

Annual Report 2024 - 2025





Table of Contents

Introduction from our Chair and Chief Executive Officer	3
Emma Owen, Chair of the Board	3
Tom Beasley, Chief Executive Officer	3
Structure, Governance and Management	5
Our work	9
What we want to achieve	10
Our Objectives	11
How we'll achieve this	12
Our approach	13
Our values	14
Key achievements	15 - 24
Equality, diversity and inclusion	25
Marketing and communications	27-29
Monitoring, evaluation and learning	30
Environmental, social and governance	31
Plans for 2025/26	33
Finance review	37
Statement of responsibilities of the trustees	38
Audited Financial Statements	40
Opinion	41-44
For the Year Ended 31 March 2025	45-62

Overview

Active Gloucestershire is an independent charity committed to helping the people of Gloucestershire to move more.

We belong to a national network of Active Partnerships operating across England to establish the conditions for an active nation.

We believe that physical activity can have a transformative impact on the lives of people and their communities and is the single biggest thing that can be done to improve a person’s health. At our core, we are about driving positive change.

As a trusted organisation, Active Gloucestershire coordinates **we can move**, a social movement dedicated to supporting people across our county to get active.

- Our role is to:
- inspire organisations, community groups, activity providers and individuals across Gloucestershire to work together and remove barriers to physical activity
 - tackle inequalities and increase activity rates
 - connect individuals and organisations
 - help to build strong collaborative partnerships
 - enable the growth and impact of **we can move** through the provision of a range of insight, resources, training and support.

The following pages provide further detail about who we are, the work we do and some of our key achievements this year.

Introduction from our Chair of the Board

Emma Owen
Active Gloucestershire

It remains true that as well as being the best thing you can do for your physical health, physical activity improves mood, reduces stress and anxiety and remains key to our mental health and wellbeing.

This year, we've continued to expand the reach of **we can move** (Gloucestershire's approach and movement for physical activity) and work with local communities and networks to address inequalities in sport and physical activity and ensure more people can access the benefits that come from being physically active.

When I took over as Chair a year ago, I set out to build on the strong foundations my predecessor had left and to ensure that our governance and decision-making supported the growth and development of our community of changemakers – all of whom are working to get more people moving across Gloucestershire.

We're seeing the changes in our work every day – from the growth of our networks, to increased engagement and attendance at events, through to the action being taken in our communities. This year, we've extended our influence as system leaders and trialled innovative and novel approaches to getting those in our county moving more and we're delighted that these approaches have since been replicated and adopted by others.

We've also achieved the priorities I set out in last year's annual report. We've recruited four new board members with diverse and complementary skills. We've invested more time, trust and support in our leadership team, empowering them to be even bolder and more impactful and allowing them to respond more flexibly to the needs identified in our communities. And, we've undertaken an external review of our strategy which recently reported incredibly positive outcomes, thereby giving our board even more confidence that we're doing the work needed to create lasting change and achieve our vision of everyone in Gloucestershire living healthy and happy lives.

We know that there are changes ahead, with the upcoming restructuring of the Integrated Care Board, impact of the Government's spending review, the end of current funding streams and changes to our councils. Over the coming year therefore, our focus will be on ensuring that physical activity remains a strategic priority for our county and that we retain the resources needed to deliver our strategic plans.



Introduction from our Chief Executive Officer

Tom Beasley
Active Gloucestershire

The past year has been exciting and impactful as we've continued to see **we can move** become further embedded as Gloucestershire's movement for sport and physical activity. We've played a central role in the growth and impact of **we can move** with the support of our funders, Sport England, Gloucestershire County Council, NHS Gloucestershire and our six district councils. Whilst the context in which we're working is continuously evolving, physical activity remains the best thing that we can do for our health. Physical activity and the role of positive health prevention has been highlighted nationally several times during the year, such as in Lord Darzi's report into the NHS and we expect it to feature in the newly released NHS ten-year plan.

When we look back at the past year, there have been many highlights. Active Gloucestershire plays a diverse role in our local system operating as an infrastructure organisation, leader and funder. However, it's often when we take on the role of a convener that we see some of the greatest impact in our work – such as when we bring together passionate changemakers through our regular networks including our Active Ageing forum (now Live Longer Better) and our Gloucestershire Active Inclusion Network. This year, we've also worked with partners to deliver a Gloucestershire Schools Conference and we're looking forward to collaborating with partners for a second year in 2025. Perhaps the biggest highlight of our year was the second **we can move** event in May 2024, where we brought together just under two hundred people from multiple sectors and a variety of diverse backgrounds for a day of inspiration, connection and celebration. It was fantastic to see so many people all working towards the common aims of **we can move** and committed to addressing inequalities in sport and physical activity.

We're seeing the difference our work is making every day, and it's broadly supported by data from the Active Lives and Pupil Wellbeing Survey, but we felt it was important to check in against the aims that we set out in our strategy in 2021. Therefore, in the summer of 2024, we appointed an external evaluator to review our progress, achievements and impact and to help us verify that our strategy is still relevant. The response to this review has been overwhelmingly positive, reaffirming that we're on the right track. It's given us the opportunity to pause, reflect and sharpen our focus for the future. Building on this momentum, we're setting our sights on even greater impact over the coming year. We'll be refreshing and re-communicating our strategy to ensure it resonates more clearly than ever. At the same time, we're excited to launch a bold new sustainable development strategy for sport and physical activity in Gloucestershire – laying the foundations for long-term progress and meaningful change across our communities.

We are looking forward to an exciting year ahead, as we scale and broaden some of our interventions, report on several areas of learning and continue to work collaboratively with people, community organisations and clubs to make physical activity more accessible, more equal and part of everyday life.



Legal status, date of incorporation and date of charity registration

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

Our charity objects

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

Governance

It is the responsibility of the board and chief executive officer (CEO) to ensure that Active Gloucestershire has effective governance arrangements, including a sound system of internal control, as well as continuously striving to improve its governance and meeting changing legal and other requirements.

Compliance with the Code for Sports Governance remains a priority for Active Gloucestershire and we are committed to continuously developing our practice and approach with the aim of being our county's role model for sport and physical activity. Following submission of our diversity inclusion action plan, in November 2024, we received confirmation from Sport England of our compliance with requirements 2.1 - 2.3 of the Code for Sports Governance (the diversity requirements).

Management

Working under the direction of the board, Active Gloucestershire is led by its CEO and a staff team of 19 (as of 31/03/2025) who provide day-to-day management and delivery functions. The staff team and overall management of the charity is overseen by the board of trustees (who are also the directors of the charity).

Appointment of our chair and senior trustee

The appointment of our chair usually follows the guidance in the Code for Sports Governance. The appointment of our senior independent director (senior trustee) is usually made from amongst existing trustees. If current trustees are unwilling to stand for appointment or if there are no suitable candidates, the position will be advertised and an appointment committee will be established. Upon appointment, our chair and senior trustee sign role descriptions specific to their roles.

Recruiting and appointing new trustees

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

A trustee who retires from the board after a period of nine years is ineligible for reappointment for a period of four years, after this time, should they successfully be reappointed as a trustee, There were four new appointments and no retirements for the year April 2024 to March 2025.



Organisational structure and decision-making

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

Our board includes a finance and resources committee (FRC) and a nominations and people committee (NPC).

The FRC works with senior management to review all aspects of our organisation's finance and information and communications technology regularly and rigorously.

The NPC works with the chief executive officer CEO to ensure that the composition and performance of our board, and senior management team are optimal and support the needs of our organisation as well as all other aspects of human resources.

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

Our scheme of delegation outlines where decision-making authority lies within the organisation and it is reviewed by the board annually.



Board effectiveness review

Our board undergoes an annual internal effectiveness review and undertakes an external review every three years. The reviews help to identify strengths and opportunities for the board to develop. The resulting report recommendations are then considered and form the basis of an action plan, which our trustees will subsequently deliver. Our last external board effectiveness review was held in February 2024 and an internal review took place in March 2025.

Pay and remuneration

Provision for salary increases is included in the budget-setting cycle and follows the Active Gloucestershire salary and benefits policy, which is reviewed every two years by the board. The nominations and people committee is responsible for making recommendations to our board, regarding the chief executive officer's and senior management team's remuneration.

