

**activity
alliance**

**disability
inclusion
sport**



Activity Alliance Annual Trustees' Report and Accounts

For the year ended
31 March 2023

**English Federation of Disability Sport
operating as Activity Alliance.**

Registered Company Number: 03627630

Company Limited by Guarantee.

Charity Registration Number: 1075180



activityalliance.org.uk

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English Federation of Disability Sport operating as Activity Alliance

Trustees, advisors and organisation details

Activity Alliance Chair: **Samantha Orde OBE**

Chief Executive and Company Secretary: **Adam Blaze (appointed 1 January 2023)**
Barry Horne MBE (resigned 31 January 2023)

Honorary President: **Baroness Tanni-Grey Thompson DBE**

Vice President: **John Amaechi OBE**

Trustees

Trustees who have served during the Financial Year 2022-23, or join before the date when the accounts are signed:

Ms Samantha Orde OBE

Dr Phil A Friend OBE

Mr Rob J Belbin

Ms Genny Cotroneo

Mr James Daly

Ms Janet Inman (resigned 27 September 2022)

Ms Fran K Whitaker (resigned 27 September 2022)

Mr Piers Martin

Ms Hilary Farmiloe

Ms Lucy Moore

Ms Andrea Dando

Ms Loretta Sollars

Ms Rebecca Evans (appointed 27 September 2022)

Mr Gabriel Odiana (appointed 27 September 2022)

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Independent Auditor

Harrison, Beale and Owen Limited

Highdown House

11 Highdown Road

Leamington Spa, CV31 1XT

Bankers

Barclays Bank plc

Leicester,

L87 2BB

Annual Trustees' Report for the year ended 31 March 2023

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of the English Federation of Disability Sport (operating as Activity Alliance) for the year 1 April 2022 to 31 March 2023.

The Trustees confirm that the annual report and financial statements of the company and the group comply with the current statutory requirements, the requirements of the company and the group's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). The Trustees have complied with the duty in the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission.

Message from the Chair

Sam Orde OBE, Chair

Once again, our Annual Report highlights the impact that we, as a national charity, have made over the past 12 months. Every piece of work highlighted helps us to achieve our vision, fairness for disabled people in sport and activity.

I, and the entire board, are continually impressed by the passionate team who works so hard often within a challenging landscape. Alongside our staff, we could not do it without all our members, partners, and supporters.

This year, we were sad to say goodbye to Barry Horne, who retired in his role as our CEO in December. His work for more than 12 years ensured that we are a strong organisation, the true leading voice for disabled people in sport and activity. His dedication was unwavering and his leadership instrumental in getting Activity Alliance to where it is today.

I'm excited by the arrival of Adam Blaze as our new Chief Executive. I know he is the right person to continue to drive our organisation forward. Every action we take must ultimately remove unnecessary barriers to activity and deep-rooted inequalities for disabled people.

As the sector focussed on recovering from the pandemic, we have seen our research team provide vital insight for the sector. Everything we learn means we can continue to deliver inclusive programmes that have a real impact on the ground across the nation. I was delighted to see the return of the National Junior Athletics Championships too, a flagship event, showcasing our inclusive event expertise.

We completed our first of a five-year cycle through Sport England's system partner funding. This commitment to our work ensures we can help even more organisations to increase the range of accessible, inclusive, and welcoming ways for disabled people to be and stay active. We are excited about the collaboration and opportunities all our funders bring to so many.

Just as importantly, we continue to use our voice to advocate for meaningful change. As we work towards our vision, we will ensure our conversations are at all levels. Our decision making is only made better by listening to disabled people and recognising their lived experiences to ensure that if change happens, it's genuine and long-lasting.

I hope you enjoy our Annual Report and support us in any way possible.

Looking ahead with the Chief Executive

Adam Blaze, CEO

It is with great pride that I write my first opening remarks as Chief Executive. Returning to Activity Alliance after 15 years working at Sport England, I was already aware of the charity's outstanding reputation. We are recognised across the sport and physical activity sector because we are in a unique position to offer so much that many cannot.

Disabled people participate in sport and activity less than non-disabled people and are also twice as likely to be inactive, we call this the fairness gap. That injustice drives everything we do. It is not right or fair that disabled people continue to miss out or are forgotten.

I am in a fortunate position to take on this role with a solid platform to look ahead and truly create change, to change people's lives for the better. This year's report shows the vital work that we do, but also just how far there is to go.

It has been no surprise to see just how much talent and passion exists within our team. We are fortunate to have strong foundations, led by expert finance and corporate services. Our partnerships team stretches across the breadth of England, helping to embed inclusive practice and change attitudes towards disabled people.

The research and insight team's sound knowledge and inclusion expertise means we have the right foundations to build our strategies and support others.

Our programmes and events teams turn insight into action through a collection of renowned participation and training opportunities. Get out Get Active (GOGA) is a brilliant example in which, in collaboration with many partners, we support disabled and non-disabled people to enjoy being active together.

External affairs ensure our work is talked about, shared, and help to grow awareness of our fantastic charity. This year, we have made strides in our relationships with influential organisations and people.

Whilst impatient that change isn't happening quickly enough, I recognise that pre-pandemic there was some optimism that we were moving in the right direction. The pandemic put a halt to some great progress that was being shown. Our Annual Disability and Activity Survey in 2022 showed how disabled people were being left behind as the world re-opened. We can't allow the positive movement from previous years to be lost. I'm confident that we have a major role to play in ensuring that loss of momentum is reversed.

Looking ahead, we are already thinking about our next strategy in 2024. It will be an important milestone as we gather essential insight and assess how we can affect the widespread change required. It is an important moment in time.

Across sports organisations, activity organisations, the Government, Sport England and others, the focus is (and must be) on tackling inequalities. There will be times that we have to step back and help others to solve issues that we can't. But when it's right we will work together to create solutions.

Strategic impact and development

In the last twelve months, Activity Alliance has welcomed change and embraced new ways of working to enhance our impact across the sport and leisure sector and beyond.

Welcoming a new CEO

For a large part of the year the organisation and staff successfully managed a period of change during the recruitment process for a new CEO. In January 2023, we welcomed Adam Blaze as the charity's new Chief Executive. This change marked a significant moment for Activity Alliance and presented a new outlook and strategic influence across the organisation.

Adam's immediate focus was to engage with all staff members individually to understand who they are, their roles and the organisation's work in detail and to meet with key external partners. Central to our strategic impact is strong partnerships and Adam set about holding executive meetings with his counterparts at the National Disability Sports Organisations, Sport England, Disability Rights UK, UK Coaching, ukactive, Sport and Recreation Alliance, and others.

Developing our cross-organisational work

This year, a substantial amount of work has gone into creating a single operational plan for the organisation for the forthcoming year (2023/24). Led by our senior management team, the plan represents a positive shift to work more collaboratively and efficiently across the whole organisation. Our focus in 2023/24 will be solely on this plan and will allow us to use our resources more effectively to have maximum influence and impact.

Key to the success of this plan is the involvement and development of all staff. Each colleague will have an individual work plan and specific objectives that align with the master operational plan. This provides a clear line of sight for everyone about how their role and their impact supports the charity to achieve its strategic goals and vision.

Our vision: Fairness for disabled people in sport and activity

Our strategic goals:

1. Embedding inclusive practice into organisations.
2. Changing attitudes towards disabled people in sport and activity.

Generating income to protect Activity Alliance's future

In 2022/23, we set our sights on developing our income generation activities to protect Activity Alliance's future and secure a legacy for our successful programmes. We want to build a strong, financially sustainable organisation, with the long-term goal of becoming less reliant on grant-based income.

