other payables	(157,037)	(94,096)
Net cash provided by operating activities	(130,688)	108,112
Cash flows from investing activities		
Payments for property, plant and equipment	(555)	(7,341)
Net cash used in investing activities	(555)	(7,341)
Net increase in cash and cash equivalents	(131,243)	100,771
Cash and cash equivalents at the beginning of the year	611,246	510,475
Cash and cash equivalents at the end of the year	480,003	611,246
Components of cash and cash equivalents		
Cash and bank balances	480,003	611,246
	480,003	611,246

The notes below form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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 2024

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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.

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.

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 2024**

2. Income from donations and legacies

	Unrestricted 2024	Restricted 2024	Total 2024	Total 2023
	£	£	£	£
Donations	-	424,893	424,893	470,000
Donated services and facilities	16,250	-	16,250	16,250
	<u>16,250</u>	<u>424,893</u>	<u>441,143</u>	<u>486,250</u>

	Unrestricted 2023	Restricted 2023	Total 2023
	£	£	£
Grants and donations	-	470,000	470,000
Donated services and facilities	16,250	-	16,250
	<u>16,250</u>	<u>470,000</u>	<u>486,250</u>

Donated goods, facilities and services received	Total 2024	Total 2023
	£	£
Office premises	15,000	15,000
IT subscription (see note 19)	1,250	1,250
	<u>16,250</u>	<u>16,250</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 2024	Restricted 2024	Total 2024	Total 2023
	£	£	£	£
Grants	-	206,776	206,776	580,498
Strategic commissioning	241,450	-	241,450	213,034
	<u>241,450</u>	<u>205,776</u>	<u>448,226</u>	<u>793,532</u>

	Unrestricted 2023	Restricted 2023	Total 2023
	£	£	£
Grants	-	580,498	580,498
Strategic commissioning	213,034	-	213,034
	<u>213,034</u>	<u>580,498</u>	<u>793,532</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

4. Income from other trading activities

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £	Total 2023 £
Sponsorship and advertising	6,000	-	6,000	6,500
Other income	10,035	-	10,035	13,934
	<u>16,035</u>	<u>-</u>	<u>16,035</u>	<u>20,434</u>

	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £
Sponsorship and advertising	6,500	-	6,500
Other income	13,934	-	13,934
	<u>20,434</u>	<u>-</u>	<u>20,434</u>

5. Analysis of expenditure by activities

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £	Total 2023 £
Expenditure on charitable activities				
Direct programme expenditure	162,624	99,762	262,386	288,442
Direct staff costs	52,801	170,130	222,931	203,397
Grants made	-	36,174	36,174	244,621
	<u>215,425</u>	<u>306,066</u>	<u>521,491</u>	<u>736,460</u>
Support and governance costs				
Support staff costs	-	262,322	262,322	233,215
Premises expenses	15,000	-	15,000	15,000
Legal & professional fees	-	35,115	35,115	38,444
Other office costs	3,863	24,368	28,231	28,139
Advertising and marketing	-	10,311	10,311	15,629
Staff training	-	4,197	4,197	3,610
Travelling	-	3,560	3,560	2,917
Sundry expenses	-	1,809	1,809	1,432
Depreciation	5,017	-	5,017	5,246
Governance costs	-	7,151	7,151	4,200
	<u>23,880</u>	<u>348,833</u>	<u>372,713</u>	<u>347,832</u>
Total expenditure 2024	<u>239,305</u>	<u>654,899</u>	<u>894,204</u>	
Total expenditure 2023	<u>190,923</u>	<u>893,369</u>		<u>1,084,292</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

6. Analysis of income and expenditure by fund provider

	Sport England	Local Authority	Other public sector income	Non public income	Total
	£	£	£	£	£
Income					
Revenue grants	536,719	23,325	16,169	55,456	631,669
Commissioning	-	226,367	14,403	680	241,450
Sponsorship	-	-	-	6,000	6,000
Other	-	-	-	40,685	40,685
Expenditure					
Direct programme expenditure	(36,373)	(171,574)	(5,132)	(49,307)	(262,386)
Staff costs	(398,777)	(46,723)	(30,789)	(8,964)	(485,253)
Grants made	(36,174)	-	-	-	(36,174)
Premises expenses	-	-	-	(15,000)	(15,000)
Legal & professional fees	(35,115)	-	-	-	(35,115)
Other office costs	(26,051)	(2,117)	-	(63)	(28,231)
Advertising and marketing	(10,311)	-	-	-	(10,311)
Staff training	(4,197)	-	-	-	(4,197)
Travelling	(3,560)	-	-	-	(3,560)
Sundry expenses	(1,666)	(3)	-	(140)	(1,809)
Capital expenditure	(555)	-	-	(4,462)	(5,017)
Governance costs	(7,151)	-	-	-	(7,151)
Total surplus/(deficit) 2024	(23,211)	29,275	(5,349)	24,885	25,600
Total surplus/(deficit) 2023	134,456	43,178	-	42,456	220,090

7. Analysis of grants provided

Activity or programme	Grants to Institutions	Total	Total
	2024	2024	2023
	£	£	£
Tackling Inequalities/Together Fund	24,924	24,924	168,905
Birmingham 2022	-	-	57,000
Gen22	11,250	11,250	-
Telford Workforce	-	-	1,012
SIP Data & Insight	-	-	17,704
	36,174	36,174	244,621

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

8. Net income before transfers

	2024	2023
This is stated after charging:	£	£
Auditors' remuneration	<u>4,882</u>	<u>4,200</u>

9. Trustee remuneration and expenses

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

	2024	2023
	Number	Number
Number of trustees paid expenses	2	2
	£	£
Total expenses reimbursed to trustees	161	301

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 (2023: £nil).