Related parties

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

Risk statement

Responsibility for considering and alleviating the risks facing our organisation lies with the trustees. They maintain and review a risk register that details the risks we face, along with their probability, impact and the controls we have in place to mitigate against them. This register is comprehensive - covering governance, operational, financial, external, safeguarding and compliance risks and is reviewed six times a year at each board meeting.



Why we're here

Despite the firmly established benefits of leading an active lifestyle including improved mental wellbeing, better physical health and increased social connectedness, 118,600 adults (21.8%) across Gloucestershire, don't move enough to benefit their health. An ageing population, the increasing prevalence of mental health problems and rising incidence of youth obesity continue to sustain these inactivity levels, with participation amongst certain groups in the county remaining particularly low.

36% of people living with disabilities and long-term health conditions are inactive

31% of children and young people are inactive

32% of people aged 65 years and over are inactive



We know that in order to tackle these deep-seated inequalities and ensure that everyone in Gloucestershire has access to the benefits that physical activity can offer, we need to bring individuals and organisations together and work across the system to build physical activity into our daily lives and create an environment in which being physically active is the norm.

Our ambition

We want to get more people moving and halve inactivity rates in Gloucestershire by 2030.

Our vision

Everyone in Gloucestershire living healthy and happy lives.

Our mission

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



Grow we can move

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

Share and learn

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

Connect

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

Support

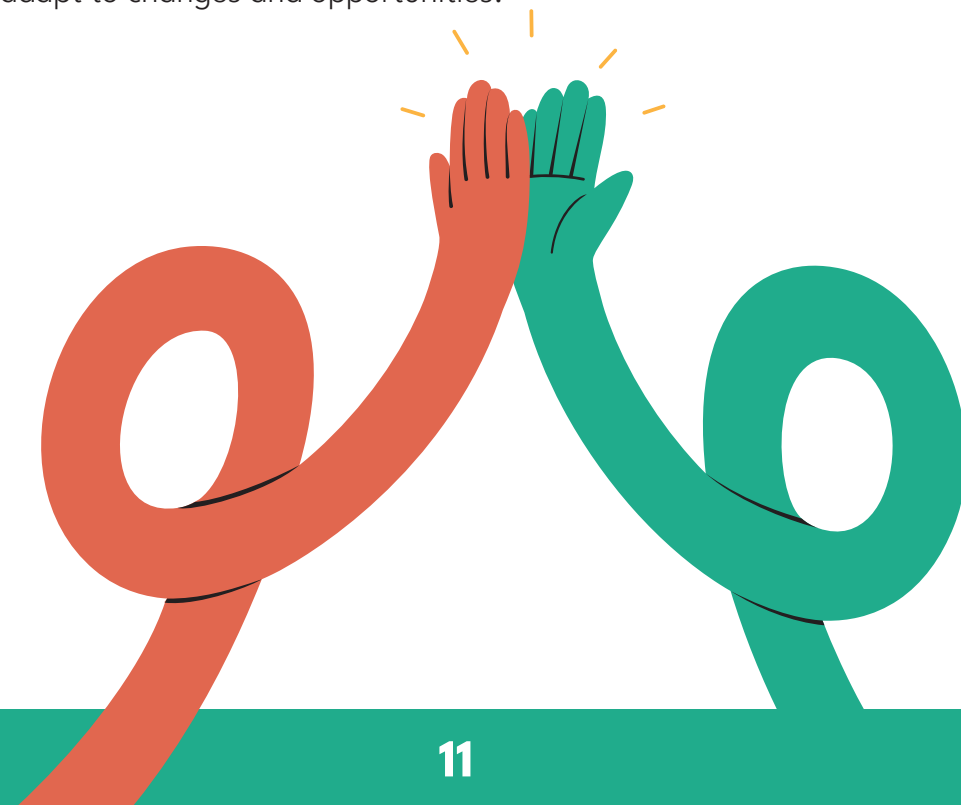
diversity, especially under-represented groups, whilst working with people and projects that share our values.

Celebrate

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

Stay flexible

so we can adapt to changes and opportunities.



Our role

As the supporting body for **we can move**, we see ourselves in a facilitative role – inspiring, connecting and enabling individuals and organisations to drive positive change across our county.

Inspire



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

Connect



- Work together to bring about change.
- Bring people together to support each other, collaborate and share good practice.
- Encourage alignment of activities and measures that help us see the difference we are making.

Enable



- Provide data, stats and facts, identify need and share good practice.
- Increasing investment in our sector by supporting others to secure funding/income.
- Provide training, workshops and consultancy.

We work in a complex environment, so we need to work at an individual, community and system level and also to learn from what we do, to create the conditions for more people to be active.

This is our Theory of Change:



1. System Working

'all parts make a difference'

Driving change through:

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



2. Collective Action

'all people make a difference'

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

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

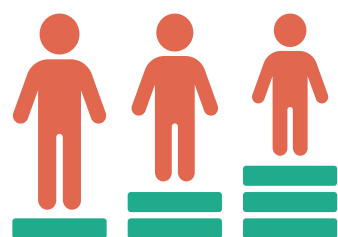


3. Behaviour Change

'everything we do makes a difference'

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

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



4. Learning and Adapting

'everything we discover makes a difference'

We embed learning throughout the work that we do by:

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

Our values guide our work – they shape our actions, decisions and interactions with others and are a key part of our identity.

Be brave

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

Be curious

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

Stand shoulder to shoulder

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

Find the energy

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

Build relationships of trust

Invest in others as much as in getting things done.

Health

During 2024-25, our health work focused on expanding our strategic influence across a number of local health system structures including primary care, integrated locality partnerships (ILPs) and clinical programmes. We have been able to demonstrate capacity building in local communities through enabling peer support groups living with chronic pain to co-design and self-direct their own physical activity. A programme called It's Your Move was originally designed in partnership with NHS Gloucestershire and community activity providers to offer trusted supervised physical activity offers, led by community-based physical activity specialists. In realising the power of working in place and drawing learning from the lived experiences of local people through trust and empathy, we pivoted the programme to connect with community groups across three localities. This year, we focused on a community in Cam and a peer support group in Coleford. We engaged 15 people living with persistent pain and helped them to co-design and self-direct their own physical activity journey.

We have also now concluded a women's health project with a focus on connecting women who are experiencing pelvic health issues with trusted community activities to improve not just their physical health, but their social, psychological and emotional health too. The project sought to explore what activity means to women in their place and better understand their relationship with activity. And, whilst focusing on professionally guided community provision, the project also strived to unpack the stubborn inequalities that exist locally and that have an impact on how enabled women feel to a) prioritise their own health and b) connect with local services and activities. Over 100 women participated in community activity programmes, delivered across three localities, in both children and family centres and leisure environments.

Find out more about our project here:

[Active Mums - Pelvic Health](#)



Feedback from participants on the Active Mums

"I feel like it helped tremendously with my pelvic floor and also really encouraged me to focus more on it. It's really made a difference!"

"Extremely accommodating of babies. The instructor is clearly really passionate about empowering women to be strong and healthy irrespective of background and circumstances."

"I loved the relaxed yet informative and incredibly helpful sessions. I looked forward to each session and found my abdomen (diastasis recti) and pelvic floor strength improved each time. I felt more motivated to have a healthier lifestyle in general and I feel it has been an essential course to do in terms of my postpartum recovery."

"It made me happier knowing I was doing something for myself especially as when I started, my baby was 4 weeks old, so getting out of the house for that one hour to work on myself made a difference to my mental well-being."



Active ageing

Active ageing is an important part of our business plan with its key connection to our county's local health priorities. Active Gloucestershire has provided support, advice and influence across locality proactive ageing priorities (sub-groups of the district integrated locality partnerships). As a result of this work, we have:

1. activated a county campaign known as Live Longer Better Gloucestershire

2. enabled inclusive activities through seed funding across four organisations, delivering six different activities to 51 older people

3. built the capacity and capability of the local workforce by enabling 40 local partners to access online training around ageing well and welcoming 35 partners to our Active Ageing Network.