This year, we have actively diversified our income streams and generated additional income through new routes. We exceeded our income target for 2022/23 and have already secured a significant amount towards our 2023/24 target. Successes include delivering a large-scale inclusion project with The FA, providing inclusive communications and inclusive research consultancy services for multiple partners, and organisations buying into our online customer service training programme. We will prioritise further growth in income generation projects and streams in the coming years.

This strategic and financial development will ensure that we can continue to improve disabled people's inclusion and involvement in sport and activity at all levels for many years to come.

Organisational delivery 2022-23

Embedding inclusive practice into organisations

This year, as the sport and activity sector focused on recovery and reinvention following the COVID-19 pandemic, Activity Alliance was on hand to support many organisations to embed inclusive practice into their work. Our robust insight, expertise and detailed resources have empowered others to challenge their existing practice and develop new approaches to delivering sport and activity for disabled people.

Calling for change through our research and insight

This year, through detailed insight, our research team has focused on driving awareness of the challenges and inequalities disabled people face to being active.

In October 2022, we released our [Inclusive Recovery report](#) in partnership with Britain Thinks to support sport and leisure providers following the COVID-19 pandemic. The findings show that providers need support, to develop and recover more inclusively, to tackle the rising inequalities for disabled people. Using our co-production practices, we brought disabled people and providers together to develop the report recommendations and held a research briefing event for the sector.

We conducted our [fourth Annual Disability and Activity Survey](#) in 2022-23 and released the full report in June 2023. The survey is the primary source of insight for organisations working to achieve fairness for disabled people in sport and activity, and complements Sport England's Active Lives Adult Survey. 998 disabled and 976 non-disabled adults took part in the survey between August and October 2022. A further 26 disabled people took part in a series of online workshops to discuss the findings and explore key areas for action.

The results showed we are not seeing enough positive trends in disabled people's perceptions and experiences of being active. Greater effort is needed by leaders and organisations to tackle inequalities that affect disabled people, especially to reduce loneliness and the impact of the rising cost of living. The report is split into seven key themes and outlines our commitments and asks to the sport and activity sector. Following the media launch, we held an online research briefing event for over 150 partners and stakeholders to help them digest the report and discuss ideas for action.



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In-demand research expertise

In addition to these large-scale projects, we have also completed several commissioned research projects and several evaluation reviews for internal teams:

- Our advances in co-production activities supported our successful commissioning for two projects with The FA and Haringey Council, a valued Get Out Get Active (GOGA) partner.
- Internally, we have supported the organisation to be insight-led through evaluation reviews for our junior athletics and para-swimming events, GOGA and Secondary Teacher Training programmes, and our regional forums.
- In January 2023, we released analysis of the Census 2021 data about disability, health, and unpaid care in England and Wales.
- In February 2023, British Fencing commissioned our research team to survey inclusive delivery at fencing clubs across the UK to inform their strategic planning for 2023-24.

Building strategic partnerships across sport and leisure

Our strategic partnerships team is the driving force behind much of our work with the sport and leisure sector. We delivered a significant number of partner workshops, regional meetings, and county level forums to build partnerships, create networks, and share our inclusion expertise at a local level. Our partner workshops have covered several topics, including how to engage disabled people, inclusive communications, our insight, and disability awareness. We have also dedicated resource to mapping our key strategic partners and their inclusion priorities alongside Sport England's Disability team and Active Partnerships. This has given us greater understanding about how and where our expert advisors can help best to support their plans.

The team has also:

- Delivered an online briefing session for 29 National Governing Bodies of sport.
- Supported Riding for the Disabled Association to undertake a review of their Disability Awareness Online Course.
- Provided disability insight and feedback on disabled people's inclusion for the Access to Nature Levelling Up Bill.
- Supported Your Leisure Kent in securing £346,000 of funding from The Big Lottery fund to lead a GOGA legacy project in Dover.
- Worked with Sport England Club Matters to refresh and release a new and improved online Disability Inclusion Club Hub tool for clubs and organisations.
- Completed a review of Lead, our organisational improvement programme with support from Sport Structures. We want to ensure it is correctly positioned to add value to the new Equality Standard, and support equality, diversity, and inclusion work across the sector. Pilot testing and full programme roll out will take place in 2023-24.

Regional impact

In the West Midlands, Activity Alliance has played an active role in supporting the Birmingham 2022 Commonwealth Games accessibility team's approach to ensure the Games is an inclusive event. The Games Organising Committee signed up as an advocate and supporter of the Include Me West Midlands programme. Activity Alliance's ten inclusion principles were embedded into the 'The Big Standard', a

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resource on accessibility requirements and considerations for the Games. Our regional advisor was a key part of the Accessibility Advisory Forum for the Games.

In the East Midlands, we collaborated with Sport Structures and all four Active Partnerships across the region to explore disabled people's representation on Boards and inclusive Board culture. The project studied positive and negative experiences of disabled staff and Board members, and provided recruitment support and guidance on creating a culture that actively looks to recruit disabled people to Board positions. As a result of this project, we delivered an inclusive Boards workshop session for their Board of Trustees in March 2023.

In Greater Manchester, we are building a strong relationship with Greater Manchester (GM) Moving through their Commitment to Inclusion work and active travel agenda. As a key partner, we have attended their innovative Commitment to Inclusion partner visits and workshops throughout 2022 and facilitated a learning workshop on intersectionality at the GM Moving Conference in February 2023.

Tackling inequalities across leisure

We are acutely aware of the pressures facing the leisure sector. Recovery from the COVID-19 pandemic and more recently the rising cost of energy and cost of living crisis is having a very damaging impact on many leisure operators' survival. As the leading voice for disabled people in sport and activity, our supporting role has focused on helping leisure operators tackle the inequalities to increase disabled people's participation.

In June 2022, we announced the release of a new Tackling Inequalities in Leisure Standard in partnership with Quest. The new Standard replaces the Inclusive Fitness Initiative and sees inclusion and intersectionality fully embedded into Quest for the first time. It aims to help leisure operators provide more inclusive and accessible physical activity opportunities for disabled people. As part of the roll out, we presented to over 100 attendees on a Quest Tackling Equalities Webinar in March 2023.

In August 2022, we released [ten new factsheets to support leaders in the leisure sector](#) strengthen their inclusion work and engage more disabled people. The factsheets provide clear and simple guidance, useful resources, and top tips on embedding better inclusive practices within leisure facilities and programmes. We want to empower organisations and workforces with the right support, connections, and insight, so that more disabled people can access meaningful opportunities to be active.



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Delivering inclusive programmes

Activity Alliance has a successful track record of delivering programmes and initiatives that drive change for disabled people in sport, education, and community settings. Now in its eighth year, our Get Out Get Active (GOGA) programme continues to engage some of the UK's least active communities in physical activity. Our Inclusive Activity Programme entered a new phase with CIMSPA accreditation, and the legacy of Inclusive PE Training lives on through the Inclusion 2024 consortium.

Embedding inclusion in schools and communities

In May last year, we created a new online platform for the education sector in partnership with Youth Sport Trust and the Department of Education. Part of Youth Sport Trust's Inclusion 2024 programme, the [Inclusion 2024 Inclusive Education Hub](#) is designed to support more teachers responsible for PE and school sport to engage more disabled students. The Hub allows teachers to self-assess their current approach to inclusion and then access a personalised report with advice and resources to improve their practice. With lots of relevant resources gathered from across the country and globe this Hub is an inclusion one-stop-shop for teachers.

In October 2022, we relaunched a new version of the [Inclusive Activity Programme](#) complete with accreditation from CIMSPA and continual professional development points for learners. A key feature of the new learning package is its alignment to CIMSPA Working Inclusively Population Standard. This endorsement strengthens the programme's position as one of the go-to training options for sport and activity organisations, community groups, volunteers, and individual practitioners. Since the re-launch we have seen increased interest from organisations such as National Governing Bodies of sport about bulk purchasing programme licences for their coaching and development workforces.