10. Staff costs

	2024	2023
	£	£
Salaries	429,567	396,324
National Insurance	37,169	35,359
Pension costs	18,519	4,929
	<u> </u>	<u> </u>
Total	<u>485,255</u>	<u>436,612</u>

No employee received emoluments in excess of £60,000. The average headcount of staff employed during the year was 13.6 (2023: 13).

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 £197,605 (2023: £186,320).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

11. Tangible fixed assets

	Computer equipment £
Cost	
At beginning of year	42,946
Additions	555
At end of year	<u>43,501</u>
Depreciation	
At beginning of year	33,529
Charge for the year	5,017
At end of year	<u>38,546</u>
Net Book Value	
At 31 March 2023	<u>4,955</u>
At 31 March 2022	<u>9,417</u>

12. Debtors

	2024 £	2023 £
Trade debtors	10,134	19,943
Prepayments and accrued income	33,602	19,525
	<u>43,736</u>	<u>39,468</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

13. Creditors

Amounts falling due within one year:

	2024	2023
	£	£
Trade creditors	3,243	40,413
Other taxes and social security	11,337	22,931
Other creditors	5,784	(516)
Accruals and deferred income	47,215	161,788
	<u>67,579</u>	<u>224,616</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:

	2024	2023
	£	£
At beginning of year	157,094	239,607
Released to income in year	(343,188)	(703,865)
Deferred in year	226,365	621,352
At end of year	<u>40,271</u>	<u>157,094</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

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 £18,519 (2023: £15,067).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

15. Movement in funds

2024	Balance at beginning of year	Income	Expenditure	Transfers	Balance at end of year
	£	£	£	£	£
Restricted funds					
Sport England - Systemic Partner	117,609	424,893	(449,671)	8,214	101,045
Sport England - Delivery Partner	17,942	28,252	(42,258)	(9,777)	(5,841)
Sport England - Sport Welfare	-	26,153	(8,462)	(555)	17,136
Sport England - Together Fund	-	24,924	(24,924)	-	-
Sport England - Places & Spaces	-	16,247	(16,247)	-	-
Gen22	-	16,250	(16,250)	-	-
Life Chances	-	53,426	(53,426)	-	-
Green Social Prescribing	-	16,169	(21,518)	5,349	-
SIP Data & Insight	14,355	19,200	(15,988)	-	17,567
Other restricted grants	-	6,155	(6,155)	-	-
	149,906	631,669	(654,899)	3,231	129,907
Unrestricted funds					
General fund	185,609	58,739	(39,184)	(23,956)	181,208
Designated funds:					
Local authority work	-	229,396	(200,121)	(29,275)	-
Sustainability project (investment in people)	100,000	-	-	50,000	150,000
	285,609	288,135	(239,305)	(3,231)	331,208
Total funds	435,515	919,804	(894,204)	-	461,115

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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 between funds relate to reallocation of capacity costs to better reflect activity during the period.

Sport England – Sport Welfare

Funding gained from Sport England linked to a new national network of ‘Sport Welfare Officers’ (SWOs). The transfers relate to capital expenditure during the period.

Sport England –Together Fund

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 – 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 2024

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.

The first phase of the programme completed in November 2023 and a second phase has begun which is funded by UK Shared Prosperity Fund. The transfers in the year reported represents amounts funded temporarily by unrestricted funds.

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.

Other restricted grants

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

Designated funds:

Sustainability project

During the year, it was agreed that a further £50,000 would be transferred in order to support the sustainability and development of the charity’s people. The total fund at the year end was £150,000 and it is anticipated that this will start to be drawn upon in the year ending 31st March 2025.

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 2024

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 2024**

16. Analysis of net assets between funds

2024	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	4,955	-	4,955
Debtors	15,085	28,651	43,736
Cash at bank and in hand	354,181	125,822	480,003
Creditors	(43,013)	(24,566)	(67,579)
Defined benefit pension scheme liability	-	-	-
Funds	<u>331,208</u>	<u>129,907</u>	<u>461,115</u>

2023	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	9,417	-	9,417
Debtors	17,046	22,422	39,468
Cash at bank and in hand	362,663	248,583	611,246
Creditors	(103,517)	(121,099)	(224,616)
Funds	<u>285,609</u>	<u>149,906</u>	<u>435,515</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

17. Reconciliation of net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash and cash equivalents	611,246	(131,243)	480,003
Net debt	<u>611,246</u>	<u>(131,243)</u>	<u>480,003</u>

18. Commitments

Operating lease commitments

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

	2024	2024	2023	2023
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
Within one year	-	-	-	-
In the second to fifth years inclusive	-	400	-	400
	<u>-</u>	<u>400</u>	<u>-</u>	<u>400</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.