Through networks and trusted relationships with colleagues in NHS Gloucestershire, public health and the community sector, a number of local organisations have adopted a Live Longer Better supporter status or indeed used Live Longer Better to frame and deliver their local ageing well priorities. Through such traction and as a result of the advice offered to primary care networks around developing a range of initiatives focused on older adults, we have created links to dementia work, local commissioners and public health partners. We have also presented our approach to Gloucestershire's Dementia steering group, Cultural & Diversity Dementia group, Ageing Well steering group and on local radio.

Active Gloucestershire is supporting proactive ageing priorities in Cheltenham and Gloucester via the integrated locality partnerships and has been a key stakeholder in a local falls prevention initiative led by North and South Gloucester Primary Care Network.

We continue to champion the well-adopted public health falls prevention resource, Fall-Proof, which in 2024-25 was distributed to 21 partner organisations including: NHS trusts, memory services, local activity providers, stroke teams, primary care networks, community physiotherapy and local authorities.



Disability

Increased capacity in the disability team has enabled us to refocus on the delivery of key priority areas of our business plan. We have successfully delivered four young leadership programmes helping to develop the confidence, self-esteem and leadership skills of 50 young people with disabilities and additional needs. The programme has provided enriching opportunities for students accessing these courses, including the chance for them to apply their leadership training at local events and community sports competitions.



In February, we hosted the Gloucestershire Active Inclusion Network (GAIN) and were delighted to see over 30 partner organisations in attendance. The event brought together diverse individuals, all of whom are passionate about creating the conditions for inclusive activity across our county. We used this opportunity to share insightful information from the Activity Alliance's Annual Disability and Activity Survey, along with their 2024 report into the social value of disabled people's physical activity as well as local data and insight into the participation inequality gap that we still need to close. But more crucially, the event provided participants with a safe space and focused time to openly discuss their challenges, offers, needs and ideas with each other, directly enhancing our collective practice and influence.

The network has given rise to two significant priorities around inclusive communication and how to make the most of local volunteering opportunities. We facilitated a session exploring the lessons from last year, opportunities for the future and who or what can help under specific circumstances. This resulted in an opportunity to co-design an approach with local partners focusing on sharing learning around inclusive communication and strengthening the network's response to the need to recruit, develop and retain local volunteers.



Places and communities

During 2024/25, Sport England's priority places investment supported efforts to reduce inequality and inactivity, whilst building local capacity and strengthening communities.

Cinderford: collaborative working sparking positive change

In Cinderford, we led a place-based effort grounded in cross-sector collaboration. This approach brought together local groups - from healthcare providers and schools to community organisations and public services, to address inactivity and social disadvantage. **Using a participatory tool called Group Model Building, five action groups were established focusing on services, transport, facilities, communications and community activity.** These groups have turned shared insights into local initiatives, such as walking programmes and joint communications strategies. New partnerships have emerged and previously disconnected stakeholders are now working together towards shared goals. Whilst challenges remain, early signs of long-term systemic change are becoming evident.

Gloucester: Street Tag gets people moving

Between October 2024 and April 2025, Street Tag, a free mobile app that turns walking, wheeling, running and cycling into a game, took place in Gloucester. The project brought together cross-sector organisations from community, arts, culture, health and more and attracted over 430 users, more than half of whom came from areas of high deprivation. **Collectively, participants took nearly 90 million steps, travelled 107,148 miles and collected 157,730 tags. Following completion of the project, 76% of users remained active.** Health and wellbeing indicators were also positive, with mental wellbeing scores averaging 7/10 for happiness, satisfaction, and life-worth and anxiety scores dropping to 3/10.

GL Communities: investing in trusted community organisations

Through our place investment, we worked with GL Communities, a locally trusted organisation, to embed a health and wellbeing coach to help local residents adopt sustainable lifestyle changes. Between May 2024 and April 2025, more than **300 people engaged in activities such as one-to-one coaching, walking groups, wellbeing football, youth street dance, pain management and nutrition sessions.** These initiatives helped to improve physical and mental health and strengthen community connections.

Neighbourhood Fund in action

The Neighbourhood Fund, a collaboration between Gloucester Community Building Collective and Active Gloucestershire, provides small grants of up to £500 to Gloucester residents and grassroots groups. The fund aims to engage underrepresented communities, reduce barriers to participation and enable locally-led physical activity. **Over the past 12-18 months, 14 projects received funding, including intergenerational dance events, community gardening and a chair yoga initiative,** with more than 250 weekly participants supported into physical activity.



Active environments

Over the past year, we have strengthened Active Gloucestershire's role in shaping active, healthy and sustainable environments. We partnered with the Town and Country Planning Association to present on active design to Gloucestershire's chief planning officers, contributed to both the county-wide and Forest of Dean active travel strategies and participated in the master planning of the emerging Garden Community at North Ashchurch. We responded to Gloucester's 'Climate Change Strategy' consultation, supported the development of an action plan to underpin the new Gloucester City Council 'Sport & Physical Activity Strategy' and advised local groups on facilities issues in Cinderford through our place-based programme. Across the year, we also gave specialist facility development and funding advice to 27 community organisations and participated in the development of Local Football Facilities Plans for the Cotswolds, Gloucester, Cheltenham and Stroud.

In response to Sport England's 'Every Move' strategy, we initiated the development of an environmental sustainability strategy and action plan for **we can move** and Active Gloucestershire. This strategy will take a dual approach: embedding sustainability in Active Gloucestershire's operations while also inspiring and enabling others in the **we can move** movement to act. In collaboration with management consultancy Plans With Purpose, we delivered multiple workshops to the Active Gloucestershire team and board members and began the process of consulting with system partners, with the aim being to publish the strategy in the summer of 2025. To enhance his personal knowledge and capability in leading systems change in this area, our strategic lead for active environments undertook carbon literacy training and completed an NVQ Level 2 in 'Understanding Environmental Sustainability'.



Under our active environments workstream we continued to provide project management support for the development of the Blackbridge Community and Sports Hub in Podsmead, Gloucester. Part-funded by Sport England, this £6.2m facility opened in spring 2025, offering indoor and outdoor physical activity and wellbeing opportunities for one of the county's most underserved communities. Active Gloucestershire has been instrumental in developing and supporting Blackbridge Charitable Community Benefit Society (the 100% community owned organisation behind the project) through fundraising, procurement and community partnership development and is exploring the potential for a place-based project linked to the new facilities and programmes.

Active Gloucestershire's 'Opening School Facilities' programme focused on increasing pupil and wider community access to school sports facilities outside of normal school hours. Our year 3 programme targeted underrepresented groups and recorded significant success across the 23 funded schools. In total 1,833 sessions were delivered to 3,099 children, with overall throughput of 76,271 participants. Now that the programme has concluded, we have begun the work to understand its impact through a range of monitoring, evaluation and learning actions, including school surveys, case studies and filmmaking.



Children and young people

In the last year, we've focused on building stronger youth voice representation throughout all our projects and creating an enduring thread of positive experiences that will enable more young people to be active in their way. We've set out a long-term plan to learn more from young people and ensure that any project or intervention, however well-meaning or well-funded, is ultimately underpinned by the voices of the young people it wants to support.

Youth voice

Continuing our partnership with Shift Movement, during 2024-25 we supported over 120 teachers and teaching assistants as well as 20 young people, to train as yoga teachers through the Shift Wellbeing Ambassador Course for Educators. These ambassadors are now delivering in over 80 schools across the region and amplifying young people's voices. The programme also pulled together a county-wide celebration, co-designed and co-delivered by the wellbeing ambassadors, youth ambassadors and students from a local primary school - a true celebration of the power of youth voice. This compelling example of co-production and youth leadership was highly commended for the Personal Development and Youth Voice Award by the Youth Sport Trust, at the School Games Impact Awards.



