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REGISTERED COMPANY NUMBER: 05458934 (England and Wales)
REGISTERED CHARITY NUMBER: 1111804

**REPORT OF THE TRUSTEES AND
GROUP FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021
FOR
ACTIVE LUTON**

FKCA Limited
Statutory Auditor
260 - 270 Butterfield
Great Marlings
Luton
Bedfordshire
LU2 8DL



ACTIVE LUTON

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for the Year Ended 31 MARCH 2021**

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ACTIVE LUTON
REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2021

The trustees serving during the year and since the 31 March 2021 are as follows:

Local Authority Trustees

Clive Mead
Mahmood Hussain
John Young

Ordinary Trustees

Jonathan Williets
Mark Cattle
Paul Seath
Kevin Poulton
Femy Lester
Ali Haider
Magdalena Goleblewska
Derek Ludlow
Emma Knowler
Priya Chauhan
Ann Stewart
Glynis Yates
Philippe Hucklesby (appointed – 27 January 2021)
Wayne Cullum (appointed – 28 April 2021)

Chief Executive Officer

Helen Barnett

Company Secretary

Sue Jones

Registered office

Wigmore Hall
Eaton Green Road
Luton
Bedfordshire
LU2 9JB

Registered Company Number

05458934 (England and Wales)

Registered Charity Number

1111804

Auditors

FKCA Limited
Statutory Auditor
260 – 270 Butterfield
Great Marlings
Luton
Bedfordshire
LU2 8DL

ACTIVE LUTON

**REFERENCE AND ADMINISTRATIVE DETAILS
for the Year Ended 31 MARCH 2021**

Solicitors

Winkworth Sherwood
Minerva House
5 Montague Close
London
SE1 9BB

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28 Dunstable Road
Luton
Bedfordshire
LU1 1DY

Bankers

The Co-Operative Bank
2-6 Alma Street
Luton
Beds
LU1 2PL

Bank of Scotland
2nd Floor
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

NatWest Bank
31 George Street
Luton
LU1 2YN

Metro Bank
10-20 Castle Street
Luton
LU1 3AJ

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

The trustees (who are also directors of the charity for the purposes of the Companies Act 2006) present their report with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Charities Statement of Recommended Practice ("Charities SORP") (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland; FRS 102) issued in October 2019.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable company has been established to:

- Provide or assist in the provision of facilities and services for recreational, sporting or other leisure time occupation in the interests of social welfare, such facilities being provided to the public at large save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances may have need of special facilities and services;
- Promote community participation in healthy recreation.
- Advance the education of the public of the benefit of active lifestyle and in particular the value of physical activity for young people as part of the school curriculum.
- Such other charitable purposes beneficial to the community consistent with the objects above as the Trustees shall in their absolute discretion determine.

We believe that sport and physical activity is of benefit to the community for their physical, mental, and emotional health and wellbeing and we aim to make a difference to the lives of the people of Luton, working in partnership with like-minded organisations.

Our Mission

Active Luton is an innovative community focused charity committed to making a positive impact on the health and wellbeing of our community; inspiring, motivating and offering opportunities for people of all ages and backgrounds to learn and take action to improve their life changes.

We provide a wide range of high-quality programmes, activities and facilities enabling residents to participate in physical activity; improve their health and wellbeing; enhance their education and skills through training; and create career opportunities. We are committed to being inclusive, accessible, and affordable, working closely with partners locally, across the region and nationally, continuously looking to bring the best to our diverse and vibrant community.

The charity also hosts Team Beds & Luton (TBL) which is one of 43 Active Partnerships across England which work collaboratively with local partners to create the conditions for an active nation, using the power of sport and physical activity to transform lives. Active Partnerships are locally based, strategic organisations that recognise that activity levels are affected by a complex system of influences and no single organisation or programme create sustainable change at scale. By adopting a collaborative, whole-system approach, Active Partnerships seek to make active lifestyles the social norm for everyone to address inactivity in society.

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

STRATEGIC REPORT

Achievement and performance

Charitable activities

Welcoming Luton Back

In response to the Prime Minister's instruction on Friday 20th March 2020 that leisure centres, gyms and hospitality businesses must not open the following day, we closed our doors to customers for the first lockdown on Saturday 21st March. We were not able to open again until 10th August due to persistent high rates of COVID in Luton.

Uppermost in our minds during this period was to find ways of supporting Luton to stay active and healthy during the lockdown and we put in place a timetable of live exercise classes via Facebook. These featured a wide range of sessions by some of our much-loved local instructors and featured cardio and HIIT sessions, Zumba, yoga, Pilates and mindfulness and relaxation. Our healthy lifestyles team also recorded low impact sessions for older people or people living with a long-term health condition to make sure there were accessible ways for all ages and abilities to stay active.

The live timetable was enthusiastically welcomed by our customers - with some sessions achieving a reach of over 20k on Facebook. But of course, what everyone wanted was to get back to the buzz of our centres. To welcome customers back in August we put multiple measures in place to ensure that both customers and team members alike were safe.

These measures included:

- A video explaining all the new safety procedures and preparing customers about what to expect
- One-way systems through centres, in gyms and separate entry/exits points for classes wherever possible
- A Customer and Team Charter outlining our commitment to keeping centres COVID secure
- Frequently Asked Questions for customers covering common concerns and outlining key procedures
- Spacing out gym equipment to comply with social distancing and creating an 'overflow' gym in a studio at Inspire: Luton Sports Village and Lea Manor Recreation Centre to maintain gym capacity
- Promoting cashless transactions wherever possible
- Monitoring and promoting a weekly guide to busy/quiet times in the gyms to keep customers informed about the best times to visit
- Introducing bookable swimming slots and double-width lanes for safe swimming
- Adopting the UK Active 'Fit Together' campaign branding for signage and procedures throughout the leisure centres
- Installation of sanitiser and cleaning stations throughout centres
- Moving group fitness classes to bigger spaces to maintain capacity while still respecting social distancing
- Opening the Inspire gym at 5.30am to relieve congestion during the busy early morning period

Our customers were delighted to come back and were equally pleased with the safety measures we had put in place. Leisure industry recovery modelling by 4 Global for Sport England's National Leisure Recovery Fund used participation data from leisure operators across the UK between August and November 2020, between the first and second lockdowns, which showed that average rates of recovery in the leisure sector during this period were between 60 and 70 per cent. At the end of September, Active Luton had welcomed 85 per cent of its gym, swim, and group fitness members back, and 83.5 per cent of its swimming members. This was in addition to pay as you go customers.

Unfortunately, another lockdown, the imposition of Tier 3 restrictions meaning no group fitness classes, and then a third national lockdown cast a long shadow over the remainder of the year.

Keeping Everyone Active -Virtually

Just like everyone, when we were forced to close our doors in March 2020, we didn't think it would be for long. Never imagining it would turn out to be a three-month lockdown, our group fitness team quickly turned to social media to help keep Luton active during this worrying time.

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Helping to put smiles back on faces by bringing people together to exercise, within weeks we had delivered our very first yoga session via Facebook Live. Our superb group fitness instructors delivered over 25 live, online classes every three weeks on a rotating timetable, taking varied sessions including Pilates, Zumba, Fight Klub and even mindfulness into the homes of our local community. Our group fitness fans were extremely grateful and demonstrated huge commitment to keeping active and connecting with each other.

The opportunity also created a virtual doorway for us to welcome new customers to the feel-good factor of group fitness in the absence of the gym or swimming.

Swimming and Diving Lessons

Our popular swimming lesson programme re-started in September, with appropriate social distancing measures in place not just for drop off and collection but also during lessons as set out by Swim England. This meant that spaces were reduced despite reworking of pool programmes to add more lessons so that we could accommodate as many children as possible.

We were able to welcome over 1,300 children back to start or continue with their learn to swim programme. We were also able to welcome the Team Luton diving squads back for training which made a huge difference to the young people training at competition level.

Lewsey Pool Future Secured

Lewsey Pool sadly never opened after the first lockdown due to a major plant failure which was discovered during routine checks. The pool is a much-loved community asset. Learn to Swim classes were welcoming 750 children every week, alongside a packed pool programme of family, women-only, aquatic group fitness and lane swimming sessions at the start of 2020.

However, after investigation and a successful application to Sport England's Community Asset Fund, Luton Council announced that the necessary repairs would be made, with the Community Asset Fund also enabling a refurbishment of the reception and changing areas to make them COVID secure. The work is expected to take place in late spring/summer 2021, after which Lewsey will have its much-loved swimming pool back in working order and with updated public areas.

The National Leisure Recovery Fund

In October 2020, the government announced a £1bn package to help local authorities with their response to the pandemic. £100m of this was dedicated to a recovery fund specifically to support the re-opening of public leisure facilities.