Embracing the GOGA approach

Over the last eight years, [Get Out Get Active \(GOGA\)](#) has become much more than a participation programme at Activity Alliance. For us, our funders, and delivery partners it is an approach. A way of strengthening community spirit, increasing people's confidence, and improving their mental health through inclusive activities. In May 2022, local and national partners came together to celebrate this approach at the programme's seventh national conference. Then in December, we released our latest impact report for GOGA and are proud to report that GOGA has reached over 80,000 people, using 3,000 different activities and ideas. Over a third of participants involved in GOGA activities have an impairment and/or long-term health condition.

Alongside this, the team has focused on sharing insight to drive sustainability and create a GOGA legacy with two new partner resources:

In November, we launched a resource to help our partners set up a deliverers' network to support the activity providers that give so much to the GOGA programme. Based on Nottingham City Council's successful network, which is a thriving community of more than 70 members who come together to share ideas, learn for each other, and access support. Now, other GOGA partners can do the same with [GOGA's top tips to setting up a deliverers' network resource](#).

In March 2023, we worked with Haringey Council on a two-part project about developing inclusive activity leaders and how to support disabled people in the physical activity workforce. Our research team conducted a small research project with deliverers in Haringey involving a survey, in-depth interviews and two co-production workshops. Key findings from the research were then used to develop a [new resource to](#)

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[help organisations and activity deliverers embed inclusive workforce practices](#). The resource highlights 10 ways to create an inclusive and supportive environment for activity leaders and encourage more disabled people to become part of the workforce.

Inclusive events

This year, our event team has enjoyed re-establishing our junior participation events programme and providing specialist inclusion support at several large-scale events. As well as continuing to deliver a mix of in-person and virtual events across the organisation, including our annual staff and Board away days, accessible online briefings for stakeholders, and our Annual General Meeting.

Activity Alliance delivers prestigious junior events

In June 2022, after a two-year absence due to the COVID-19 pandemic, Activity Alliance and Swim England were delighted to host the National Junior Para-Swimming Championships once again. More than 70 young swimmers relished the opportunity to compete in this well-established pathway event in Coventry. These Championships are a testament to the amount of work delivered at a grassroots level to nurture new swimmers and grow participation.

In July 2022, Britain's future para-athletics stars went for gold at the National Junior Athletics Championships at Coventry Athletics Track. More than 130 talented athletes enjoyed two days of competition and camaraderie, organised by Activity Alliance, and supported by British Athletics, England Athletics and The Lions Clubs British Isles. This year, we were pleased to see an increase in athlete entries compared to 2021, showing more young disabled people are returning to activity following the pandemic.



Supporting organisations with our event expertise

Our long-standing partnership with London Marathon Events continued in 2022. For more than 30 years, Activity Alliance has provided inclusion and accessibility expertise for the London Marathon wheelchair race. In October 2022, our events team and group of experienced volunteers assisted more than 50 wheelchair racers over the weekend to ensure they have a seamless race experience. We hope to retain this positive partnership with London Marathon Events for many years to come.

In July 2022, we returned to the Home Office to deliver their annual sports day event and showcase a range of inclusive sports. More than 3,000 employees took part and we worked with partners to deliver football,

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tennis, boccia and much more. This event has become a regular booking for Activity Alliance and one that positively contributes to our income generation programme.

Since the release of our Profiling Toolkit for sport and disabled people in 2019, we have regularly been approached by organisations looking to improve their own classification models. This year, we have supported both the Rugby Football League (RFL) and England and Wales Cricket Board (ECB) on profiling and classification projects. Ahead of the Rugby League World Cup in England in October 2022, we worked with the RFL to support to implement a new identification and classification system at both a national and international level. As part of this, we delivered a series of workshops and webinars that were delivered around the World Cup events programme. We also worked with the ECB on a similar project to provide workshops and webinars for coaches and development staff around the principles of profiling disabled people for sports and activities. Activity Alliance is now looking at creating a package offer for National Governing Bodies of sport and other organisations on profiling and classification for grassroots participation.

Changing attitudes towards disabled people in sport and activity

At Activity Alliance, we know that changing people's attitudes and perceptions is critical to having a positive impact on disabled people's participation and engagement in sport and activity. This year, we used our leading voice to build awareness and influence change on an individual, organisational, and public level.

Driving awareness through campaigns and partner collaboration

This year, we delivered a successful GOGA campaign and collaborated with several partners on exciting projects that have enabled us to share our passion for fairness in sport and activity for disabled people.

New opportunities through partner collaboration

In April 2022, we produced a series of accessible videos to demonstrate our organisational impact. Working across the organisation we identified and collaborated with key stakeholders to record interviews about the impact our insight, resources, and programmes has had on their organisation and ways of working. These videos will be used for our annual impact reporting, conferences, on our social media and website and during presentations to help highlight the importance of what we do from those partners who have benefited directly from our work.

In August 2022, the team at BBC Bitesize approached us about a campaign project after seeing the inclusive PE activity cards we released earlier in the year. They were looking for support and guidance on how to embed inclusive practice and activities into their Summer of Adventure campaign for children and parents. We worked together to develop inclusive activities and campaign messaging. We are extremely proud of this partnership with the BBC, and it was great to see the campaign go live on BBC bitesize channels over the summer.

In late 2022, Oxford University Press reached out to us looking for support to improve the inclusive nature of their essential phonic reader books for young children. They wanted to ensure all children could see themselves in the books they read. We reviewed the book content to make sure that the disabled characters are accurately represented and portrayed. Following our review, the books were finalised and

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distributed to more than 1,000 schools to help encourage better representation and build awareness of disability from a young age.

As long-standing members of the Sport for Development Coalition's communications group, we were delighted to help them create a positive language resource to help the sport sector use better and more inclusive language when talking about disabled people. By sharing our inclusive communications expertise with critical umbrella organisations like this, the greater our impact and influence will be.

Doing things, The GOGA Way

In October 2022, we launched a new campaign to celebrate the success of our Get Out Get Active (GOGA) programme. Over an initial four-week period, The GOGA Way campaign showcased the people and the partners at the heart of the programme in all their glory. Through a series of impactful stories and social videos, we shared how GOGA has evolved from a programme into a creative and innovative approach that is now influencing organisations to do things differently when it comes to physical activity. We engaged our local GOGA partners in the campaign and secured some great local and national coverage as a result. We also worked with Sport England to feature some of our campaign content in their recover and re-invent communications, This Girl Can campaign, and on the Club Matters website.



Using our voice to advocate for meaningful change

This year, we have focused our efforts on increasing our public affairs activity and media engagement to highlight the deep-rooted inequalities that disabled people face in sport and activity, and key areas for change at national level.

Ahead of the launch of our latest Annual Disability and Activity Survey in June 2023, we worked with media agency, Run Communications, to plan considerable activity to increase our brand profile. Together, we delivered a successful launch across our website, social channels, and the media with 143 pieces of coverage secured. This included national coverage on BBC Sport website, The Independent, Times Radio, Huffington Post UK, insidethegames website, plus lots of regional coverage and features in disability sector titles.

In addition to this focused media work, we have also delivered several strategic leadership and national awareness day stories to highlight the importance of inclusion across all sectors. This included:

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- Insightful thought-leadership articles from West Midlands Mayor Andy Street on Commonwealth Games legacy, and GreaterSport Chief Executive, Hayley Lever, on GM Moving's Commitment to Inclusion.
- We added our voice to National Fitness Day in September to champion inclusive approaches and highlight the impact Activity Alliance is making in the fitness and leisure sector.
- For International Day for Disabled People in December 2022, we shared a powerful piece on our website from our staff on what fairness in sport and activity means to them.
- In January 2023, our new Chief Executive, Adam Blaze, penned his first leadership update to share his thoughts since joining the organisation. Shortly after, he featured on the Disability Sport Info podcast hosted by Dr Christopher Brown. Adam talked to Chris about the role Activity Alliance plays in supporting disabled people to be active. January also saw an article from Adam about the inequalities faced by disabled people published in the Daily Express.
- On International Women's Day we embraced equity and informed our audiences and beyond about the disparities that disabled women experience in sport and activity compared to disabled men and non-disabled people.