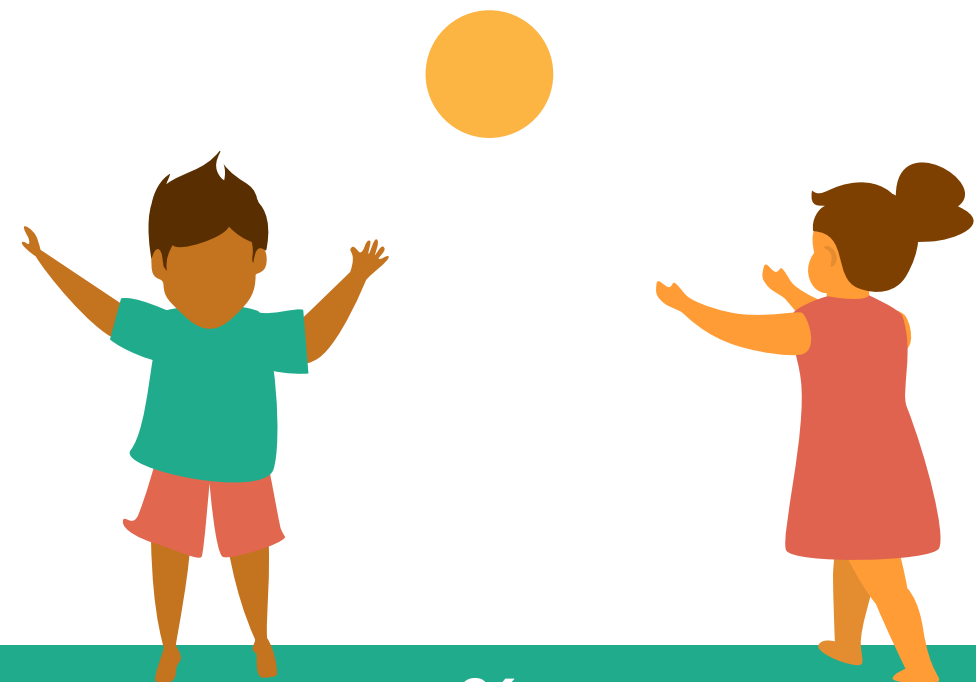
Activity on Referral

During 2024-25, the Activity on Referral programme received over 300 referrals from young people across Gloucestershire, with 86.8% of these directed into sustainable, community-based activities. After experiencing bullying, panic attacks and low self-esteem, one young person managed to access her local gym and swimming sessions, which helped her to “forget about the negatives” and rediscover joy. Her family have since continued their membership independently. This story mirrors a broader trend we're seeing across Gloucestershire – one that demonstrates how physical activity is transforming young lives – not simply by boosting mental wellbeing, but by building confidence and empowering young people to forge positive paths forward.

Creating Active Schools

This year, the Creating Active Schools (CAS) programme has supported 13 schools to embed physical activity into everyday learning, with wide-reaching effects. At one school, after redesigning playtimes, behaviour incidents during lunchtime dropped from 70 per month to just 8 - a shift that teachers directly linked to improved focus and engagement in lessons. By focusing on fun and wellbeing, not just activity for activity's sake, schools secured higher attendance rates and benefited from calmer classrooms and happier pupils. In fact, some schools reframed their entire approach, stating, “We changed our driver from being active to being happy.”

CAS isn't another task; it's a new way of thinking that brings learning to life. And with continued support from trusted partners like Move More, schools are now better positioned to evolve, adapt, and keep children thriving.



People

We can move event 2024

On May 9th 2024, we hosted our second **we can move** event at Kingsholm Stadium in Gloucester. With funding from our core systems investment, we brought together 179 attendees from over 100 organisations across the physical activity, health, education and VCSE sectors.

The event created space for connection, reflection and action and the tone of the day was informal, practical and welcoming. The programme included keynote speakers, lightning talks, movement breaks and opportunities to meet others working for change.

Feedback was overwhelmingly positive, with many participants speaking about feeling inspired and more confident in their roles and praising the event's structure, accessibility and focus on real-life change. Over 60 people shared their next steps, which ranged from exploring new partnerships to running inclusive community programmes.

The event also built capability across our own team. Staff led planning and delivery, with support from student volunteers. We gathered feedback through surveys, reflection boards and digital tools and captured this learning in a full evaluation report.

This year's event helped to deepen our role in supporting local system leadership. It was instrumental in strengthening connections, highlighting the work of grassroots leaders and giving people practical tools to take back to their communities.

Based on feedback received from our event, we are looking to improve next year's event, focusing specifically on programme design, allowing more time for networking and tailoring our communication for different sectors. We are also creating new spaces for open conversations to support more diverse and inclusive engagement.

By bringing people together to share, learn and lead, we are helping to build the confidence and relationships needed to drive lasting change across Gloucestershire.



Safeguarding and welfare

This year, we've made good progress on our work around safeguarding adults. We completed the Ann Craft Trust safeguarding assessment and have conditionally met the criteria - a positive step in fulfilling our safeguarding commitments. Moving forward, we plan to develop our action plan to address assessment feedback and align all policies to meet safeguarding expectations.

Our sport welfare programme has also flourished this year, with our sport welfare officer engaging over 30 NGBs and supporting 40+ clubs and organisations with practical tools, mentoring and training. They are also now upskilled to deliver UK Coaching courses.

We have created strong partnerships with local and national organisations including the Hollie Gazzard Trust, Streetwise, Gloucestershire Rugby Football Union, Gloucestershire Football Association, Gloucester Rugby, Gloucestershire police and Multi-Agency Safeguarding Hub (MASH) and the Child Protection in Sport Unit (CPSU). Additionally, we delivered awareness materials to local sports clubs and providers and our 'Safeguarding in Your Pocket' guide was adapted by four other active partnerships, for use across their regions.

During 2024/25, we also further integrated and embedded safeguarding and welfare across our business areas, particularly our work with children and young people. We have developed new short breaks including inclusive netball and table tennis for disabled children and young people. We've also delivered youth leadership training to build safeguarding awareness among young people and have reviewed our Activity on Referral process, identifying how we can better capture SEND (special educational needs and disabilities) information, thereby strengthening safeguarding and tailored support.

Operationally, our commitment to safeguarding and welfare has also deepened. Safeguarding is now enshrined in several of our policies and we have appointed both a senior management team and board lead to strategically steer this area of work. There has also been a perceptible growth in staff confidence and capability, with safeguarding routinely discussed in projects and at dedicated monthly roundtable meetings. When planning events this year, the safety, welfare and inclusion of our attendees has remained a key priority and we have sought to provide safe and inclusive spaces for those attending, including prayer rooms, quiet rooms or quiet lunch spaces. Moving ahead into 2025/26, we will have a dedicated safeguarding and welfare business plan, which highlights our commitment to expanding this area of our work.

Equality, diversity and inclusion

Our diversity and inclusion action plan

In 2024-25, we strengthened our commitment to equality, diversity and inclusion, both in terms of how we work and how we support others across Gloucestershire. This work was guided by our diversity and inclusion action plan (DIAP), created with staff and trustees and focused on making our organisation more representative, safe and inclusive and ensuring that we embed equality, diversity and inclusion at every level of the organisation.

In March 2025, we started creating our DIAP evaluation report – an honest look back at the first year of our diversity and inclusion action plan. It brought together data, reflections and lived experiences from across the organisation, and helped us better understand where we are, what we did well and what we need to change.

Workforce and leadership

During 2024-25, we also reviewed the diversity of our staff and board and used DISC profiles and skills audits to map the strengths and gaps in our team. As a result, we improved recruitment practices and welcomed four new trustees with a wider range of lived experiences and perspectives.

Culture and psychological safety

Creating a safe and supportive culture was a key priority within our 2024-25 diversity inclusion action plan. Staff co-created a psychological safety charter, which is now used in meetings and planning. Our focus this year on developing peer support mechanisms, inclusive HR policies and a strong onboarding process have helped to strengthen our bond as a team and create a culture where everyone feels respected. In addition, our emerging leaders programme offered staff the opportunity to develop their confidence, lead peer sessions and influence decision-making.

Understanding our priority groups

This year, we embarked on a programme of learning to strengthen our understanding of the groups we work with. From formal training to informal reflection and from national conferences to local community hubs, staff have explored a variety of topics including accessibility, disability inclusion, intersectionality and ageing well. Whether learning from partners and stakeholders, listening to colleagues or holding conversations with experts by experience, there is a real appetite amongst the team to understand the experiences of others, use what they've learnt to shape their work and share learning and best practice with colleagues within Active Gloucestershire and beyond.



Operations

The operations team plays a key role in supporting colleagues to do their jobs well, improving and increasing the work that we can do across communities in Gloucestershire.