The National Leisure Recovery Fund (NLRF) was administered by Sport England, on behalf of the Department for Digital, Culture, Media, and Sport (DCMS). Alongside supporting a full re-opening and recovery of public leisure facilities, the fund objectives were to:

- Sustain the delivery of activities (such as swimming) that aren't widely accessible in the private market.
- Enhance health and wellbeing and support physical activity across England - contributing to the government's objectives around healthy lifestyles, reducing obesity and reducing inequality.

To help ensure a fair distribution of the fund, a 'Notional Funding Allocation' (NFA) was calculated for each local authority based on the population and taking into consideration physical activity levels, the number of facilities and health outcome indicators. Active Luton, through Luton Council, was able to apply for a maximum award of over £500k and in March 2021, through Luton Council, we were granted the full award.

Analysis of returners to Active Luton's centres after the first national lockdown in 2020 revealed that some groups had not returned at the same level as others. The plan for the NLRF includes a focus on providing opportunities for these groups to become active again. The biggest drop-in rates of return (over 80 per cent) was seen in concessionary users and people with disabilities. Women, older people, and diverse ethnicities were also less likely to return.

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The NLRF award means that Active Luton can look forward optimistically to the challenges of the year ahead. The opportunities that this will provide will significantly enhance our ability to fulfil our mission as a community wellbeing trust to make a positive impact on the health and wellbeing of everyone in Luton.

Celebrating 15 Years

On 1st November 2020, we celebrated our 15th birthday. We also celebrated our amazing team members who've been on the journey with us by presenting everyone with their long service awards.

Golf

Golf was one of the first activities to start after each lockdown and Stockwood Park, like many golf courses across the country, saw a renewed enthusiasm for the game.

Our beautiful parkland course had not been so busy for years and the team did a fantastic job ensuring that everyone respected social distancing on and off the course.

Luton Libraries

It was a challenging year for the libraries team which we were delighted to welcome to Active Luton from April 2020. Unfortunately, since this was the start of the year of lockdowns, the potential to integrate libraries into our health and wellbeing offer for the benefit of our community was limited.

However, this remains an exciting prospect for the future particularly with the award in March 2021 of a Thriving Communities grant from the Arts Council thanks to funding from the National Academy for Social Prescribing, Arts Council England, Natural England, and Historic England.

The Luton project will aim to enhance the creative, cultural, and also physical activity offer available through Social Prescribing, establishing creative and cultural activities in our libraries.

In addition to promoting the extensive digital resources available through library membership throughout lockdowns, the team put a 'Select and Collect' service in place when lockdowns eased to ensure that customers who preferred hard copies were able to continue to benefit from the library services across the town.

The new Select and Collect and Book Drop services included a pre-selected 'bundle' option by lots of different topics from popular non-fiction categories, Sci-Fi to crime novels, historical romance or 'quick reads', books in a variety of different languages and, of course, children's categories from toddler tales to picture and puzzle books and everything in between. The service proved very popular, however digital issues of books were also significantly up on the previous year.

From the end of July (while lockdown eased), we were also able to introduce pre-bookable PC use at the Central Library with social distancing measures.

Summer Reading Challenge

The hugely popular Summer Reading Challenge was adapted and extended through the summer to the end of October, with 66 children signing up as part of our Select and Collect service and a further 41 taking part online. Five sessions were delivered online by external 'creatives' as part of the Summer Reading Challenge, with further content created and delivered by the library team.

The library service-Learning Coordinator (Early Years and Families) visited six schools to gift 'Time to Read' books to 423 pupils in reception year, along with storytelling and library promotion. A further 445 children from three different schools attended a session promoting the library service.

Bookstart deliveries also resumed, with 1,595 Bookstart Treasure Packs and 967 Baby packs distributed.

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The November lockdown followed by the Tier 3 and then Tier 4 restrictions unfortunately prevented the library service from expanding further. The Children's library was put to good use by hosting a Lateral Flow testing centre to support Luton's Public Health efforts to control COVID.

Helping Luton to Lead Healthy Lifestyles

The pandemic had a huge effect on all of us, particularly on our ability to lead healthy lifestyles. For most of the year, we were unable to attend our favourite group fitness classes, go to the gym, enjoy a swim, or motivate each other being active in groups together outdoors.

Crucially though, people who need help the most, whether it's because they are living with a long-term health condition or because they need support to lead a healthier lifestyle, were the most adversely affected. The 'Stay at Home' directive helped control the spread of COVID, but not without a cost.

Many of our programmes were unable to continue during 2020/21, including Exercise on Referral, NHS Health Checks, our many Long-Term Conditions programmes and Community Outreach activity. However, wherever possible, our teams deployed their considerable skills and resources by providing online and telephone support to keep customers motivated, supported, and feeling less isolated.

Adult Weight Management

The team offered a combination of virtual, online and telephone advice to people who'd reached out for support to lead a healthier lifestyle.

155 people were supported - many of these wishing to move to face-to-face sessions after lockdown.

Stop Smoking

The COVID pandemic placed a renewed focus on the risks of smoking. Smoking any kind of tobacco reduces lung capacity and increases the risk of many respiratory infections, including COVID. Research also suggests that smokers are at higher risk of developing serious outcomes, including death, from COVID.

Throughout the year, the team had to adapt its stop smoking support via online platforms and by telephone. The team also continued its relationships with vape shop partners to offer nicotine replacement therapy (NRT) and e-cigarettes when the shops opened with social distancing measures.

Other innovative ways were used to get the 'quit' message across and included using stickers on prescriptions collected from pharmacies, advertising on Luton Council's refuse fleet and 'quit' posters advertising a text number in council housing, community settings and workplaces. The service also ran competitions within workplaces and for the general public across Luton to incentivise people to stop smoking.

Sadly, COVID saw a rise in referrals to Social Prescription with people facing multiple social problems and needing support to navigate local systems and sources of support.

Service users were referred with a wide range of problems calling on our team's resourcefulness and network of contacts. The team supported people suffering from isolation and anxiety around masks and social distancing, suffering from domestic abuse, needing practical help due to shielding and many other problems. For many service users, the simple fact of having someone contact them made a huge difference as well as getting very practical help with their problems.

During this time the team received over 1,500 referrals to the service and made over 1,500 calls to arrange support and reassurance.

Case Study - Social Prescription

As well as being lonely, shielding was complicated for some people. One service user who had a vulnerable baby at home was finding it difficult to cope.

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She was stuck indoors and had no support network. The team was able to work with the local health visitor to arrange weekly contact. On gaining the trust of the service user, other problems including domestic abuse and depression were revealed, and the team was able to link the service user with the talking therapies service by telephone. The team was also able to reassure the service user about the resumption of hospice care for her sick baby and playgroups for the other children towards the end of lockdown.

High Intensity User Programme

The new High Intensity User (HIU) programme was able to start in August 2020. The team worked alongside the Luton and Dunstable University Hospital Accident and Emergency department to support Luton & South Bedfordshire residents that attend A&E at least 15 times in a year - the reference point for the term 'high intensity user'.

Healthy Pregnancy

Our Healthy Pregnancy team maximised the potential of social media to create a Healthy Pregnancy Facebook group for Luton. Women were invited to message to join the group where they could take part in live Q&A sessions, access activity videos, take part in live activity sessions and be part of a supportive, virtual community sharing healthy pregnancy tips and advice.

150 women joined the Facebook group during 2020/21. From January 2021 the team set up weekly Healthy Pregnancy virtual workshops, which proved very successful.

Young Person's Social Prescription

The Life Hacks Programme (Young Person's Social Prescription) also continued throughout the pandemic supporting young people aged between 11-19 with emotional, physical, and social difficulties referred by CAMHs (Child and Adolescent Mental Health Services), youth offending teams, looked-after children's services, school nurses and Luton's Early Help team.

The programme aims to help young people make valuable connections that they cannot make for themselves, whether this might be access to counselling or something sporty, arty, or social, or perhaps volunteering or literacy support to build confidence and life skills.

Its success was recognised at the Social Prescribing Network Awards 2021, run jointly by the Social Prescribing Network and the College of Medicine, with the award for best children and young people Social Prescribing Project. The awards panel praised the way the winners had risen to the challenge and found creative ways to continue to reach people who were even more isolated, lonely, or anxious as a result of the pandemic.

Case Study - Young Person's Social Prescription

Sam* was referred to Life Hacks by the local Child and Adolescent Mental Health Services team. He suffered from panic attacks and had gained a lot of weight due to comfort eating. He had been bullied at school and was being home schooled which had made his weight problem even worse.

Sam joined the healthy lifestyles programme with 29 other children. During the first sessions he was too nervous and anxious to join in. However, during the 10-week programme, he gained confidence. Through the programme Sam was also referred to CHUMs to help him deal with the death of his grandfather.