We have seized more opportunities this year to engage in public affairs activity to advocate for meaningful change for disabled people. This included being a part of two influential working groups – Sport for Development Coalition public affairs group and Sport England's public affairs network. We also collaborated with strategic partners on several reports and responses across the year. We supported the launch of a Sport England report on the future public sector leisure. We joined Sport and Recreation Alliance to urge the Government to rethink the exclusion of sport and leisure centres from the Energy Bill Discount Scheme in January 2023. This we followed with a joint open letter to the Prime Minister signed by us and 200 other organisations calling for greater support for grassroots facilities and clubs. We have also published strong responses to the Chancellor's 2023 Spring Budget, the SEND improvement plan, PE and school sport funding and the Public Accounts Committee Report on grassroots participation since London 2012.

Organisational wellbeing

Good organisational wellbeing and a positive culture is key to our success at Activity Alliance. This year, we have welcomed a new Chief Executive and undertaken several reviews to develop internal teams and improve our performance management process and pay progression structure.

In October 2022, Activity Alliance formally announced the appointment of Adam Blaze as our new Chief Executive to our stakeholders and wider audiences. Adam started in the role on 1 January 2023, taking over from Barry Horne MBE, who retired after more the twelve years at the charity. Adam joined us from his position as the Strategic Lead Disability and Co-Lead for People and Culture at Sport England. Adam has dedicated much of his career to changing attitudes towards disabled people in sport and activity, with an exceptional record in strategic leadership. His wealth of professional experience is strengthened with lived experience of disability within his family.



This year, we undertook some team reviews to ensure that our functions are fit for purpose and can fulfil the commitments within our Sport England system partner funding. With support from an external HR consultant and senior management colleagues, our programmes team reviewed the effectiveness of their operating structure and made improvements. This led to the recruitment of three new project officers to support the team in the coming year. We reshaped and renamed our communications team to accompany new specialist roles and broaden the team’s remit to include external affairs activity. We recruited a new media and campaign advisor in 2022, and we are looking at similar recruitment opportunities in the policy space and communications support later in 2023. We also appointed a new Strategic Partnerships Advisor to lead our regional work across Yorkshire and wider stakeholder management practices.

This year, we confirmed the final outcomes and actions from an organisation-wide pay review and performance management improvement project. The project was managed sensitively with regular communication to, and feedback from, all staff. Activity Alliance now has a new competency-based pay progression framework and formal performance review processes in place. Considerable effort and activity has gone into this project, and the result is a consistent, transparent, and equitable processes for pay awards and performance management.

Diversity and inclusion in the workplace

As the national charity and leading voice for disabled people in sport and activity, we believe Activity Alliance should be reflective of the people within our communities. We are committed to championing equality, diversity and inclusion in all aspects of employment and in the services we provide.

Activity Alliance diversity profile

We use the social model of disability in our approach to all work. However, we know that some definitions used for protected characteristics can challenge this model, in particular the disability definition. The social model emphasises that it is society and barriers created by society that disable people, not a person’s impairment or condition.

We recognise this difference in our diversity profile by presenting two figures for disability. **Figure one** presents the percentage of people with an impairment and/or long-term health condition. **Figure two** presents the percentage of people with a physical or mental impairment that has a ‘substantial’ and ‘long-

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term' negative effect on everyday life. Figure two aligns closely to the definition of disability under the Equality Act 2010.

These are the findings from our recent equal opportunities survey with employees and Board members.

Activity Alliance diversity profile		Percentage of total number
Fig. 1	People with an impairment, long-term health condition or illness	2023: 45% 2022: 51%
Fig. 2	People with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities	2023: 19% 2022: 23%
Fig. 3	Female	2023: 67% 2022: 67%
Fig. 4	Lesbian, gay, bisexual	2023: 12% 2021: 13%
Fig. 5	From an ethnically diverse background	2023: 10% 2021: 14%

Financial wellbeing

Activity Alliance's total income for the financial year 2022-23 amounted to £3,094k. A decrease of £45k on the previous year. Sport England investment continues to be one of the charity's largest funding contributions and we are proud to be considered one of their expert partners. Their financial backing enables us to deliver programmes and services that embed inclusive practice into organisations, and change attitudes towards disabled people in sport and activity. Spirit of 2012, London Marathon Charitable Trust and Sport England National Lottery provided significant funding contributions for Get Out Get Active (GOGA) programme delivery.

A full breakdown of Activity Alliance's income and expenditure for the year end 31 March 2023 is available in the [financial review section of this report](#).

The charity's unrestricted fundraising activities are undertaken by our own expert team, with guidance from the senior management team and Board of Trustees. The charity is a member of the Fundraising Regulator and abides by the Fundraising Code of Practice which covers various aspects of fundraising. Activity Alliance is understanding and compassionate towards its supporters and will never exploit vulnerabilities. No complaints have been received by the charity directly about its fundraising activities during this year.

Structure, governance and management

The Charity is a company limited by guarantee, governed by a Memorandum and Articles of Association. The Company's objects and Articles of Association as submitted to the Charity Commission and Companies House follow that:

- The Activity Alliance Board is the ultimate decision-making body to manage the organisation on a day-to-day basis.
- We are allowed up to 12 Board members who can serve a maximum period of three terms of three years each.

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- An external evaluation of the Board is carried out every four years, the most recent being done in April 2019.
- 33% of the Trustees are Member nominated Trustees, and all recruitment is made by open advertisement followed by application and interview.

Statement of Trustees' responsibilities

The Trustees (who are also Directors of Activity Alliance 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 (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 Charitable Company and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that year. In preparing these 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 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards 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 Charitable Company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 the financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

- There is no relevant audit information of which the Charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Appointment of Trustees

Under Article 14 of the Articles of Association, the Board will be fully reflective of the community the Charitable Company ultimately serves by being appropriately representative of disabled people and equality principles as set out in the Equality Act 2010. Each Board member may serve a maximum three terms of three years each. No appointment shall exceed a period of nine years unless in exceptional circumstances.

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Advertisements for Trustee positions are posted on relevant social media platforms and recruitment websites as well as our own. A selection process is managed by the Nominations Group and final decisions are made by the Board or Members as appropriate.

Trustee appointments are made in line with Tier 3 Code for Sports Governance and our Equality, Equity and Diversity Statement.

Trustee induction and training

Once new trustees have been appointed, they go through an internal induction process where they are invited to meet key employees and other Trustees. During their induction, new Trustees are briefed on their legal obligations under charity and company law.

Pay policy

The Board of Directors are the Charity's Trustees. The senior management team comprises key management personnel of the Charity who are in charge of directing, running and operating the Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year. Details of Directors' expenses and related party transactions are disclosed in Note 10 to the accounts.

Any review of the Chief Executive's remuneration would be carried out by the Nominations Group in consultation with the Chair and any recommendations would require Board approval.

Organisation

The governing body of the Charity is the Board of Trustees, which met five times during the financial year 2022/23. There are two standing Board Sub-Committees. The Finance, Audit, Risk and Governance Committee (FARG) which met four times during the year and the Nominations Group which met five times during the year.

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms approved by the Trustees, for operational matters including finance, employment and performance related activity.