Key highlights this year have included our migration to a new finance system and working with an accountancy support organisation. This has relieved internal capacity in finance and improved efficiencies in financial management, planning and accounting.

We have also developed the new Active Gloucestershire people plan, a key component of our operations strategy, which details how we support our colleagues, from the moment they see a vacancy, right up until they leave our team. The people plan has five key strands of work, each with a small work programme within them.

1. **Recruiting well** - attracting diverse talent through job descriptions focusing on skills, unconscious bias training, broad outreach and fair recruitment processes.
2. **Onboarding well** - providing a positive onboarding experience by offering support and equipping new staff with the tools they need to succeed from day one.
3. **Retaining well** - retaining our team by listening to them, offering flexibility, celebrating achievements, and supporting ongoing growth and development.
4. **Supporting well** - supporting our team by promoting wellbeing, offering tailored benefits and creating a workplace that values work-life balance and individual needs.
5. **Developing well** - prioritising the development of our staff by providing learning opportunities, personalised development plans, and leadership training to help every team member reach their potential.

All of these five strands are underpinned by the work we do to understand our team by actively seeking feedback, engaging in open dialogue and using insights to create an inclusive and supportive workplace.



Marketing & communications

Develop and improve communications channels

Our new Active Gloucestershire and **we can move** websites were delivered on time and within budget with the added benefit of being easy to update and fully aligned with future communication needs. Our new CRM (customer relationship management) and email system were also implemented, making it easier to automate campaigns and create regular, branded newsletters. With regards to content output, we issued more content than the previous two years. With a content calendar now in place, content production and engagement is at its highest level to date.



Increase reach and membership of we can move

During 2024/25, we wanted to grow the number of changemakers and increase awareness of the **we can move** movement. To this end, we ran numerous successful campaigns including the Changemaker Portrait Project, the Changemaker Programme launch and wider campaigns for Street Tag, Beat the Street and Stay Well This Winter. We also launched Live Longer Better Gloucestershire and communicated our involvement in other key projects and programmes.

We increased coverage across local media platforms and improved media relationships and now with better media lists and a clearer understanding of the needs of our local media landscape, we are well positioned to gain even more coverage in 2025/26. Our **we can move** event saw 20% higher attendance and stronger communications support than the previous year and of the 30 other events we hosted (double the number we hosted in 2023) the majority yielded increased sign-ups. We also worked with a range of different stakeholders and partners and communicated with key MPs and local councillors, both of which have laid the foundations for greater political and partner collaboration in 2025/26.



Marketing & Communications continued

Promoting the benefits of physical activity and our role

During 2024/25, Active Gloucestershire's brand visibility increased through PR, social media, events and visual assets, resulting in stronger county-wide brand recognition. We also dramatically improved our team's understanding of how communications and marketing supports our work and through the delivery of training have built staff capacity and confidence around photography and videomaking, campaign communications and the use of LinkedIn.

As organisers of numerous networks including the Gloucestershire Communications Network, Gloucestershire Active Inclusion Network and the Active Ageing network, we have this year positioned ourselves as industry experts and are increasingly being seen as a system leader, helping us cement our good standing in the county and beyond.

We have also developed several new stories about how our work has impacted communities as well as highlighting the work of volunteers and sports and physical activity clubs in the county. Additionally, we have developed an in-house media bank with video footage and photography from evaluations, campaigns, and reports.



Monitoring, evaluation and learning

In 2024–25, Active Gloucestershire made important progress in building a stronger approach to measuring impact, capturing learning and improving how we use insight to shape our work. This year marked the beginning of a focused journey towards a more reflective, inclusive and informed way of working. To support this, we embarked on a new learning partnership with Shephard & Moyes. Their support has been both strategic and hands-on, helping us explore what is working well and where we can improve.

Our work has focused on three core areas:

1. Strategy Review

Through workshops with staff, trustees and partners from across the system, we reviewed how our strategy, delivery model and learning practices connect. The process highlighted strengths such as our values-led and relationship-driven approach. It also showed us where we can improve, particularly in how we evidence change. These insights are helping to shape a refreshed strategy in 2025, with a longer-term review planned for 2028.

2. Programme evaluation framework

We began co-developing a practical evaluation framework with colleagues from across the team. It is designed to help staff embed learning into their daily work without adding unnecessary complexity. Although still in draft format, the framework is already helping to guide planning discussions and improve confidence across the team. It is also starting to make learning feel more relevant and useful.

3. Learning bank

We started to build a central learning bank to hold case studies, tools and reflections that staff can draw on, from across the organisation. Whilst still in the early stages, it is already being used in meetings - helping to reduce duplication and improve collaboration.

Alongside this, we have continued to explore tools like ripple effect mapping, story capture and shared reflection exercises. Learning now plays a greater role in how we evaluate programmes, shape priorities and support strategic thinking and decision-making.

Shephard & Moyes have also supported evaluation across several key programmes, including Creating Active Schools, Opening School Facilities and district-led community funding through **we can move**. Although it is too early to assess the full impact, this groundwork will support stronger insight and learning in 2025.

Looking ahead, we will finalise the evaluation framework, develop the learning bank further and embed a more consistent approach to learning across all teams. With ongoing support from Shephard & Moyes, we are working towards a culture where learning leads to better decisions and better outcomes for the people and communities we serve.



Environmental

During the last year, mindful of upcoming changes to the Code for Sports Governance following the launch of the Sport England's Every Moves Strategy in May 2024, we've made a commitment to extending our environmental governance. We've taken some initial steps including working with our board, staff team and wider network to develop Active Gloucestershire's own sustainable development strategy, which we expect to launch in late summer 2025. As in previous years we've assessed our carbon emissions and taken steps to reduce our environmental impact, noting the positive contribution that our work has made, such as an increase in active travel.



Social

Diversity, inclusion and tackling inequalities is central to our vision, mission and strategic priorities. This past year, we've delivered strongly against priorities in our diversity and inclusion action plan and we're in the process of developing a three-year plan that will build on our progress and be even more ambitious. We hope that the steps we're taking allow us to act as a role model, inspiring other organisations and people to do more to tackle inequality and improve diversity and inclusion whilst at the same time, connecting those with similar aims and values. We reported against the delivery of our people plan earlier in the year, making continuous improvements and meeting our requirements in the Code for Sports Governance and we have further plans for the coming year that align to our organisational mission and values.



Governance

We published our annual governance statement on our website for the year ending March 2025, which covers in detail, the board's approach to risk and summarises the key issues considered by our trustees over the past year. The board has maintained the highest level of compliance with the Code for Sports Governance and has this year focused on the recruitment and induction of new trustees who will bring new and diverse skills into the boardroom.





Inspire

We will spark positive change, challenge perceptions and motivate people and systems to prioritise physical activity by:

- championing positive experiences for children, young people, disabled people and those living with inequalities
- shifting narratives about ageing through Live Longer Better, supporting local champions to redefine what it means to age well
- strengthening inclusive leadership, role modelling, and safeguarding across the sector
- sharing stories and learning from **we can move** to inspire change and grow the movement
- raising our profile as a leader, employer and influencer locally and nationally.

Summary

Through inspiring, connecting and enabling individuals and organisations across the system, our focus during 2025/26 will be on tackling inequalities, promoting the power of movement and helping to build a county where everyone has the chance to be active and live well.



Connect

We will build and deepen relationships to create a more joined-up system that supports movement for all by:

- strengthening partnerships across ageing well, active environments and mental health
- supporting community-led action in places like Gloucester City and the Forest of Dean
- broadening partnerships to involve more diverse and less traditional organisations
- better integration of physical activity and mental health support
- embedding physical activity in school life through collaboration
- enhancing our communications to maximise collective impact.



Enable

We will help to develop the skills, confidence and conditions needed for sustainable change by:

- supporting local organisations to deliver inclusive, age-friendly opportunities
- helping to secure investment and develop active, sustainable facilities
- developing our changemaker workforce development programme
- equipping schools and communities to create spaces where young people thrive
- strengthening our internal systems and people plan
- finalising and embedding our evaluation framework
- leading safeguarding improvements and engraining good practice
- growing inclusive practice and ensuring equity is at the heart of all we do.