Since finishing the programme Sam has enjoyed using his gym pass. His family, including his sibling and parents, have been going with him and also really enjoying it. Sam's experience has had a positive impact on the whole family - with other family members also offered support in getting more active to improve their health problems too.

*Names have been changed to respect privacy.

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Long Term Conditions

A similar situation occurred with our Long-Term Conditions programmes supporting people with a wide variety of conditions from cancer to stroke, multiple sclerosis, and COPD. Understandably, many service users felt apprehensive about returning to centres between lockdowns and others were advised to continue shielding.

Once again, the team created virtual workouts for service users to follow at home and kept in touch via telephone. Outdoor sessions were introduced, when COVID restrictions allowed, and will be re-introduced. The team's work was used as a case study in the Multiple Conditions Guidebook which is shared with the health and care sector, local NHS bodies, councils, and charities, as well as national policy makers.

NHS Health Checks

Due to the personal contact involved in delivering NHS Health Checks, there were limited opportunities when these could be delivered. Health checks will be a priority across Luton when lockdowns are over.

Exercise Referral

It was a very challenging year to maintain the Exercise Referral service. The team continued to support service users in different ways with outdoor activity where people were willing to take part and a combination of live and recorded online sessions tailored to different abilities and needs. Due to the limitations on what could be offered, and some service users preferring to wait to be seen in person, numbers were significantly reduced on the previous year at 84.

Case Study: The Home Library Service

During the pandemic the Home Library Service established COVID secure protocols to be able to continue to support Luton residents who are unable to visit libraries or access the e-library.

The service was a crucial lifeline for many isolated people by continuing to deliver relevant stock to their front door - and with a friendly face and a chat too!

To make sure the service reached as many people as possible, it was delighted to work in partnership with the Luton Town Community Trust as part of their Tackling Loneliness Together initiative. The LTFC team was invaluable in making sure that Home Library Service customers were not neglected.

Home Library Service Success

- 89% of customers returned to the Home Library service from August 2020.
- 70% of customers continue to use specialist stock i.e., large print and audio
- Nearly 2,000 books and other stock were delivered during the initial return of the service between August and September 2020.
- Nearly 2,500 books were issued and renewed from October to December 2020.
- Having 13 additional drivers from LTFC meant that stock was delivered quicker.

Hart Hill Community Centre

Sadly, Hart Hill Community Centre was not able to open due to COVID restrictions all year. This was particularly disappointing after the fantastic work done by our community outreach team to make the centre a thriving hub to support local residents. We are looking forward to re-building this valuable community work and to improving the offer there even further during 2021.

Supporting Public Health through the Pandemic

As Luton's community wellbeing trust, Active Luton was the natural partner to support the extensive work done by Luton Council's Public Health team in response to the pandemic. Team members from across the organisation were trained to perform a number of key roles using a wide variety of skills to work with the diverse communities across Luton.

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Rapid Test Centre

Luton Libraries joined Active Luton in April 2020; however, the library buildings were not able to open for public browsing due to COVID restrictions. However, the Central Library space was put to good use by hosting one of Luton's three, 7-day/week COVID rapid testing centres. The Central Library testing centre was staffed using team members from across Active Luton who were only too pleased to be out working and helping their community.

Public Health policy was to encourage anyone who had to leave the house for any reason to be tested once a week regardless of any symptoms as part of managing Luton's COVID rates.

Team Feedback:

"I've really enjoyed working at the library test centre. It was depressing at home on furlough and not knowing when things would change. This way I feel involved, I have a new purpose and it feels good to be helping."

Test and Trace:

Dedicated teams were trained to complete the final stage of the NHS Test and Trace process which involved making home visits to people who had not responded to other attempts at contact.

Flexible Testing

Active Luton teams also formed flexible testing teams visiting workplaces and other locations across Luton to undertake mass testing in situ. Some of Luton's best-known employers used the flexible testing service to keep their teams safe including Arriva, BMI, and the Luton Council depot.

Vaccination Centres

Inspire: Luton Sports Village was also put to good use during the pandemic to support the community. The NHS Immunisation and Vaccination Team for Central Beds used Inspire as a centre to administer children's flu jabs, MMR jabs and some screening tests rather than visiting local schools.

In February 2021, Inspire also became a major COVID vaccination centre, giving up to 550 vaccinations to local residents every day.

Active Training & Development

The training team was undaunted by the restrictions imposed on it during this past year. The team adapted delivery of key courses and competency assessments to comply with COVID-secure and social distancing requirements and has risen to the challenge.

The team has adapted courses, wherever possible, to online delivery to make sure that existing team members, external course delegates, apprenticeship, and Community Led Local Development (CLLD) participants were able to continue with training, qualifications, and workplace competency assessments.

The stop/start nature of the past year was very difficult for the leisure industry. Our training team played a vital part in ensuring that our teams were ready and confident to welcome the public back safely into our centres, services, and buildings.

We delivered nearly 600 return-to-work training/refreshers sessions including fitness swimming, lifeguard and First Aid competency assessments, rescue tests, pool plant operations.

New qualifications and re-qualifications completed during the pandemic included:

- 193 First Aid qualifications
- 39 National Rescue Awards for Swimming Teachers and Coaches
- 50 National Pool Lifeguard Qualifications

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Case Study: Mental Health Champions

Amir is a Duty Manager at Inspire: Luton Sports Village. He's also one of our Mental Health Champions. We trained 33 team members during the past year in mental health awareness and mental health First Aid so that our teams would have someone to turn to if they were struggling.

This was particularly important during the pandemic when the stress around furlough and returning to work caused huge anxiety for many people. Amir mentored team members who found the past year particularly difficult and having him to talk to made a huge difference to helping people cope.

Active Luton was praised by Active IQ for its proactive approach to mental health training and having so many 'champions' across the organisation. In addition to our own mental health champions, we've trained another 17 people from the wider community.

Continuing Links to Qualifications

Our Community Led Local Development (CLLD) 'Link' project continues to support local people from 11 wards across Luton with free training opportunities, despite the pandemic. The project is focused on supporting adults who are unemployed and not in education or working less than 16 hours a week and who are looking to upskill.

The team adapted the training opportunities to deliver online courses with face-to-face support and mentoring for candidates also done via digital platforms. A total of 75 candidates, between them, successfully completed 106 courses. Fifty-four new candidates were recruited to the programme in 2020.

Courses completed included First Aid, Food Safety, Health & Safety, Infection Control, National Pool Lifeguard Qualifications, National Rescue Award for Swimming Teachers and Coaches and Swimming Teacher qualifications.

Helping Kickstart the Future

The Kickstart Scheme provides funding to create new job placements for 16- to 24-year-olds on Universal Credit who are at risk of long-term unemployment. It will give young people the chance to build their confidence and skills in the workplace, and to gain experience that will improve their chances of going on to find long-term, sustainable work.

Active Luton secured funding for 65 trainees as part of the Government's Kickstart scheme - 55 placements across Active Luton and 10 placements with partner organisations.

Our training team will be vital to the success of this multifaceted scheme, mentoring, supporting, and delivering training so that the candidates gain valuable qualifications alongside work experience to improve their employability. In the coming year we anticipate welcoming young people to diverse areas of our work including admin, finance, IT, marketing, and a wide range of operational and customer service roles in our centres, services, and buildings.

Apprenticeships

Our apprenticeship support programme also continued during the pandemic with 19 candidates completing their apprenticeships during lockdown. These included a wide range of qualifications for both our own and external candidates including:

Level 2 Awards in Leisure Operations, Activity Leadership and Customer Service.

Level 3 Awards in PE and School Sport, IT Software, Web, Telecoms Professional, Infrastructure Technician, Leisure Management.

Swimming

Our swim teacher trainers played a vital part in ensuring that, post lockdown, children and adults will be able to continue to learn to swim across the country. Some swim teacher training can be delivered online - however the crucial practical and competency assessments must be done in person in a pool setting.

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In partnership with Swim England, our swim teacher trainers conducted over 110 COVID-secure assessments during the past year, welcoming candidates from as far south as Bristol up to Manchester in the north.

Customer Feedback:

"The way the course was set up and the info and contact were all top class."

"Amazing! Delivering a course with this detail on Zoom must not be easy and you nailed it! Your love and enthusiasm for swimming and teaching the sport you love is contagious."

"Thank you for allowing me to take my teachers rescue test at your pool. I was worried over lockdown about how I would retake my NPLQ. I tried many places, but no one was as helpful as you."

Active Education

Our team of qualified teachers continued to work with Luton's schools to help them to improve their PE and physical activity offer - not just in PE lessons but also by incorporating more physical activity into the school day and in learning generally.