Risk and internal control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Trustees are also responsible for safeguarding the assets of the Charity and taking reasonable steps for the prevention and detection of fraud and other irregularities providing reassurance that:

1. The Charity complies with relevant laws and regulations.
2. Its assets are safeguarded against unauthorised use or disposition.
3. Proper records are maintained and financial information used within the Charity or for publication is reliable.

As part of the Charity's risk management process the Trustees acknowledge their responsibility for the Charity's system of internal control and for reviewing its effectiveness while recognising that such a system is designed to manage rather than eliminate the risk of failure to achieve the Charity's objectives and that there is reasonable (not absolute) reassurance against material loss. The Trustees, through a process of financial procedures, have set policies, which outline the responsibility of management to implement the Trustees' policies. The Finance, Audit, Risk and Governance Committee (FARG), through a regular risk

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register review, monitors all risks faced by the group and reports to the Board having identified and evaluated risks for consideration including the following:

1. The consideration of the type of risks the Charity is facing.
2. The level of risk, which they regard as acceptable.
3. The likelihood of the risks materialising.
4. The Charity's ability to reduce the incidence and impact of risks that do materialise.
5. The costs of operating particular controls relative to the benefits that would accrue from their implementation.
6. Arrangements for monitoring and reporting on risk and control matters together with details of any corrective action that may be deemed necessary.

Financial review 2022/23

Income

Group income for 2022/23 amounted to £3,094k (2021/22: £3,139k), a decrease of £45k (1%) on last year. Sport England remained one of Activity Alliance's largest funders, contributing £1,318k (2021/22: £1,214k) of Exchequer funding for the financial year. Spirit of 2012 provided £873k (2021/22: £832k), London Marathon Charitable Trust provided £270k (2021/22: £233k), Sport England National Lottery provided £251k (2021/22: £310k) of funding of the "Get Out Get Active" (GOGA) programme.

For the Activity Alliance Charity only, income for 2022/23 amounted to £3,081k (2021/22: £3,045k), an increase of £36k (1%) on last year.

There have been no significant fundraising activities involving the general public.

Expenditure

Charitable expenditure for the Group for 2022/23 amounted to £3,179k (2021/22: £3,076k), an increase of £103k (3%) on last year.

Charitable expenditure for the Activity Alliance Company only, during 2022/23 amounted to £3,171k (2021/22: £2,982k), an increase of £189k (6%) on last year.

Reserves

Total reserves as at 31 March 2023 were £590k (2021/22: £674k) a decrease of £84k.

Restricted reserves as at 31 March 2023 amounted to £148k (2021/22: £247k), a decrease of £99k. Details of restricted reserves are given under Note 19.

Unrestricted reserves as at 31 March 2023 totalled £442k (2021/22: £427k), an increase of £15k. £18k has been designated for 2023/24 from the £442k unrestricted reserves towards expenditure on phase 1 of the new CRM system.

Further details of the Activity Alliance reserve policy can be found on page 19.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on Charities and Public Benefit.

Activity Alliance's charitable purpose, contained within its objects, is to promote a wider understanding of the needs of disabled people in the field of sport and physical recreation. The Trustees ensure that this purpose is carried out for the public benefit by delivering services that fit within the core funding received for this purpose. The Trustees also ensure that funds received for specific purposes are treated as restricted income and expenditure, and also comply with the requirement that projects carried out aside from core targets are for the public benefit.

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Reserves Policy

The Reserves Policy remains as unrestricted funds not committed or invested in fixed assets at a level equivalent to three months of operating costs. This equates to approximately £435k (based on 3 months salaries and 3 months of overhead costs).

As at 31 March 2023, the unrestricted reserves not invested in fixed assets ("free reserves") were £417k (2022: £394k).

Investment Policy

It is the requirement of the Trustees that surplus funds generated from time to time should be invested at minimal risk to the organisation. As a consequence, no investment is made in any form that is liable to suffer adverse market variations.

Funds considered surplus from time to time are invested on a short- or medium-term fixed interest basis to comply with this requirement. Interest received on deposits of this nature generated £5.4k during 2022/23 (2021/22 £1.2k).

Related Parties

English Federation of Disability Sport (EFDS) operating as Activity Alliance is a Charity registered with the Charity Commission. It has a trading subsidiary called English Federation of Disability Sport Events Management Limited (EFDS EM, Company Number 05905541), for the receipt of commercial sponsorship, and any surplus is gift aided to the parent company.

The English Federation of Disability Sport Events Management Limited is a private company limited by shares with a share capital of £1,000, all the shares are owned by the English Federation of Disability Sport. The Company was incorporated on 14 August 2006 and is VAT registered.

At 31 March 2023, Activity Alliance's member organisations were:

National Disability Sports Organisations: British Blind Sport, CP Sport, Dwarf Sports Association UK, LimbPower, Special Olympics GB, UK Deaf Sport, WheelPower, International Mixed Sports Ability (IMAS).

Regions: East, East Midlands, North East, North West, South East, South West, West Midlands, Yorkshire and Humber; and London region.

Associates: Access Sport, Active Cheshire, Active Essex, Active Gloucestershire, Active Notts, Active Norfolk, Active Partnerships, Aspire, Association of Colleges Sport, British Kickboxing Council, Cedar Academy, Cheshire Centre for Independent Living, County Durham Sport, Durham Cricket Board, Disability Rights UK, Disability Sports Coach, Down's Syndrome Association, Durham Cricket Board, Energize Shropshire Telford and Wrekin, England Golf, FairPlay, Foundation of Light, GreaterSport, Help for Heroes, Herts Sports Partnership, Leonard Cheshire Disability, Middlesbrough Football Club Foundation, Newcastle United Foundation, Newcastle University Student' Union, North Yorkshire Sport, Panathlon, Paradance UK, Rebound Therapy, Scarborough Inclusive Sport Steering Group, Scope, SMILE through Sport, Sport and Recreation Alliance, Sport Birmingham, Step Change Studios, Tees Valley Sport, The Challenge Hub, The Change Foundation, The Football Association, The Inspire Group, Thomas Pocklington Trust, Together Active, Tyne and Wear Sport, Wheelchair Dance Sport Association UK, Wiltshire and Swindon Sport, Yorkshire Sport Foundation, Youth Sport Trust.

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The Trustees' Report has been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees

Samantha Orde OBE, Chair

Date: 4 October 2023

Independent Auditor's Report to the members of English Federation of Disability Sport

Opinion

We have audited the financial statements of English Federation of Disability Sport ("the Parent Charitable Company") and its subsidiaries ("the Group") for the year ended 31 March 2023 which comprise the Consolidated and Parent Charitable Company Statement of Financial Activities, the Consolidated and Parent Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes 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 Group's and the Parent Charitable Company's affairs as at 31 March 2023 and of the incoming resources and application of resources, including its income and expenditure, for the year ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Group and Parent 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 related to going concern

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

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' report, other than the financial statements and our audit 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- a. the information given in the Trustees' Report (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- b. the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

- Adequate accounting records have not been kept by the Parent Charitable Company, or returns adequate for our audit have not been received from branches not visited by us; or
- the Parent Charitable Company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities the Trustees (who are also the Directors of the Parent Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Groups' and Parent Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the Parent Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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:

- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness;
- Reviewing minutes of meetings of those charged with governance; and
- Enquiry of management to identify any instances of non-compliance with laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' report. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

English Federation of Disability Sport operating as Activity Alliance

Use of our report

This report is made solely to the Parent Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Parent Charitable Company'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 Parent Charitable Company and the Parent Charitable Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Mark Ashfield BA FCA (Senior Statutory Auditor)

For and on behalf of Harrison Beale & Owen Limited
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 4 October 2023

Statement of financial activities

Group statement of financial activities including income and expenditure account for the year ended 31 March 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income					
Donations and legacies	3	15,976	-	15,976	39,975
Other trading activities	4	187,761	1,860	189,621	77,592
Investment income	5	5,439	-	5,439	1,168
Income from charitable activities	6	1,334,811	1,548,906	2,883,717	3,020,703
Total incoming resources		1,543,987	1,550,766	3,094,753	3,139,438
Expenditure					
Charitable activities		1,515,260	1,651,418	3,166,678	3,066,498
Costs of raising funds		12,461	-	12,461	10,047
Total expenditure	8	1,527,721	1,651,418	3,179,139	3,075,545
Net movement in funds before transfers		16,132	(100,652)	(84,520)	62,893
Transfer between funds		(973)	973	-	-
Net movement in funds for the year		15,159	(99,679)	(84,520)	62,893
Reconciliation of funds					
Funds balance at 1 April 2022		426,751	247,730	674,481	611,588
Total funds carried forward at 31 March 2023	19	441,910	148,051	589,961	674,481

All the activities of the Group are classified as continuing. The [notes on pages 30-44](#) form part of these financial statements.