Active Gloucestershire is coming towards the end point of some of our core funding agreements with Sport England and the Gloucestershire Integrated Care Board (ICB). We have been planning for the impact of the reduced income expected from 2026/27 and have continued positive conversations with our funders on their plans and expectations.

The financial year of 2024/25 saw a planned small reduction in income compared to 2023/24. Income in 2023/24 was higher due to the receipt of one off non recurrent funds from the Integrated Care Board. Notable changes in income the previous year included:

- Increase in investment income – £41,393 (£22,384 in 2023/24)
- Increase in total funding from Sport England - £823,411 (£803,290 in 2023/24)
- Planned reduction in funding from Gloucestershire Integrated Care Board – £165,000 (£285,000 in 2023/24)

Changes in expenditure levels included:

- Salary costs remained below budget due to staff vacancies
- A planned reduction in project expenditure due to project ends - £330,374 (£390,228 in 2023/24)

Funding sources

Over several years the board has been successful in working towards reducing the reliance on Sport England as the principal funder, with a continued strong long term funding relationship with Gloucestershire Integrated Care Board. However, it is noted that the planned changes to the operational arrangements for Integrated Care Boards nationally, and the ending of a significant funding contract with Gloucestershire Integrated Care Board in March 2026 presents a moderate funding risk. This has been noted by the board and they're working with the executive team to mitigate this risk.

Cost of fundraising

The organisation is not a fundraising charity when compared to other parts of the charitable sector, where donations and appeals fund most of their expenditure. Our funding principally comes from Sport England grants and third-party contracts. Limited funds are sourced from other grant giving organisations via direct applications. Accordingly, the cost of fundraising is modest. Previously we carried out a robust estimate of the costs of fundraising and deduced that a figure of 2% of costs was appropriate.

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

Treasury Management

The organisation has significant amounts of cash available. Trustees are mindful that cash surpluses should be earning a rate of return as investments. Notwithstanding that, with the current rates of returns available and the cash requirements of the organisation, our trustees' main priority is to protect those funds. Accordingly, Active Gloucestershire has deposits with Flagstone, a charity cash investment platform that provides savings in multiple institutions utilising the financial guarantee scheme of £85,000. Deposits of more than the £85,000 limit are at risk should a bank fail, and trustees regularly review deposits and cash flow.

Loss due to fraud

No losses due to any fraudulent activity were encountered.

Outlook for 2025/26 and beyond

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

During the last three budget setting cycles the board was conscious of the level of restricted funds and designated funds being carried forward and set an ambitious plan to run down the level of these funds. The last year of this plan was successful reducing reserves by nearly £90,000. The board has considered the financial position going forward and plan to further reduce reserves in line with the reserves policy.

Reserves policy

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

The trustees estimate that this may take 3 to 6 months. Over that time, the charity would need to pay salaries and overheads from reserves. On this basis, 3 to 6 months of the planned expenditure on salaries and overheads is £260,000 to £537,000.

Unrestricted designated funds have no requirement from the grantor to be spent on a particular purpose but are allocated by the trustees for use on a specific project/activity. Accordingly, it is considered that the value of these funds is excluded from the reserves policy calculations. Only general unrestricted funds are considered when measuring against the reserves policy calculations above. On 31 March 2025, the actual level of unrestricted general reserves was £363,523 (31 March 2024 - £302,236) and therefore within the policy.

Statement on going concern

The trustees have reviewed Active Gloucestershire's financial forecasts, projections and reserves and are confident the charity has sufficient resources to continue operating for the foreseeable future. As such, the going concern basis has been adopted in preparing the financial statements. The key risk is the potential loss of significant funding. To address this, the charity focuses on sustainable funding from existing funders and expanding collaboration with diverse sector partners. Regular financial monitoring ensures the organisation adapts to maintain stability. The trustees are confident Active Gloucestershire can continue delivering its mission in Gloucestershire.



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

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period.

In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time, the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006.

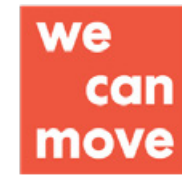
The trustees are also responsible for safeguarding the assets of the charity and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware
- the trustees have taken all steps that they ought to have taken, to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom, governing the preparation and dissemination of financial statements, may differ from legislation in other jurisdictions.

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



Active
Gloucestershire

Active Gloucestershire Report and Audited Financial Statements 31 March 2025



We have audited the financial statements of Active Gloucestershire (the ‘charitable company’) for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company’s affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of the trustees

IAs explained more fully in the Trustees’ Responsibilities Statement set out in the Trustees’ Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. described in the relevant sections of this report.

As explained more fully in the Trustees’ Responsibilities Statement set out in the Trustees’ Report, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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

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

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

Use of our report

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

Scott Lawrence FCA (Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP

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

Date: 10th July 2023

Active Gloucestershire

Statement of Financial Activities (incorporating an Income and Expenditure Account)

For the Year Ended 31 March 2025

	Note	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
Income from:					
Charitable activities	3	922,591	253,588	1,176,179	1,315,934
Investments		-	41,393	41,393	22,384
Other		-	750	750	-
Total Income		<u>922,591</u>	<u>295,731</u>	<u>1,218,322</u>	<u>1,338,318</u>
Expenditure on:					
Raising funds		-	19,250	19,250	18,814
Charitable activities		966,764	319,635	1,286,399	1,322,529
Total expenditure	5	<u>966,764</u>	<u>338,885</u>	<u>1,305,649</u>	<u>1,341,343</u>
Net expenditure		<u>(44,173)</u>	<u>(43,154)</u>	<u>(87,327)</u>	<u>(3,025)</u>
Transfers between funds					
		<u>(3,171)</u>	<u>3,171</u>	<u>-</u>	<u>-</u>
Total funds brought forward		<u>276,788</u>	<u>803,331</u>	<u>1,080,119</u>	<u>1,083,144</u>
Total funds carried forward		<u>229,444</u>	<u>763,348</u>	<u>992,792</u>	<u>1,080,119</u>

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

Active Gloucestershire

Balance Sheet

As at 31 March 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible assets	10	8,545	12,575
Intangible assets	11	<u>43,704</u>	<u>-</u>
Current assets			
Debtors	12	96,814	88,299
Cash at bank and in hand		<u>1,443,709</u>	<u>1,198,798</u>
Total current assets		<u>1,540,523</u>	<u>1,287,097</u>
Liabilities			
Creditors: amounts due within one year	13	<u>(599,980)</u>	<u>(219,553)</u>
Net current assets		<u>940,543</u>	<u>1,067,544</u>
Net assets	14	<u>992,792</u>	<u>1,080,119</u>
Funds			
Restricted income funds		229,444	276,788
Unrestricted funds:			
Designated funds		399,825	501,095
General funds		<u>363,523</u>	<u>302,236</u>
Total charity funds	15	<u>992,792</u>	<u>1,080,119</u>
Approved by the trustees on and signed on their behalf by			

Emma Owen - Chair

Active Gloucestershire

Statement of Cash Flows

For the year ended 31 March 2025

	2025 £	2024 £
Cash used in operating activities:		
Net movement in funds	(87,327)	(3,025)
Adjustments for:		
Dividends, interest and rents from investments	(41,393)	(22,384)
Depreciation	4,107	3,065
Amortisation	7,462	-
Profit on disposal of tangible assets	681	-
(Increase) / Decrease in debtors	(8,515)	142,710
Increase in creditors	380,427	61,058
Net cash provided by operating activities	255,442	181,424
Cash flows from investing activities:		
Interest received	41,393	22,384
Purchase of tangible fixed assets	(4,847)	(12,192)
Purchase of intangible fixed assets	(51,166)	-
Proceeds from sale of tangible fixed assets	4,089	-
Net cash (used in) / provided by investing activities	(10,531)	10,192
Increase in cash and cash equivalents in the year	244,911	191,616
Cash and cash equivalents at the beginning of the year	1,198,798	1,007,182
Cash and cash equivalents at the end of the year	1,443,709	1,198,798