The team was furloughed during the summer term of 2020 but returned to schools in September, incorporating new, Covid secure protocols including allocating team members to work in specific schools.

During the January to March 2021 lockdown, the team continued to visit and support schools in person, leading the delivery of PE and physical activity to vulnerable children and children of key workers attending school and also supporting staff with training and advice. The team also supported schools delivering online learning.

Case Study:

Waulud Primary School

The team has been working with Waulud Primary School in Marsh Farm for several years and this year they extended their contract with Active Education to teach PE four days a week. This included specialist PE teaching for each year group, delivering lunchtime and after school clubs, a PE newsletter, PE displays, mentoring of a PE apprentice, organising competitions, and generally embedding a culture where PE is celebrated. The team is considered an integral part of the school's community and their contract was extended for a further year.

"Active Education are part of the whole school community and Waulud has gained so many advantages in having PE specialists. The school is fully engaged in community sport, fitness levels have improved across the school, children given more opportunities by having a broad curriculum and through competing. Waulud is now competing within the community and achieving high numbers of medals!"

Create Development

Active Education formed a partnership with Create Development which delivers an innovative and holistic approach to teaching PE. Our team members are trained as tutors for the programme and delivered sessions to five schools.

"I would like to thank you and your team for your training and guidance in teaching PE. I have thoroughly enjoyed being able to watch you teach live lessons. Seeing the application of Create Development's 'Jasmine' (digital platform) in PE lessons, has been key in bringing it to life and in showcasing the benefits of using the programme.

"In being able to observe and team teach, I have been able to build confidence in a new way of delivering PE. You and your team have shown your passion for the subject, and it has rubbed off, and I am excited to explore 'Jasmine' and share this with my class."

Health and Wellbeing for All

A Health and Wellbeing offer for children, in conjunction with our dedicated Health and Wellbeing team, was developed and as a result, offered either in schools or virtually.

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REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

Virtual School Games

School Games opportunities were delivered virtually to all schools across Luton with nine online competitions during September to December including cricket, boxing, table tennis, sports hall athletics, canoeing, dodgeball, rugby, cross country, and netball. These included a combination of town/ county events plus team and personal challenges. Over 8,000 children took part in these events with hundreds more taking part in the National School Games Santa Dash at Christmas.

The team's virtual events programme continued into the Spring Term despite a third lockdown with events adapted for remote learning as well as for those children in school. Six sports were identified: dance, basketball, fitness, football, boccia and skipping. Nearly 2,000 children took part. Thirty-one schools (7 secondary and 24 primary) were supported in completing the first round of the School Games Framework which is designed as a self-review tool for schools.

Partnership with Leighton-Linslade School Sports Partnership

Active Education has been working with the Leighton-Linslade School Sports Partnership to support curriculum PE, working with teachers to demonstrate and build confidence in delivering high quality PE lessons in a variety of different sports including cricket, hockey, netball, and yoga.

The team demonstrated new equipment to enable schools to introduce activities to build participation and competition for all levels, for example in boccia and curling. The partnership work also included CPD sessions to help staff gain a better understanding of different topics, how to progress activities according to the age group and how to use equipment and resources safely -all with the aim of improving delivery of PE in a fun and engaging way.

Team BEDS&LUTON - Our Active partnership

Our Mission

To work in partnership to support, develop and promote safe, high quality and inclusive opportunities for people to participate in sport and physical activity for life.

Our Values

Collaborative, Ambitious and Inclusive.

The overriding focus of the year for our organisation has been to respond to the impacts of the pandemic to ensure that the needs of the sport and physical activity sector and the physical and mental health needs of our communities across Bedfordshire are fully supported. The funding provided by Sport England has been invaluable in supporting our ability to deliver effectively on these needs.

We have done this through focusing our resources in the following ways:

- Securing investment to help retain the community sport club infrastructure across the county.
- Developing and providing robust, engaging, and effective on-line resources to help our communities be physically active during lockdown.
- Developing new relationships with community-based organisations that work with and support our most physically inactive audiences to take part in regular physical activity both in person (when restrictions allowed) and through virtual channels.
- Creating and delivering resources that facilitated continuation of the school games programmes across a virtual platform.
- Creating and delivering resources that allowed coaches, teachers, and volunteers to access Continuous Professional Development via virtual platforms.
- Diverting resources to support our most deprived children and young people to be physically active in their home environments.

Our Financial Performance during 2020-21

Our headline numbers and how we have spent our funds during the year are summarised in the table below. Public Funds are those sourced from public bodies including Sport England our Local Authority partners and other public bodies.

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

Committee Member Remuneration

All our Committee Members are volunteers and do not receive payment for their role. Expenses may be paid in certain circumstances. Expenses in relation to board related business totalled £NIL in the last financial year.

Team Beds & Luton only (included in restricted funds)	Public funds £	Non-Public Funds £	Total £
Income	541,343	15,665	557,008
Expenditure	494,425	16,767	511,192
Surplus	46,918	-1,102	45,817
Reserves held with Active Luton	N/A	N/A	167,927

Expenditure

Staff & subcontractors	243,373		243,373
Staff training	485		485
Operational costs	32,865		32,865
Finance, legal & professional	12,798		12,798
Marketing & promotion	778		778
Workforce training & development	29,661	1,417	31,078
Volunteer training & development	12,663		12,663
School Sport & Young People programmes	55,544	8,597	64,141
New Resources	5,340		5,340
Tackling Inequalities Participation Programmes	97,556		97,556
Coaching - talented athletes swimming programmes		6,753	6,753
Subscriptions	3,362		3,362
TOTAL SPEND	494,425	16,797	511,192

Financial review

Active Luton Fundraising activities

In the past year we have made a surplus from our activities amounting to £974,360 (excluding the impact of the pension scheme closure). In the previous financial period, we had made an operating surplus of £69,493. This is an achievement in what has been the most difficult year for Active Luton. The surplus is a result of the business being well managed, costs control being paramount, and the diversity of services that the organisation has been able to offer in this difficult year.

Incoming resources for the whole organisation have decreased from £10,555,958 to £10,421,888. Given the year that had the Active Luton's leisure site closed for such a long period, the income level was supported significantly by the Furlough scheme. It does need to be noted that there was an increase in donation was received from the Airport and a management fee for the provision of library services that Active Luton now operates.

Further income was received for services provided to support public health with facilities made available for testing centres and vaccination hubs. The normal trading income which includes membership income was all significantly reduced due to not being able to operate the leisure services for many months. Even when open, Covid restrictions affected the services that could be operated and as a result customer numbers were reduced in many areas.

Total resources expanded for 2020/21 reduced from £10,620,206 to £9,401,708. This was despite now being responsible for running a larger service including the Luton Library service. Most costs reduction related to costs that would have supported services, such as extra staff for events and relevant purchases. But also, many furloughed staff received 80% of pay for a significant time. Cost control was paramount during this year and savings were achieved in all areas. Due to site closures, fewer repairs and maintenance costs were needed although extra costs were spent on cleaning and relevant materials to ensure strict hygiene measures were in place as necessary once services resumed.

The balance on the restricted fund as at the year ended 31 March 2021 is £167,927 (2019/20: £122,107). The total unrestricted fund now shows a surplus of £3,931,085 (2019/20: £2,956,725).

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

STRATEGIC REPORT

Financial review

Principal funding sources

The parent charitable company obtains a donation from London Luton Airport Ltd, which this year totalled £2.4m. A higher donation was received to reflect the additional contract which commenced on 1st April 2020. The library contract was undertaken for a 2-year period. Due to the Covid restrictions much of the service was closed during the year, but where possible on-line resources were offered, Select & collect at the relevant sites, and the Home Library service continued.

Luton Borough Council continues to provide some of its support services to the charity including Human Resources, but the overall support has greatly reduced with Active Luton now managing its own IT network since March 2020.

The Public Health contract subcontracted from Turning Point continued during the year with income of £1.2m for the core contract. Health services were delivered where possible within the restrictions with many targets such as Stop Smoking still being overachieved. Where services could be they were delivered online.

Grant income was minimal during the year although grant delivery continued under the CLLD programme, and Teams Beds&Luton (tBL) still received significant Sports England funding.

Normally our highest income would have been from users of the facilities but due to Covid restrictions and closures this was significantly reduced. Do note that in replacement of this lost income, £2.2m was claimed under the Furlough scheme. For many months of site closures a high proportion of our staff were put on furlough. This has saved future jobs and delivery.

Prices were held during the year to continue to support and encourage use when we could operate. Concessionary prices also remained unchanged to support engagement with relevant groups in the community.

The charity operates from buildings and uses equipment leased at peppercorn rents from Luton Borough Council. No adjustment has been made to bring in the market value of those rents and equipment lease charges as a cost along with the corresponding adjustment to grants received.