Statement of financial activities (Parent Charitable Company) including income and expenditure account for the year ended 31 March 2023

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income				
Donations and legacies	79,146	-	79,146	39,975
Other trading activities	123,410	1,860	125,270	73,424
Investments income	5,439	-	5,439	1,168
Income from charitable activities	1,334,811	1,536,159	2,870,970	2,930,898
Total incoming resources	1,542,806	1,538,019	3,080,825	3,045,465
Expenditure				
Charitable activities	1,521,261	1,637,698	3,158,959	2,961,709
Costs of raising funds	12,461	-	12,461	20,863
Total expenditure	1,533,722	1,637,698	3,171,420	2,982,572
Net movement in funds for the year	9,084	(99,679)	(90,595)	(62,893)
Reconciliation of funds				
Fund balance at 1 April 2022	426,751	247,730	674,481	611,588
Total funds carried forward at 31 March 2023	435,835	148,051	583,886	674,481

All the activities of the Charitable Company are classified as continuing. The [notes on pages 30-44](#) form part of these financial statements.

Group balance sheet as at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	14		7,286		3,171
Current assets					
Debtors	15	80,416		111,206	
Investments	16	198,665		197,067	
Cash at bank and in hand		970,436		657,325	
		1,249,517		965,598	
Creditors: amounts falling due within one year					
	17	666,842		294,288	
Net current assets			582,675		671,310
Total assets less current liabilities			589,961		674,481
Charity funds					
Restricted funds	19	148,051		247,730	
Designated funds	19	18,000		30,000	
Unrestricted funds	19	423,910		396,751	
Total funds			589,961		674,481

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The [notes on pages 30-44](#) form part of these financial statements.

Approved by the Board of Trustees on 4 October 2023 and signed on its behalf by:

Samantha Orde OBE, Chair

Balance sheet (Parent Charitable Company) as at 31 March 2023 – Company number: 03627630

	Note	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	14		7,286		3,171
Current assets					
Debtors	15	144,330		433,171	
Investments	16	199,665		198,067	
Cash at bank and in hand		852,886		295,832	
		1,196,881		<u>927,070</u>	
Creditors: amounts falling due within one year	17	620,281		<u>255,760</u>	
Net current assets			576,600		671,310
Total assets less current liabilities			<u>583,886</u>		<u>674,481</u>
Charity funds					
Restricted funds	19	148,051		247,730	
Designated funds	19	18,000		30,000	
Unrestricted funds	19	417,835		396,751	
Total funds			<u>583,886</u>		<u>674,481</u>

These financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The [notes on pages 30-44](#) form part of these financial statements.

Approved by the Board of Trustees on 4 October 2023 and signed on its behalf by:

Samantha Orde OBE, Chair

Group statement of cash flows as at 31 March 2023

	Note	2023 £	2022 £
Net movement in funds for the reporting periods (as per the statement of financial activities)		(84,520)	62,893
Adjustments for:			
Depreciation	14	3,836	3,166
Investment Income	5	(5,439)	(1,168)
Decrease/(increase) in debtors	15	30,790	(28,516)
Increase/(decrease) in creditors	17	372,554	(2,188)
Net cash flow from operating activities		317,221	34,187
Cash flow from investing activities			
Investment income	5	5,439	1,168
Purchase of fixed assets	14	(7,951)	-
Net cash flow from investing activities		(2,512)	1,168
Net increase in cash		314,709	35,355
Cash and cash equivalents at 1 April 2022		854,392	819,037
Cash and cash equivalents at 31 March 2023		1,169,101	854,392
Cash and cash equivalents consists of:			
Cash at bank and in hand		970,436	657,325
Current asset investments	16	198,665	197,067
		1,169,101	854,392

Notes forming part of the financial statements for the year ended 31 March 2023

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

These financial statements are for the financial year ended 31 March 2023. These have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). They are prepared in sterling which is the functional currency of the Charitable Company and rounded to the nearest £1.

b) Preparation of the accounts on a going concern basis

The system partner funding from Sport England secured to the end of March 2027 provides security of funding for core activities. Further reassurance has been sought to ensure the financial sustainability of the charity for both existing and future funding streams. The trustees are confident that both the cost management measures taken as well as the transparent conversations with funders has secured the immediate future of the charity. This assessment of the trustees is that the charity is a going concern.

The charity remains in regular contact with our main funding providers; Sport England, Spirit of 2012, London Marathon Charitable Trust, and others to secure their on-going financial support.

c) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity.

Restricted funds are subject to restrictions or specific conditions on their expenditure imposed by the donor.

d) Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is sufficient certainty of receipt, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Donations and legacy income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on delivery of specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by the volunteers has not been included within these accounts.

Income from the investments is included when receivable.

Income from charitable activities is accounted for when earned.

Incoming resources from grants, where related to performance and by specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

e) Expenditure

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.

The accounts are prepared on the accruals basis, liabilities are recognised as resources expended as soon as there is legal or constructive obligation committing the Charity to expenditure.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on raising funds consists of all those expenses that are incurred by trading for a fundraising purpose in either donated or brought-in-goods or in providing non-charitable services to generate income, as well as the costs associated with attracting voluntary income.

Expenditure on charitable activities comprise all the resources applied by the Charity in undertaking its work to meet its charitable objectives as well as the cost of raising the funds to finance these activities and governance costs. These costs include direct costs of the charitable activities together with those support costs incurred that enable these activities to be undertaken, as well as governance costs which relate to the general running of the Charity. They do not include the direct management functions inherent in generating funds, service delivery and programme of project work.

These activities provide the governance infrastructure which allows the Charity to operate and generate the information required for public accountability and include the strategic planning purposes that contribute to the future development of the Charity.

Governance costs include such items as external audit, legal advice for Trustees and costs associated with the constitutional and statutory requirements of the Charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities (SOFA) on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

f) Operating leases

The Charity classifies the lease of printers and rental premises as operating leases. The title to the equipment remains with the lessor and the equipment is replaced every two to three years whilst the economic life of such equipment is normally ten years. Of the two premises leases, one is renewed every two years, whilst the other is renewed every ten years. Rental charges are charged on a straight-line basis over the term of the lease.

g) Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All individual assets costing more than £1,000 are capitalised.

Depreciation is provided at rates calculated to write off the costs less residual value of each asset over its expected useful life as follows:

Fixtures, fitting and equipment – 25% per annum straight line basis.

h) Investments

Current asset investments are stated at market value.

i) Debtors

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

j) 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 to twelve months.

k) 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 and trade discounts due.

l) Pensions

The pension costs charged in the accounts represent the contributions payable by the Charity during the year.

m) Group financial statements

The consolidated financial statements comprise the English Federation of Disability Sport and its subsidiary company, English Federation of Disability Sport Events Management Limited. The results of the subsidiary are consolidated on a line-by-line basis.