1. Accounting policies

a. Basis of preparation

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

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

b. Going concern basis of accounting

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

c. Income

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

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

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

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

1. Accounting policies (continued)

d. Donated services and facilities

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

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

e. Interest receivable

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

f. Funds accounting

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

g. Expenditure and irrecoverable VAT

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

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

h. Allocation of support and governance costs

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

i. Tangible fixed assets

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

IT / office equipment 3 - 4 years

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

1. Accounting policies (continued)

j) Intangible fixed assets

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

Website 4 years

k) 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.

l) Cash at bank and in hand

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

m) Creditors

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

n) Financial instruments

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

o) Pension costs

The company operates a defined contribution pension scheme for its employees, in accordance with the government’s auto-enrolment regulations. There are no further liabilities other than that already recognised in the statement of financial activities. The total employer pension contributions payable in the year were £40,387 (2024: £29,253). Pension costs are allocated to projects on the same basis as staff costs.

p) Accounting estimates and key judgements

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

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

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

2. Prior year comparative: statement of financial activities

	Restricted Funds £	Unrestricted Funds £	Total 2024 £
Income from:			
Charitable activities	1,054,996	260,938	1,315,934
Investments	-	22,384	22,384
Other	-	-	-
Total income	1,054,996	283,322	1,338,318
Expenditure on:			
Raising funds	-	18,814	18,814
Charitable activities	1,079,019	243,510	1,322,529
Total expenditure	1,079,019	262,324	1,341,343
Net (expenditure) / income	(24,023)	20,998	(3,025)
Total funds brought forward	300,811	782,333	1,083,144
Total funds carried forward	276,788	803,331	1,080,119

3. Income from charitable activities

	Restricted Funds £	Unrestricted Funds £	Total 2025 £
Grants and service level agreements			
Sport England	823,411	-	823,411
Integrated Care Board (ICB)	-	165,000	165,000
Gloucestershire County Council	5,000	63,000	68,000
Local councils	60,000	-	60,000
4Global Consulting	31,680	-	31,680
Grants < £5,000	2,500	-	2,500
Total grants and service level agreements	922,591	228,000	1,150,591
Consultancy income	-	25,588	25,588
Total income from charitable activities	922,591	253,588	1,176,179
Prior year comparative	Restricted Funds £	Unrestricted Funds £	Total 2024 £
Grants and service level agreements			
Sport England	803,290	-	803,290
Integrated Care Board (ICB)	133,005	151,995	285,000
Gloucestershire County Council	40,000	61,800	101,800
Local councils	60,000	-	60,000
GOGA	18,701	-	18,701
Total grants and service level agreements	1,054,996	213,795	1,268,791
Course contributions	-	5,375	5,375
Consultancy Income	-	41,768	41,768
Total income from charitable activities	1,054,996	260,938	1,315,934

4. Government grants and contracts

The charity receives government grants and contracts, deemed to be funding from Sport England, Gloucestershire Clinical Commissioning Group and local authorities, to fund core services and charitable activities. The total value of such grants and contracts in the period ending 31 March 2025 was £1,150,591 (2024: £1,178,791). There are no unfulfilled conditions or contingencies attaching to these grants in 2024/25. During the year, the charitable company was required to repay unspent funds amounting to £Nil (2024: £5,517) from Sport England as a condition of the grant.

5. Total expenditure

	Raising Funds £	Charitable Activities £	Total 2025 £
Project expenditure	-	330,374	330,374
Staff costs (note 9)	15,821	775,220	791,041
Travel and subsistence	-	12,754	12,754
Support and governance costs:			
Information and communications			
Technology	767	37,561	38,328
Premises costs	578	28,305	28,883
Depreciation	231	11,338	11,569
Stationery	28	1,356	1,384
Telephone and postage	56	2,727	2,783
Subscriptions	82	4,034	4,116
Website and marketing campaigns	520	25,504	26,024
Board and meeting expenses	131	6,403	6,534
Audit fees	206	10,114	10,320
Legal, professional and consultancy fees	817	40,052	40,869
Losses on disposal of fixed assets	13	657	670
	<u>19,250</u>	<u>1,286,399</u>	<u>1,305,649</u>

Prior year comparative

	Raising Funds £	Charitable Activities £	Total 2024 £
Project expenditure	-	390,228	390,228
Staff costs (note 9)	15,513	760,126	775,639
Travel and subsistence	-	10,408	10,408
Support and governance costs:			
Information and communications			
Technology	843	41,340	42,183
Premises costs	528	25,879	26,407
Depreciation	61	3,004	3,065
Stationery	52	2,534	2,586
Printing	6	277	283
Telephone and postage	39	1,922	1,961
Subscriptions	99	4,838	4,937
Website and marketing campaigns	593	29,066	29,659
Board and meeting expenses	139	6,809	6,948
Audit fees	197	9,659	9,856
Legal, professional and consultancy fees	744	36,439	37,183
	<u>18,814</u>	<u>1,322,529</u>	<u>1,341,343</u>

Total governance costs were £39,465 (2024: £26,785).

6. Expenditure by activity

	Direct expenditure £	Staff costs £	Other costs £	Total 2025 £
Local priority places	86,688	75,305	18,652	180,645
GCC social prescribing	53,222	21,990	5,442	80,654
GCC Inclusion contract	17,568	32,590	8,065	58,223
GCC Coney Hill ILP	39,839	-	-	39,839
Business Services	794	16,770	4,150	21,714
GOGA	2,156	-	-	2,156
SE welfare officer	2,614	39,947	9,885	52,446
SE delivery role	10,296	88,199	21,968	120,463
SE together fund	150	-	-	150
WCM CCG	102,670	134,473	21,564	258,707
WCM districts	7,714	37,593	9,299	54,606
WCM events	1,140	-	-	1,140
SE strategic & governance	4,509	344,174	85,194	433,877
Play Their Way pilot	1,014	-	-	1,029
	<u>330,374</u>	<u>791,041</u>	<u>184,234</u>	<u>1,305,649</u>

Prior year comparative

	Direct expenditure £	Staff costs £	Other costs £	Total 2024 £
Local priority places	40,510	39,546	9,472	89,528
GCC social prescribing	30,169	34,809	7,752	72,730
GCC Inclusion contract	6,707	19,788	6,085	32,580
Business Services	8,944	36,985	10,302	56,231
GOGA	35,104	9,886	2,052	47,042
SE welfare officer	38	10,523	2,171	12,732
SE delivery role	39,231	102,292	21,962	163,485
SE together fund	37,142	-	75	37,217
WCM CCG	121,283	43,213	9,017	173,513
WCM districts	36,166	47,968	10,489	94,623
SE strategic & governance	34,934	430,629	96,099	561,662
	<u>390,228</u>	<u>775,639</u>	<u>175,476</u>	<u>1,341,343</u>

7. Net movement in funds

This is stated after charging:

	2025 £	2024 £
Depreciation of fixed assets	4,107	3,065
Amortisation of intangible fixed assets	7,462	
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	-
Auditor's remuneration:		
• Statutory audit (including VAT)	11,280	10,320
• Other services (including VAT)	5,900	13,300

8. Staff costs and numbers

The aggregate payroll costs were as follows:

	2025 £	2024 £
Salaries and wages	670,529	655,928
Social security costs	67,625	64,387
Pension contributions	40,277	39,980
Staff development and recruitment	12,610	15,344
	791,041	775,639

One employee (2024: one) received total remuneration of more than £60,000.

The key management personnel of the charity comprise the trustees, the Deputy Chief Executive Officer, the Director of People and Partnerships and the Chief Executive Officer ("CEO"). The total remuneration of the key management personnel of the charity was £196,215 (2024: £71,299).