Pension Review

The Charity is an admitted body (closed to new members) within the Bedfordshire Pension Fund (the 'Fund'), a part of the Local Government Pension Scheme.

Following the previous review carried by the Fund's actuary, Barnett Waddingham, the Charity entered into a further risk sharing arrangement with Luton Borough Council ('LBC') effective from 1 April 2020.

This agreement (also known as the 'Subsumption Agreement'), removed the Charity's remaining funding risks associated with both ongoing participation and termination, with LBC agreeing to reimburse all ongoing contributions in excess of an agreed limit and also agreeing to accept a transfer all of the Charity's notional pension assets and liabilities upon termination of its admission agreement.

Complimenting the legal documentation, the Fund's actuary also produced a comprehensive note, dated 2 March 2021, acknowledging the legal status of the Subsumption Agreement, and providing a detailed technical description of how this would be implemented in future actuarial valuations of the Fund.

Subsequently, the Charity engaged the services of an independent actuarial firm specialising in LGPS pensions accounting and, as a result of this, the Directors are now of the opinion that the substantive conditions of FRS102 paragraph 28.10 (a) are met and thus the overall arrangement may be accounted for using Defined Contribution ('DC') principles.

This approach has been agreed with the Charity's auditors.

The Pension Reserve balance at the end of the prior year was £3,949,000. Given the new accounting treatment this pension reserve is no longer required, and no further annual pension adjustments are necessary. The provision has been released and shows as an Settlement of the pension scheme obligation on the Sofa as a donation in the current year.

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

STRATEGIC REPORT

Financial review

Reserves policy

The Board review the reserve policy on an annual basis to ensure that the reserves are maintained at a level that is consistent with the group having sufficient funds to operate at its planned activity levels taking into account the various financial risk factors that have been identified. The target is to operate with reserves at a level that equates to between one and three months of future anticipated operating costs plus the net book value of fixed assets funded out of reserves. The current aim is to hold a minimum reserve value of £975,000.

In light of the past year, when there was a deal of uncertainty following the initial Covid related closure in March 2020, this level of reserves would have allowed us to meet our employee and other committed costs for enough months to be able to make key strategic decisions if funding such as furlough hadn't been available.

Free reserves held at the year-end (excluding fixed assets) have now achieved the target of 3 months of expenditure held and will help to support the organisation through the next couple of years. The board will use reserves where necessary for future investments to support the organisation to be able to maintain and grow its customer base and its services, and where necessary funds will be used to invest to allow for future projects and income generation.

Future plans

The immediate focus is to ensure that the group recovers to pre-Covid levels of activity and income. Focus groups are working on ensuring all services are being used by relevant user groups to the extent they were before the pandemic and developing ideas to attract groups back. The National Leisure Recovery funding received from Sport England has allowed offers to support membership income recovery and support consultancy advice for other areas such as our Learn to Swim programmes. As well as these immediate priority areas being the focus, work will still continue to ensure the 5-year strategy is achieved by 2023.

Active Luton's offering has continued to increase in 2021/22 with the awarding of the Holiday Activity and Food contract from LBC which works to support disadvantaged children with activities and food in the school holidays. This has been an extremely successful programme introducing our offering to many more families across our community.

Further health work within and outside of Luton is now being delivered, partnering with the CCG for Milton Keynes and Bedford and further work from Public Health via our partner Turning Point continues to be delivered and services increased. This year is very much about bedding down the Luton Library Service into the Active Luton services which will help support our wellbeing offering and opens all our services to a new audience.

Risk management continues to be a priority and as the year progresses the impact of Covid on our services should be minimal with increased numbers and diversity of our customers back using services and our programmes.

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Active Luton is a company limited by guarantee incorporated on 20th May 2005, governed by its Memorandum and Articles of Association that were revised 16 January 2018. It is a registered charity with the Charity Commission. In the event of the parent charitable company being wound up members are required to contribute an amount not exceeding £1. This liability remains for one year after ceasing to be a member in respect of debts incurred whilst a member.

Recruitment and appointment of new trustees

As set out in the Memorandum and Articles, there shall be at least sixteen and a maximum of eighteen Trustees comprised of:

- up to three Local Authority Trustees; and
- up to fifteen Ordinary Trustees
- provided that at least 25% of the Trustees at any one time shall be Independent Trustees.

Candidates for the office of an Ordinary Trustee shall be appointed by the Board following an open, formal, publicly advertised, and transparent selection process by the nominations committee, taking account of the individual's ability, experience, and expertise.

Organisation

The board of trustees, which can have up to 18 members, administers the charity. The board normally meets quarterly and there are sub-committees covering tBL(Active Partnership): Finance, Audit & Risk; Marketing; Health & Safety and HR. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Board delegate the day-to-day operation of the charity to the Director Leadership Team consisting of the following officers:

- Chief Executive
- Director of Finance & Resources
- Director of Group Operations
- Director of Education & Training
- Director of Marketing & Business Development
- Director of Community, Health and Wellbeing
- Director: Team Beds & Luton

Induction and training of new trustees

Training is provided as soon as practicable after appointment including visits to facilities and meetings with key management personnel. Trustees are encouraged to attend training events which facilitate the undertaking of their role. Briefings are also provided as relevant.

Related parties

None of our trustees receive remuneration or other benefit from their work with the charity.

The following organisations represent the group's related parties:

- London Luton Airport Limited provide a donation which represents approximately 24% of total income.
- Luton Borough Council provides some support services and nominates three trustees.

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Active Luton holds a current risk register which is fully rewritten annually by the senior executive team and then reviewed and approved at Board Level bi-annually. This risk register scores the level of risk which are then ranked. The top 10 risks are allocated to the management team as owners who ensure the risks are mitigated with scoring up-dated quarterly.

By diversifying services and activities Active Luton has significantly reduced its dependency on the London Luton Airport donation in recent years, and this is no longer considered a high risk but is still managed and monitored. The diversity of services that Active Luton now operates though makes this much less of a significant issue. The other risk of being tied to Local Government Pension rates had also been high but Active Luton last year successfully negotiated to pass that risk back to Luton Borough Council and restrict its ongoing pension costs and liabilities.

As a result of the pandemic, various risks presented themselves during the year, some of which have been dealt with and overcome, some minimised by government intervention such as the Furlough scheme. However, at the recent review the top risks identified are very much associated with the pandemic and the return and recovery of the business as the pandemic subsides. All areas are being addressed and areas such as financial concerns have been supported by the Recovery Funding that Active Luton successfully bid for in December 2020. Further issues with staffing and their capacity are being addressed with wellbeing of the teams being a priority and further work being undertaken on this with employee groups and the launch of a Wellbeing charter. Service delivery is of paramount importance and is clear in the targets set in the year.

Public Benefit

The trustees of the group have considered the Charity Commission's guidance on public benefit.

There are two main principles of Public Benefit:

- 1) There must be an identifiable benefit or benefits;
- 2) The benefit must be to the public or section of the public

Within each there are sub principles:

- a) It must be clear what the benefits are,
- b) The benefits must be related to the aims,
- c) Benefits must be balanced against any detriment or harm,
- d) The beneficiaries must be appropriate to the aims,
- e) And, where the benefit is to a section of the public the opportunity to the benefit must not be unreasonably restricted.

Each of the objectives of the group are for the public benefit and the charity continues to achieve its objectives as demonstrated through the increased utilisation of the services provided by each facility as well as increased outreach programmes.

Activities provided include support for the community through:

- Programmes supporting physical, mental, and emotional wellbeing are provided under the Total Wellbeing brand.
- Employment programmes with partner organisations such as Luton Adult Community Learning
- Programmes for disabled people, including No Limits
- Library Services -offering a community offering for various groups and a public service.
- Working extensively with schools to help achieve the objectives associated with the PE Premium funding as well as supporting the provision high quality PE and school sport within and beyond the National Curriculum.

The charity also demonstrated increased activity in support of specific targeted groups such as women, ethnic minorities and the disabled.

The charity gives consideration to the affordability and accessibility of the services it provides through offering concessionary prices for those on low incomes.

ACTIVE LUTON

REPORT OF THE TRUSTEES for the Year Ended 31 MARCH 2021

Employment of disabled persons

Active Luton employed an average of 210 (FTE) employees in FY2021 (FY2020 190). Through its equality policy, the Company seeks to ensure that every employee, without exceptions, is treated equally and fairly and that all employees are aware of their responsibilities.

Active Luton is committed to employment policies which follow best practice, based on equal opportunities for all employees, irrespective of gender, ethnicity, religion, sexual orientation, age, employment status and disability.