The SOFA for the English Federation of Disability Sport is presented with the accounts.

2. Legal status of the trust

The Charity is a company limited by guarantee, incorporated, and domiciled in the United Kingdom, and has no share capital. The address of the registered office can be found on page 2 of the financial statements. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3. Donations and legacy income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	15,976	-	15,976	39,975
Legacies	-	-	-	-
Total donations and legacy income	15,976	-	15,976	39,975

All donation and legacy income received in 2022 related to unrestricted funds.

4. Other trading activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Inclusive training courses	3,000	1,860	4,860	4,065
Disability sport events	11,814	-	11,814	3,451
Others	172,947	-	172,947	70,076
Total other trading activities	187,761	1,860	189,621	77,592

Of the £77,592 received in 2022, £75,770 related to unrestricted funds and £1,822 related to restricted funds.

5. Investment income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank and investment interest	5,439	-	5,439	1,168
Total investment income	5,439	-	5,439	1,168

All of the Charity's investment income arises from interest bearing deposit and current accounts.

All investment income received in 2022 related to unrestricted funds.

6. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Sport England grant	1,317,561	-	1,317,561	1,214,495
IPE (Sainsbury's)	-	12,747	12,747	85,990
IAP (Sport England)	-	34,954	34,954	117,115
Inclusion 2024 (Youth Sport Trust)	-	5,000	5,000	27,210
GOGA	-	1,394,432	1,394,432	1,375,605
STT (Sport England)	-	101,773	101,773	147,296
Mind	-	-	-	5,500
Others	17,250	-	17,250	47,492
Total income from charitable activities	1,334,811	1,548,906	2,883,717	3,020,703

Of the £3,020,703 received in 2022, £1,258,172 related to unrestricted funds and £1,762,531 related to restricted funds.

The £1.3m Sport England Grant-exchequer funding (2022 £1.2m) is unrestricted and is designated to those activities as agreed with Sport England.

7. Outsourced activity payments

The Charity undertakes its charitable activities through a combination of direct service provision and outsourcing to third parties. An analysis of recipients for 2022/23 is as follows:

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Youth Sport Trust	-	-	-	39,125
UK Coaching Solutions	-	25,810	25,810	-
GOGA partners	-	1,204,600	1,204,600	1,085,677
Others	567	1,614	2,181	-
Total outsourced activity payments	567	1,232,024	1,232,591	1,124,802

All outsourced activity expenditure in 2022 related to restricted funds.

8. Total expenditure

The statement of financial activities provides an analysis of the resources expended by the charity which are split into two main categories:

- a) Expenditure on charitable activities and
- b) Costs of raising funds

	a) Charitable activities 2023 £	b) Raising funds 2023 £	Total funds 2023 £	Total funds 2022 £
Salary costs and on-costs	1,265,249	2,545	1,267,794	1,115,464
Other staff costs	47,156	30	47,186	39,858
Travel and subsistence	59,918	2,091	62,009	24,654
Site costs	94,725	-	94,725	73,557
Office expenses	28,719	320	29,039	37,436
Commission services	163,356	-	163,356	231,379
Audit fee	13,250	-	13,250	20,700
Consultancy	48,016	1,300	49,316	62,672
Direct development	3,240	-	3,240	17,027
Marketing and website	63,367	-	63,367	100,467
Research and insight	49,194	-	49,194	149,594
Events expenses	37,883	36	37,919	13,231
Outsourced activity (see note 7)	1,232,591	-	1,232,591	1,124,802
Equipment and leases	7,217	-	7,217	34,487
Training	9,320	-	9,320	8,030
Depreciation	3,836	-	3,836	3,166
Meetings	35,824	5,885	41,709	2,798
Other costs	3,951	254	4,205	17,223
Total resources expended	3,166,812	12,461	3,179,273	3,076,545

Of the £3,179k expenditure in 2023 (2022: £3,076k) £1,528k was charged to unrestricted funds (2022: £1,386k) and £1,651k was charges to restricted funds (2022: £1,690k)

Included within the expenditure on charitable activities are governance costs of £13,250 (2022: £20,730).

9. Net movement in funds

Net movement in funds is stated after charging:

	2023 £	2022 £
Depreciation	3,836	3,166
Operating leases	75,485	69,833
Auditors' remuneration	15,000	20,700

10. Trustees

None of the trustees or any persons connected with them received any remuneration during the year.

Travel and subsistence expenses amounting to £2,614 were reimbursed to 7 trustees (2022: £1,831 to 8 trustees).

In 2022/23 Genny Cotroneo was commissioned by Activity Alliance to undertake consultancy work. A sum of £6,307 was paid (2021/22: £9,275). No other Trustee or other persons related to a Trustee had any personal interest in any contract or transaction entered into by the charity during the year.

11. Employment

	2023	2022
	Number	Number
Average number of employees:		
Headquarters	4	6
Direct development	18	16
Marketing and research	4	4
Events and marketing	1	1
Total average number of employees	27	27
	2023	2022
	£	£
Employment costs		
Wages and salaries	1,067,879	947,912
Social security costs	116,147	95,309
Other pension costs	83,768	72,243
Total employment costs	1,267,794	1,115,464

The number of employees receiving remuneration during the year of more than £60,000 were:

	2023	2022
	Number	Number
£60,000 - £70,000	3	3
£70,001 - £80,000	1	-
£80,001 - £90,000	-	-
£90,001 - £100,000	-	1

The aggregate remuneration of key personnel during the year was:

	2023	2022
	£	£
Key management personnel	314,823	232,627

12. Pension scheme

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independent administered fund. The charity also contributes to personal pension packages of employees who are not members of the Charity's scheme.

The employer's contributions to all schemes in the year was £83,768 (2022: £72,243) with an employer's contribution rate of 9% of pensionable pay.

13. Taxation

The company is a registered Charity and no provision is considered necessary for taxation to the extent that income and gains are applied to its charitable objects.

14. Tangible fixed assets – group and parent charitable company

	Fixtures, fittings and equipment £
Cost	
At 1 April 2022	97,899
Additions	7,951
Disposals	(15,574)
At 31 March 2023	<u>90,276</u>
Depreciation	
At 1 April 2022	94,728
Charge for the year	3,836
Disposals	(15,574)
At 31 March 2023	<u>82,990</u>
Net book value	
At 31 March 2023	<u>7,286</u>
At 31 March 2022	<u>3,171</u>

15. Debtors

	Group 2023 £	Group 2022 £	Parent 2023 £	Parent 2022 £
Trade debtors	16,522	39,855	7,945	39,086
Amounts due from subsidiary	-	-	72,491	325,683
Other debtors	-	2,949	-	-
Prepayments and accrued income	63,894	68,402	63,894	68,402
Total debtors	<u>80,416</u>	<u>111,206</u>	<u>144,330</u>	<u>433,171</u>

16. Investments – group and parent charitable company

The Charity does not invest in stocks or shares. Surplus funds are deposited at fixed rates for variable periods of time.

	Group	Group	Parent	Parent
	2023	2022	2023	2022
	£	£	£	£
Shares in group undertakings	-	-	1,000	1,000
Fixed rate deposits	198,665	197,067	198,665	197,067
Total investments	198,665	197,067	199,665	198,067

All fixed rate deposits are held with British Retail Banks.

100% of the issued share capital of the English Federation of Disability Sport Events Management Limited (Company Number 05905541) is held by the Parent Charity.