	2025 No.	2024 No.
Average staff head count	19	20
Full time equivalent as at 31 March	17	16.57

9. Taxation

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

10. Tangible fixed assets

	Bicycle equipment £	IT / office equipment £	Total £
Cost:			
At 1 April 2024	8,177	17,167	25,344
Additions	-	4,847	4,847
Disposals	(8,177)	-	(8,177)
At 31 March 2025	-	22,014	22,014
Depreciation:			
At 1 April 2024	2,044	10,725	12,769
Charge for year	1,363	2,744	4,107
Eliminated on disposal	(3,407)	-	(3,407)
At 31 March 2025	-	13,469	13,469
Net Book Value:			
At 31 March 2025	-	8,545	8,545
At 31 March 2024	6,133	6,442	12,575

11. Intangible fixed assets

	Website £	Total £
Cost:		
At 1 April 2024	-	-
Additions	51,166	51,166
At 31 March 2025	51,166	51,166
Depreciation:		
At 1 April 2024	-	-
Charge for year	7,462	7,462
At 31 March 2025	7,462	7,462
Net Book Value:		
At 31 March 2025	43,704	43,704
At 31 March 2024	-	-

12. Debtors

	2025 £	2024 £
Trade debtors	3,780	66,420
Prepayments	93,034	21,879
	<u>96,814</u>	<u>88,299</u>

13. Creditors: amounts due within 1 year

	2025 £	2024 £
Trade creditors	67,204	69,588
Other creditors	-	58
Accruals	15,516	78,839
PAYE and social security	17,523	17,887
Pension control account	-	6,449
VAT control account	3,737	46,732
Deferred income	496,000	-
	<u>599,980</u>	<u>219,553</u>

14. Analysis of net assets between funds

	Restricted Funds £	Designated Funds £	General funds £	Total funds £
Tangible fixed assets	-	-	52,249	52,249
Current assets	747,524	476,651	316,348	1,540,523
Current liabilities	(518,080)	(76,826)	(5,074)	(599,980)
Net assets at 31 March 2025	229,444	399,825	363,523	992,792

Prior year comparative

	Restricted Funds £	Designated Funds £	General funds £	Total funds £
Tangible fixed assets	-	-	12,575	12,575
Current assets	356,866	609,824	320,407	1,287,097
Current liabilities	(80,078)	(108,729)	(30,746)	(219,553)
Net assets at 31 March 2024	276,788	501,095	302,236	1,080,119

15. Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2025 £
Other					
GOGA	3,406	-	(2,156)	(1,250)	-
Local delivery pilots	15,010	-	-	(15,010)	-
WCM District Councils	57,008	60,000	(54,606)	-	62,402
SE Strategic and Governance Role	(16,687)	498,435	(433,877)	14,796	62,667
SE Delivery Role	14,585	120,376	(120,463)	(14,796)	(298)
SE Together Fund	1,910	-	(150)	(1,760)	-
WCM Social Prescribing	86,148	-	(80,654)	-	5,494
Local Priority Places	60,840	181,679	(180,645)	15,010	76,884
SE Welfare Officer	14,568	54,601	(52,446)	-	16,723
GCC Coney Hill ILP	40,000	-	(39,839)	(161)	-
25/26 WCM Event	-	5,000	(1,140)	-	3,860
24/24 PTW	-	2,500	(788)	-	1,712
Total restricted funds	276,788	922,591	(966,764)	(3,171)	229,444

Unrestricted funds:

Designated funds:

Redundancy	76,274	-	-	(8,063)	68,211
Staff holiday	7,076	-	-	-	7,076
Maternity/Paternity pay	10,000	-	-	-	10,000
We Can Move					
Social prescribing	3,233	-	-	-	3,233
WCM CCG	389,512	165,000	(258,207)	-	296,305
GGC Short Breaks	15,000	-	-	-	15,000

Total designated funds	501,095	165,000	(258,207)	(8,063)	399,825
Restricted funds	276,788	922,591	(966,764)	(3,171)	229,444
Designated funds	501,095	165,000	(258,207)	(8,063)	399,825
General funds	302,236	130,731	(80,678)	11,234	363,523
Total unrestricted funds	803,331	295,731	(338,885)	3,171	763,348
Total funds	1,080,119	1,218,322	(1,305,649)	-	992,792

15. Movements in funds (continued)

Purpose of Restricted funds

Sport England

Strategic and Governance:

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

Delivery:

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

Welfare Officer:

Sport England are investing £14.83 million to establish a national network of welfare officers. The project will support local clubs in ensuring the welfare of their members, both children and adults. This is a policy response to The Whyte Review, which questioned the level of safeguarding responsibility given to grassroots volunteers.

Priority Places:

Place based physical activity interventions means the focus of work is in a specific geographic area or 'place'. This could be a street, neighbourhood, town or district. It targets the entire community; working with residents, groups, organisations and businesses that live or work in the area to better understand what the place is like, what the challenges or issues are and how we can work together to overcome them. The Sport Welfare Officers will add capacity and expertise to the existing safeguarding work of NGBs and Active Partnerships.

Opening Schools Facilities:

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

Non-Sport England

We can move District Councils:

Sport

Social Prescribing:

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

Transfers between funds

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

Purpose of Designated funds

Redundancy

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

Staff holiday

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

We can move CCG:

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

GCC Inclusion contract (previously known as Short Breaks Capital Fund):

Gloucestershire County Council provided funding to acquire various items of equipment and provide adaptations to support disabled children and young people under 25, to take part in a range of arts, sports, and leisure activities

15. Movements in funds (continued)

Prior year comparative

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Education					
School Games	22,184	-	-	(22,184)	-
Other					
Work for Disabled	-	-	-	-	-
Opening School Facilities	5,517	(5,517)	-	-	-
GOGA	31,747	18,701	(47,042)	-	3,406
Local delivery pilots	51,587	-	(36,577)	-	15,010
Insight	-	-	-	-	-
Covid Health Inequalities	-	-	-	-	-
CCG Pain Management	-	-	-	-	-
WCM District Councils	91,631	60,000	(94,623)	-	57,008
SE Strategic and Governance Role	24,397	498,393	(561,662)	22,184	(16,687)
SE Delivery Role	57,652	120,418	(163,485)	-	14,585
SE Together Fund	(9,778)	48,905	(37,217)	-	1,910
WCM Social Prescribing	25,873	133,005	(72,730)	-	86,148
Local Priority Places	-	113,791	(52,951)	-	60,840
SE Welfare Officer	-	27,300	(12,732)	-	14,568
GCC Coney Hill ILP	-	40,000	-	-	40,000
Total restricted funds	300,811	1,054,996	(1,079,019)	-	276,788
Unrestricted funds:					
<i>Designated funds:</i>					
Redundancy	64,222	-	-	12,052	76,274
Staff holiday	7,076	-	-	-	7,076
Maternity/Paternity pay	-	-	-	10,000	10,000
We Can Move					
Social prescribing	3,233	-	-	-	3,233
WCM CCG	411,030	151,995	(173,513)	-	389,512
GGC Short Breaks	-	-	-	15,000	15,000
Total designated funds	485,561	151,995	(173,513)	37,052	501,095

15. Movements in funds (continued)

Prior year comparative (continued)

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted funds	300,811	1,054,996	(1,079,019)	-	276,788
Designated funds	485,561	151,995	(173,513)	37,052	501,095
General funds	296,772	131,327	(88,811)	(37,052)	302,236
Total unrestricted funds	782,333	283,322	(262,324)	-	803,331
Total funds	1,083,144	1,338,318	(1,341,343)	-	1,080,119

16. Income from investors

	Local Authority £	Sport England £	Other * £	Total £
Grants and service level agreements	-	855,091	-	855,091
Other income	293,000	-	70,231	363,231
Total income	293,000	855,091	70,231	1,218,322
Direct delivery	27,424	196,312	-	223,736
Staff costs	68,988	538,445	18,210	625,643
Travel costs	-	75	-	75
Other	1	106	195	302
Overhead recovery	17,363	135,519	4,150	157,032
Total expenditure	113,776	870,457	22,555	1,006,788
Net income / (expenditure)	179,224	(15,366)	47,676	211,534

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

The above table only takes into account those movements within the financial year; no account is taken of the value of unspent funds brought forward from 2023/24.

17. Financial instruments

	2025 £	2024 £
Financial assets measured at amortised cost	1,447,489	1,265,218
Financial liabilities measured at amortised cost	82,720	148,485

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

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

18. Operating leases

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

	2025 £	2024 £
Amounts falling due: Within 1 year	5,400	4,770

19. Related party transactions

Transactions with trustees

Jon McGinty, a trustee, is the Managing Director of Gloucester City Council. During the year ended 31 March 2025, Active Gloucestershire received £0 (2024: £40,000) of income from and paid £nil (2024: £nil) to, Gloucester City Council.