Active Luton operates a fair recruitment policy and gives full and fair consideration to applications for employment from people with disabilities, having regard to their particular aptitudes and abilities. We do not condone or tolerate any form of discrimination in our recruitment or employment practices.

Our policies and procedures fully support our disabled colleagues. Active Luton is responsive to the needs of its employees. As such, should any employee become disabled during their time with us, we will actively retrain that employee and make reasonable adjustments to their working environment where possible. It is the current policy that the recruitment, training, and career development of any disabled person, should be identical to that of other employees.

Engagement with employees

During the year, regular communications were provided to our staff and volunteers. This was particularly important in the FY 2021 with many of our team having to be furloughed while our operations were closed. Regular communications gave up-dates on the Charity's progress and managers regularly touch based with their own teams.

In addition, our staff are encouraged to speak out and express views, and employees are welcome to join the Employee feedback forum. This forum is held at a minimum every quarter, where representatives from all areas of the organisation come together and discuss issues and ideas with the Chief Executive and Director of Marketing & Business Development.

Weekly Huddle communications are also cascaded from the Director team down on a weekly basis. A full six-month induction program has been standardised and is also run for all employees.

Our Going the Extra Mile scheme recognises outstanding achievement with nominations received across the company.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Active Luton for the purposes of company law) are responsible for preparing the Report of the Trustees 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

ACTIVE LUTON

**REPORT OF THE TRUSTEES
for the Year Ended 31 MARCH 2021**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

AUDITORS

The auditors, FKCA Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on ~~27th October~~..... and signed on the board's behalf by:



.....
Mr M Catle - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ACTIVE LUTON

Opinion

We have audited the financial statements of Active Luton (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 (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 2021 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 Auditors' 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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ACTIVE LUTON

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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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; or
- the 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 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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:

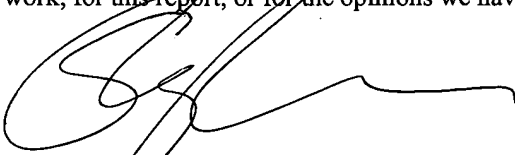
- Enquiry of management, those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff and the board of trustees to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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 Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
ACTIVE LUTON**

Use of our report

This report is made solely to the 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 charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Stephen Mason BSc FCA (Senior Statutory Auditor)
for and on behalf of FKCA Limited
Statutory Auditor
260 - 270 Butterfield
Great Marlings
Luton
Bedfordshire
LU2 8DL

Date: 21/12/2021

ACTIVE LUTON

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 MARCH 2021**

				2021	2020
	Notes	Unrestricted funds £	Designated fund - Pension £	Restricted fund £	Total funds £
				£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	3,056,355	-	533,347	3,589,702
Charitable activities	5				
Charitable activities		6,762,533	-	15,914	6,778,447
Other trading activities	3	39,331	-	-	39,331
Investment income	4	14,408	-	-	14,408
Total		<u>9,872,627</u>	-	<u>549,261</u>	<u>10,421,888</u>
EXPENDITURE ON					
Commercial operations	6	187,695	-	-	187,695
Charitable activities	7				
Charitable activities		8,710,572	-	503,441	9,214,013
Other pension loss		-	-	-	142,000
Total		<u>8,898,267</u>	-	<u>503,441</u>	<u>9,401,708</u>
NET INCOME/(EXPENDITURE) EXCLUDING PENSION EXPERIENCE LOSS ON ASSETS		974,360	-	45,820	1,020,180
Pension – experience loss on asset		-	-	-	(834,000)
NET INCOME/(EXPENDITURE) EXCLUDING PENSION EXPERIENCE LOSS ON ASSETS		974,360	-	45,820	1,020,180
Other recognised gains/(losses)	7				
Actuarial gains/(losses) on defined benefit schemes		-	-	-	935,000
Settlement of pension scheme obligation	25	-	3,949,000	-	3,949,000
Net movement in funds		974,360	3,949,000	45,820	4,969,180
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>2,956,725</u>	<u>(3,949,000)</u>	<u>122,107</u>	<u>(870,168)</u>
TOTAL FUNDS CARRIED FORWARD		<u>3,931,085</u>	<u>-</u>	<u>167,927</u>	<u>(870,168)</u>

The notes form part of these financial statements

ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CONSOLIDATED BALANCE SHEET
31 MARCH 2021

				2021	2020	
	Notes	Unrestricted funds £	Designated fund - Pension £	Restricted fund £	Total funds £	Total funds £
FIXED ASSETS						
Tangible assets	15	<u>753,929</u>	-	-	<u>753,929</u>	<u>1,164,883</u>
		753,929	-	-	753,929	1,164,883
CURRENT ASSETS						
Stocks	17	10,556	-	-	10,556	11,550
Debtors	18	871,833	-	3,231	875,064	672,483
Cash at bank and in hand		<u>5,488,029</u>	-	<u>187,626</u>	<u>5,675,655</u>	<u>2,971,381</u>
		6,370,418	-	190,584	6,561,275	3,655,413
CREDITORS						
Amounts falling due within one year	19	<u>(2,551,598)</u>	-	<u>(22,927)</u>	<u>(2,574,525)</u>	<u>(1,583,965)</u>
NET CURRENT ASSETS						
		<u>3,818,822</u>	-	<u>167,927</u>	<u>3,986,750</u>	<u>2,071,448</u>
TOTAL ASSETS LESS CURRENT LIABILITIES						
		4,572,752	-	167,927	4,740,679	3,236,332
CREDITORS						
Amounts falling due after more than one year	20	(466,667)	-	-	(466,667)	-
PROVISIONS FOR LIABILITIES						
	23	(175,000)	-	-	(175,000)	(157,500)
PENSION LIABILITY						
	25	-	-	-	-	(3,949,000)
NET ASSETS/(LIABILITIES)						
		<u>3,931,085</u>	-	<u>167,927</u>	<u>4,099,012</u>	<u>(870,168)</u>

The notes form part of these financial statements

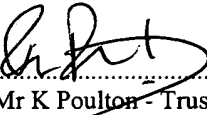
ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CONSOLIDATED BALANCE SHEET - continued
31 MARCH 2021

	Notes	Unrestricted funds £	Designated fund - Pension £	Restricted fund £	2021 Total funds £	2020 Total funds £
FUNDS	24					
Unrestricted funds:						
General fund					4,106,085	3,114,225
Designated fund - Pension					-	(3,949,000)
Designated fund - Sinking fund					<u>(175,000)</u>	<u>(157,500)</u>
					<u>3,931,085</u>	<u>(992,275)</u>
Restricted funds:						
Restricted fund					<u>167,927</u>	<u>122,107</u>
TOTAL FUNDS					<u>4,099,012</u>	<u>(870,168)</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 27th October and were signed on its behalf by:


.....
Mr M Cattle - Trustee


.....
Mr K Poulton - Trustee

The notes form part of these financial statements

ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CHARITABLE COMPANY BALANCE SHEET
31 MARCH 2021

	Notes	Unrestricted funds £	Designated fund - Pension £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS						
Tangible assets	15	720,167	-	-	720,167	1,104,544
Investments	16	<u>1</u>	<u>-</u>	<u>-</u>	<u>1</u>	<u>1</u>
		720,168	-	-	720,168	1,104,545
CURRENT ASSETS						
Debtors	18	1,060,420	-	3,231	1,063,651	732,547
Cash at bank and in hand		<u>5,480,093</u>	<u>-</u>	<u>187,626</u>	<u>5,667,716</u>	<u>2,969,268</u>
		6,540,513	-	190,854	6,731,367	3,701,815
CREDITORS						
Amounts falling due within one year	19	(2,541,025)	-	(22,927)	(2,563,952)	(1,571,221)
		<u>3,999,488</u>	<u>-</u>	<u>167,927</u>	<u>4,167,415</u>	<u>2,130,594</u>
NET CURRENT ASSETS						
		4,719,656	-	167,927	4,887,583	3,235,129
TOTAL ASSETS LESS CURRENT LIABILITIES						
CREDITORS						
Amounts falling due after more than one year	20	(466,667)	-	-	(466,667)	-
PROVISIONS FOR LIABILITIES						
	23	(175,000)	-	-	(175,000)	(157,500)
PENSION LIABILITY						
	25	-	-	-	-	(3,949,000)
NET ASSETS/(LIABILITIES)						
		<u>4,077,979</u>	<u>-</u>	<u>167,927</u>	<u>4,245,916</u>	<u>(871,371)</u>

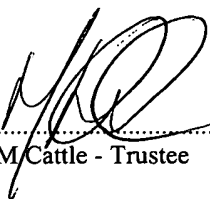
The notes form part of these financial statements

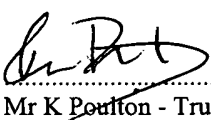
ACTIVE LUTON (REGISTERED NUMBER: 05458934)