English Federation of Disability Sport Events Management Limited

	2023	2022
	£	£
Gross income	77,098	93,973
Expenditure	(7,853)	(68,129)
Gift aid to the Charity	(63,170)	(25,844)
Profit for the year	6,075	-
	£	£
Net assets at the year end	7,075	1,000

17. Creditors

	Group	Group	Parent	Parent
	2023	2022	2023	2022
	£	£	£	£
Taxation and social security	54,497	36,694	43,370	36,694
Trade creditors	98,061	186,334	98,061	175,406
Other creditors	155	-	155	-
Deferred income	484,020	36,171	461,552	22,438
Accruals	30,109	35,089	17,143	21,222
Total creditors	666,842	294,288	620,281	255,760

18. Deferred income movement

	Group 2023	Group 2022	Parent 2023	Parent 2022
	£	£	£	£
Balance at 1 April 2022	36,171	116,151	22,438	16,426
Incoming resources deferred in the year	494,886	22,438	461,552	22,438
Less amounts released	(36,171)	(102,418)	(22,438)	(16,426)
Balance at 31 March 2023	494,886	36,171	461,552	22,438

19. Analysis of movement in funds

The income of the Group includes restricted funds comprising the following balances held on trust for specific purposes:

Group	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds:					
IPE (Sainsbury's)	15	12,747	(13,735)	973	-
IAP (Sport England)	18,593	36,814	(47,532)	-	7,875
Events	3,201	-	-	-	3,201
GOGA	160,848	1,394,432	(1,489,405)	-	65,875
Secondary Teacher Training	18,777	101,773	(97,506)	-	23,044
Inclusion 2024	27,210	5,000	(3,240)	-	28,970
Others	19,086	-	-	-	19,086
Total restricted funds	247,730	1,550,766	(1,651,418)	973	148,051
Unrestricted funds:					
Designated funds	30,000	-	(30,000)	-	-
Events team	-	-	-	18,000	18,000
CRM Phase 1	396,751	1,543,987	(1,497,855)	(18,973)	423,910
General funds					
Total unrestricted funds	426,751	1,543,987	(1,527,855)	(973)	441,910
Total funds	674,481	3,094,753	(3,179,273)	-	589,961

19. Analysis of movement in funds (continued)

Group	Balance at 1 April 2021	Income	Expenditure	Transfers in/out	Balance at 31 March 2022
	£	£	£	£	£
Restricted funds:					
IPE (Sainsbury's)	-	86,315	(86,300)	-	15
IAP (Sport England)	35,908	122,275	(139,590)	-	18,593
Events	3,201	-	-	-	3,201
GOGA	139,743	1,375,605	(1,354,500)	-	160,848
Secondary Teacher Training	(24,013)	147,448	(104,658)	-	18,777
Inclusion 2024	-	27,210	-	-	27,210
Others	18,936	5,500	(5,350)	-	19,086
Total restricted funds	173,775	1,764,353	(1,690,398)	-	247,730
Unrestricted funds:					
Designated funds					
Events team	-	-	-	30,000	30,000
CRM Phase 1	-	-	-	-	-
General funds	437,813	1,375,085	(1,386,147)	(30,000)	396,751
Total unrestricted funds	437,813	1,375,085	(1,386,147)	-	426,751
Total funds	611,588	3,139,438	(3,076,545)	-	674,481

19. Analysis of movements in funds (continued)

Parent	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds:					
IAP (Sport England)	18,593	36,814	(47,532)	-	7,875
Events	3,201	-	-	-	3,201
GOGA	160,848	1,394,432	(1,489,405)	-	65,875
Secondary Teacher Training	18,777	101,773	(97,506)	-	23,044
Inclusion 2024	27,210	5,000	(3,240)	-	28,970
Others	19,101	-	(15)	-	19,086
Total restricted funds	247,730	1,538,019	(1,637,698)	-	148,051
Unrestricted funds:					
Designated funds					
Events team	30,000	-	(30,000)	-	-
CRM Phase 1	-	-	-	18,000	18,000
General funds	396,751	1,542,806	(1,503,722)	(18,000)	417,835
Total unrestricted funds	426,751	1,542,806	(1,533,722)	-	435,835
Total funds	674,481	3,080,825	(3,171,420)	-	583,886

19. Analysis of movements in funds (continued)

Parent	Balance at 1 April 2021	Income	Expenditure	Transfers in/out	Balance at 31 March 2022
	£	£	£	£	£
Restricted funds:					
IAP (Sport England)	35,908	122,275	(139,590)	-	18,593
Events	3,201	-	-	-	3,201
GOGA	139,743	1,375,605	(1,354,500)	-	160,848
Secondary Teacher Training	(24,013)	147,448	(104,658)	-	18,777
Inclusion 2024	-	27,210	-	-	27,210
Others	18,936	2,010	(1,845)	-	19,101
Total restricted funds	173,775	1,674,548	(1,600,593)	-	247,730
Unrestricted funds:					
Designated funds					
Events team	-	-	-	30,000	30,000
CRM Phase 1	-	-	-	-	-
General funds	437,813	1,370,917	(1,381,979)	(30,000)	396,751
Total unrestricted funds	437,813	1,370,917	(1,381,979)	-	426,751
Total funds	611,588	3,045,465	(2,982,572)	-	674,481

Name of fund	Description, nature and purposes of fund
IAP (Sport England)	Delivered by Activity Alliance in partnership with UK Coaching, this programme is funded through Sport England's National Lottery fund to improve the confidence and competence of disabled people in community sport opportunities.
IPE (Sainsbury's)	Delivered by Activity Alliance in partnership with Youth Sport Trust and the Home Country Disability Sport Organisations, this programme is funded by Sainsbury's to improve the confidence and competence of young disabled people in PE.
Events	Funding from Lions and other bodies to ensure disabled people can access sport and physical activity of their choice working with County Sport Partnerships.

English Federation of Disability Sport operating as Activity Alliance

GOGA	Delivered by Activity Alliance in partnership with a UK consortium of partners, this programme is supported by founding funder Spirit of 2012 and additional investment from Sport England and the London Marathon Charitable Trust, to engage the very least active disabled and non-disabled people in activity together.
STT (Sport England)	Activity Alliance works in partnership with a consortium of partners, the Secondary Teacher Training programme is funded through Sport England's National Lottery fund to increase young people's enjoyment of PE, schools sport and physical activity.
Inclusion 2024	Youth Sports Trust, Department of Education funded initiative. Activity Alliance's role has been to develop an education micro-site to support professionals to access inclusion resources and materials.
Other restricted funds	Mind – mental health information, shared learning and lived experiences. Erasmus funding – health improvement, social inclusion, equality and development training.
CRM Phase 1	Funds designated for expenditure in 2023/24 on phase 1 of the new CRM system.
Events team	Funds designated for building capacity in the events team in 2022/23 to project manage and consult on the Breaking Limits training series modules around inclusion and continue to promote training series through the charity's networks.

20. Analysis of group net assets between funds

	Restricted funds £	Unrestricted funds £	Total £
Funds balances as at 31 March 2023 are represented by:			
Tangible fixed assets	-	7,286	7,286
Current assets	148,051	1,101,466	1,249,517
Creditors: amounts falling due within one year	-	(666,842)	(666,842)
Total	148,051	441,910	589,961

Funds balances as at 31 March 2022
are represented by:

Tangible fixed assets	-	3,171	3,171
Current assets	287,874	677,724	965,598
Creditors: amounts falling due within one year	(40,144)	(254,144)	(294,288)
Total	247,730	426,751	674,481

21. Commitments under operating leases

At 31 March 2023 the total future minimum lease payments under non-cancellable operating leases were:

	Land and buildings		Other	
	2023 £	2022 £	2023 £	2022 £
Within 1 year	16,284	10,246	3,075	5,059
Between 1 and 5 years	-	5,907	-	7,936
After more than 5 years	-	-	-	-
	16,284	16,153	3,075	12,995