CHARITABLE COMPANY BALANCE SHEET - continued
31 MARCH 2021

	Notes	Unrestricted funds £	Designated fund - Pension £	Restricted fund £	2021 Total funds £	2020 Total funds £
FUNDS						
Unrestricted funds:						
					4,252,989	3,113,022
					-	(3,949,000)
					<u>(175,000)</u>	<u>(157,500)</u>
					<u>4,077,989</u>	<u>(993,478)</u>
Restricted funds:						
					<u>167,927</u>	<u>122,107</u>
TOTAL FUNDS					<u>4,245,916</u>	<u>(871,371)</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 27th October and were signed on its behalf by:


.....
Mr M Cattle - Trustee


.....
Mr K Poulton - Trustee

The notes form part of these financial statements

ACTIVE LUTON
CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	2,212,641	31,562
Interest paid		(3,929)	(21,023)
Tax paid		<u>(76)</u>	<u>(1,891)</u>
Net cash provided by operating activities		<u>2,208,636</u>	<u>8,648</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(18,770)	(237,399)
Interest received		<u>14,408</u>	<u>17,936</u>
Net cash used in investing activities		<u>(4,362)</u>	<u>(219,463)</u>
Cash flows from financing activities			
New loans in year		<u>500,000</u>	<u>-</u>
Net cash provided by financing activities		<u>500,000</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period			
		2,704,274	(210,815)
Cash and cash equivalents at the beginning of the reporting period		<u>2,971,381</u>	<u>3,182,196</u>
Cash and cash equivalents at the end of the reporting period		<u>5,675,655</u>	<u>2,971,381</u>

The notes form part of these financial statements

ACTIVE LUTON

**NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT
for the Year Ended 31 MARCH 2021**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	4,969,180	36,753
Adjustments for:		
Depreciation charges	420,264	297,567
Loss on disposal of fixed assets	9,461	4,894
Interest received	(14,408)	(17,936)
Interest paid	3,929	21,023
Settlement of pension liability	(3,949,000)	-
Sinking fund	17,500	25,000
Decrease in stocks	994	17,227
Increase in debtors	(202,579)	(213,531)
Increase/(decrease) in creditors	957,300	(180,435)
Difference between pension charge and cash contributions	-	41,000
Net cash provided by operations	<u>2,212,641</u>	<u>31,562</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Net cash			
Cash at bank and in hand	<u>2,971,381</u>	<u>2,704,274</u>	<u>5,675,655</u>
	<u>2,971,381</u>	<u>2,704,274</u>	<u>5,675,655</u>
Debt			
Debts falling due within 1 year	-	(33,333)	(33,333)
Debts falling due after 1 year	-	(466,667)	(466,667)
	-	(500,000)	(500,000)
Total	<u>2,971,381</u>	<u>2,204,274</u>	<u>5,175,655</u>

The notes form part of these financial statements

ACTIVE LUTON

NOTES TO THE FINANCIAL STATEMENTS for the Year Ended 31 MARCH 2021

1. ACCOUNTING POLICIES

Basis of consolidation

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

These financial statements consolidate the results of the charity and its wholly owned subsidiary Active Luton Enterprises Limited on a line by line basis. A separate statement of financial activities and income and expenditure account are not presented for the charity itself following the exemptions afforded by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The presentation currency of the financial statements is the Pound Sterling (£).

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

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

The following policies are applied to particular categories of income:

a) **Grants (including government grants) and donations**

- Income received by way of grants and donations is included in full in the Statement of Financial Activities when receivable.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

b) **Trading activities**

Incoming resources from commercial trading activity are accounted for when earned.

c) **Investment income**

Investment income is included when receivable.

d) **Charitable activities**

Incoming resources from charitable activities are accounted for when earned.

All income is stated after trade discounts, other sales taxes and net of VAT.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

ACTIVE LUTON

NOTES TO THE FINANCIAL STATEMENTS - continued for the Year Ended 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

Expenditure

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Raising funds

The costs of generating funds consist of fundraising and trading expenses.

Charitable activities

Charitable expenditure comprises of those costs incurred by the group in the delivery of its activities and services for the beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature to support them.

Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Allocation and apportionment of costs

Overhead and Support Costs have been allocated between Charitable Activities and Governance Costs. Costs which are not wholly attributable to an expenditure category have been apportioned based on the activity to which they relate.

Tangible fixed assets

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

Leasehold property improvement	- 10% on cost
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Computer equipment	- 33% on cost

Costs incurred in replacing tangible fixed assets leased from Luton Borough Council under the terms of an operating agreement are taken to the income and expenditure account each year as the ownership of those assets is not retained.

Tangible fixed assets costing more than £500 are capitalised and included at historical cost in the financial statements.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds have been set aside out of general funds as shown in the notes to the financial statements.

Further explanation of the principle funding sources is included in the trustees report.

ACTIVE LUTON

NOTES TO THE FINANCIAL STATEMENTS - continued for the Year Ended 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined benefit pension scheme. The regular pension cost is charged to the statement of financial activities and is based on the expected pension costs over the service life of employees.

The charitable company operates a defined contribution scheme. The pension cost is charged to the statement of financial activities.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Grants/Donations	<u>3,589,702</u>	<u>2,312,145</u>

3. OTHER TRADING ACTIVITIES

The wholly owned trading subsidiary Active Luton Enterprises Limited (company number 05509883), which is incorporated in the United Kingdom (registered office Wigmore Hall, Eaton Green Road, Luton, Bedfordshire, LU2 9JB), donates all of its profits to the charity by gift aid. Active Luton Enterprises Limited operates the bars and catering facilities at Active Luton's centres. The charity owns the entire issued share capital of ordinary shares of £1 each. A summary of the trading results is shown below.

Any profits are gifted to Active Luton.

	2021	2020
	£	£
Turnover	39,331	641,875
Cost of sales & administration costs	<u>(187,438)</u>	<u>(584,322)</u>
	<u>(148,107)</u>	<u>57,553</u>
The assets and liabilities of the subsidiary were:		
Fixed Assets	33,761	60,340
Current Assets	27,939	24,116
Current liabilities	<u>(208,606)</u>	<u>(83,)</u>
	<u>(146,905)</u>	<u>1,202</u>
Aggregate share capital & reserves	(146,905)	1,202

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

4. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	<u>14,408</u>	<u>17,936</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Use of sports facilities	Charitable activities	1,448,359	5,427,929
Coaching and education	Charitable activities	259,019	403,627
Delivery of library services	Charitable activities	700,000	-
Miscellaneous	Charitable activities	246,634	349,150
Government grants	Charitable activities	2,281,303	55,000
Delivery of health services	Charitable activities	1,465,998	1,212,096
Support services	Charitable activities	<u>377,134</u>	<u>136,200</u>
		<u>6,778,447</u>	<u>7,584,002</u>

Government grants

Government grants received, included in the above, are as follows:

	2021	2020
	£	£
Coronavirus Job Retention Scheme (CJRS)	2,292,178	55,000
Interest on Coronavirus Business Interruption Loan Scheme (CBILS)	<u>1,923</u>	-
	<u>2,294,101</u>	<u>55,000</u>

6. COMMERCIAL OPERATIONS

Other trading activities

	2021	2020
	£	£
Commercial trading operations	<u>187,695</u>	<u>584,929</u>

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8) £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
Charitable activities	<u>8,982,455</u>	<u>136,442</u>	<u>95,116</u>	<u>9,214,013</u>

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021 £	2020 £
Staff costs	6,213,727	6,115,303
Rent, rates, heat & light	574,664	735,834
Insurance	104,524	106,741
Telephone	75,084	61,574
Postage and stationery	5,825	11,061
Advertising and marketing	89,947	231,745
Sundries	(10,956)	39,000
Other staff costs	40,514	64,890
Motor & travelling	115,794	59,685
Repairs & maintenance	312,192	595,577
Security costs	2,913	21,058
Computer costs	115,692	85,672
Hire of equipment	25,759	159,798
Licenses & subscriptions	77,148	138,254
Project delivery	35,297	77,416
Subcontractor costs	112,416	349,715
Purchase of equipment	165,679	121,652
Sinking fund	17,500	25,000
Direct selling costs	19,080	46,469
Delivery of libraries	208,243	-
Depreciation	393,520	283,989
Loss on sale of assets	9,461	4,894
Interest payable and similar charges	<u>278,432</u>	<u>422,954</u>
	<u>8,982,455</u>	<u>9,758,281</u>

9. GRANTS PAYABLE

	2021 £	2020 £
Charitable activities	<u>136,442</u>	<u>41,553</u>

Grants to Institutions

	2021 £	2020 £
Sports Coaching	<u>136,442</u>	<u>41,553</u>
	<u>136,442</u>	<u>41,553</u>

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

10. SUPPORT COSTS

		Governance costs £ <u>95,116</u>
Charitable activities		

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	10,500	10,500
Auditors' remuneration for non audit work	2,500	2,500
Depreciation - owned assets	420,263	297,567
Deficit on disposal of fixed assets	<u>9,461</u>	<u>4,894</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

During the year, no trustees were reimbursed travel expenses totalling £NIL (2020: £20 - two trustees).

13. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	4,989,934	4,876,532
Social security costs	358,304	356,547
Other pension costs	<u>865,489</u>	<u>882,224</u>
	<u>6,213,727</u>	<u>6,115,303</u>

The average monthly number of employees during the year was 706 (2020: 943). The average number of full time equivalents for the year split via the relevant departments is:

	2021	2020
Leisure, Health & Communities	150	164
Management & Support	19	19
Catering	6	7
Libraries	<u>35</u>	<u>-</u>
	<u>210</u>	<u>190</u>

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

13. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,001 - £70,000	1	-
£70,001 - £80,000	-	1
£80,001 - £90,000	1	1
£100,001 - £110,000	<u>1</u>	<u>-</u>
	<u><u>3</u></u>	<u><u>2</u></u>

These employees are a member of the defined benefit scheme. The key management personnel of the charity comprise the Chief Executive Officer. The total employee benefits of the key management personnel of the were £125,841 (2020: £126,407).

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted funds £	Designated fund - Pension £	Restricted fund £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	1,858,461	-	453,685	2,312,146	2,161,599
Charitable activities	5					
Charitable activities		7,514,977	-	69,025	7,584,002	7,612,048
Other trading activities	3	641,875	-	-	641,875	702,778
Investment income	4	<u>17,936</u>	<u>-</u>	<u>-</u>	<u>17,936</u>	<u>17,429</u>
Total		<u>10,033,249</u>	<u>-</u>	<u>522,710</u>	<u>10,555,959</u>	<u>10,493,854</u>
EXPENDITURE ON						
Commercial operations	6	584,929	-	-	584,929	607,450
Charitable activities	7					
Charitable activities		9,378,827	-	514,450	9,893,277	9,959,289
Other pension loss		<u>-</u>	<u>142,000</u>	<u>-</u>	<u>142,000</u>	<u>127,000</u>
Total		<u>9,963,756</u>	<u>142,000</u>	<u>514,450</u>	<u>10,620,206</u>	<u>10,693,739</u>
NET INCOME/(EXPENDITURE) EXCLUDING PENSION EXPERIENCE LOSS ON ASSETS		69,493	(142,000)	8,260	(64,247)	(199,885)
Pension - experience loss on assets		<u>-</u>	<u>(834,000)</u>	<u>-</u>	<u>(834,000)</u>	<u>(485,000)</u>
NET INCOME/(EXPENDITURE)		69,493	(976,000)	8,260	(898,247)	(684,885)

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS – continued
for the Year Ended 31 MARCH 2021**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes	-	935,000	-	935,000	(685,000)
Net movement in funds	<u>69,493</u>	<u>(41,000)</u>	<u>8,260</u>	<u>36,753</u>	<u>(1,369,885)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward	<u>2,887,232</u>	<u>(3,908,000)</u>	<u>113,847</u>	<u>(906,921)</u>	<u>462,964</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>2,956,725</u></u>	<u><u>(3,949,000)</u></u>	<u><u>122,107</u></u>	<u><u>(870,168)</u></u>	<u><u>(906,921)</u></u>

15. GROUP TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2020	1,640,207	1,077,593	67,991	149,639	2,935,430
Additions	8,560	8,738	-	1,473	18,772
Disposals	<u>(3,240)</u>	<u>(49,288)</u>	<u>(9,288)</u>	<u>(9,604)</u>	<u>(71,420)</u>
At 31 March 2021	<u>1,645,527</u>	<u>1,037,043</u>	<u>58,703</u>	<u>141,508</u>	<u>2,882,782</u>
DEPRECIATION					
At 1 April 2020	1,188,581	508,851	23,226	49,889	1,770,547
Charge for year	117,284	193,042	9,461	100,476	420,263
Eliminated on disposal	<u>(702)</u>	<u>(43,112)</u>	<u>(9,287)</u>	<u>(8,856)</u>	<u>(61,957)</u>
At 31 March 2021	<u>1,305,163</u>	<u>658,781</u>	<u>23,400</u>	<u>141,509</u>	<u>2,128,853</u>
NET BOOK VALUE					
At 31 March 2021	<u><u>340,364</u></u>	<u><u>378,262</u></u>	<u><u>35,304</u></u>	<u><u>-</u></u>	<u><u>753,929</u></u>
At 31 March 2020	<u><u>451,626</u></u>	<u><u>568,742</u></u>	<u><u>44,765</u></u>	<u><u>99,750</u></u>	<u><u>1,164,883</u></u>

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS – continued
for the Year Ended 31 MARCH 2021**

15. TANGIBLE FIXED ASSETS - continued

CHARITABLE COMPANY TANGIBLE FIXED ASSETS

	Leasehold property improvement £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2020	1,572,989	1,071,117	8,632	149,639	2,802,377
Additions	8,560	8,738	-	1,473	18,772
Disposals	<u>(3,240)</u>	<u>(49,288)</u>	<u>(4,630)</u>	<u>(9,604)</u>	<u>(66,762)</u>
At 31 March 2021	<u>1,578,309</u>	<u>1,030,566</u>	<u>4,002</u>	<u>141,508</u>	<u>2,754,387</u>
DEPRECIATION					
At 1 April 2020	1,138,621	504,433	4,890	49,889	1,697,833
Charge for year	100,026	190,983	2,200	100,476	393,688
Eliminated on disposal	<u>(702)</u>	<u>(43,112)</u>	<u>(4,630)</u>	<u>(8,856)</u>	<u>(57,301)</u>
At 31 March 2021	<u>1,237,945</u>	<u>652,304</u>	<u>2,640</u>	<u>141,509</u>	<u>2,034,220</u>
NET BOOK VALUE					
At 31 March 2021	<u>340,364</u>	<u>378,262</u>	<u>1,542</u>	<u>-</u>	<u>720,167</u>
At 31 March 2020	<u>434,368</u>	<u>566,684</u>	<u>3,742</u>	<u>99,750</u>	<u>1,104,544</u>

16. CHARITABLE COMPANY FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2020 and 31 March 2021	<u>1</u>
NET BOOK VALUE	
At 31 March 2021	<u>1</u>
At 31 March 2020	<u>1</u>

There were no investment assets outside the UK.

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

17. STOCKS

	Group 2021 £	Charity 2021 £	Group 2020 £	Charity 2020 £
Stock	<u>10,556</u>	<u>-</u>	<u>11,550</u>	<u>-</u>
	<u>10,556</u>	<u>-</u>	<u>11,550</u>	<u>-</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2021 £	Charity 2021 £	Group 2020 £	Charity 2020 £
Trade debtors	206,581	205,672	438,717	430,218
Other debtors	431,593	431,593	64,971	64,971
Prepayments & accrued income	236,887	228,352	168,794	166,849
Amounts due from group undertakings	<u>-</u>	<u>198,034</u>	<u>-</u>	<u>70,509</u>
	<u>875,060</u>	<u>1,063,651</u>	<u>672,482</u>	<u>732,547</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2021 £	Charity 2021 £	Group 2020 £	Charity 2020 £
Trade creditors	324,622	314,200	214,078	211,155
Social security and other taxes	430,902	430,902	107,534	107,534
VAT	52,910	52,910	6,076	6,076
Other creditors	138,684	138,684	156,251	156,251
Pension control account	255,407	255,407	115,875	115,875
Accruals and deferred income	1,338,666	1,338,516	984,074	974,329
Corporation tax	-	-	76	-
Bank loans and overdrafts	<u>33,333</u>	<u>33,333</u>	<u>-</u>	<u>-</u>
	<u>2,574,524</u>	<u>2,563,952</u>	<u>1,583,965</u>	<u>1,571,221</u>

DEFERRED INCOME

	Grant Income £	Activity Income £
Deferred Income brought forward at 1 April 2020	133,428	298,606
Incoming resources deferred in the current year	97,175	398,122
Amounts released from previous years	<u>(96,819)</u>	<u>(271,509)</u>
Deferred Income carried forward at 31 March 2021	<u>133,784</u>	<u>425,219</u>

Grant income is deferred as the charity is not entitled to the income until certain conditions are met.

Activity income is deferred as the charity is not entitled to the income until the activity is provided.

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

20. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group 2021 £	Charity 2021 £	Group 2020 £	Charity 2020 £
Bank loan and overdrafts	<u>466,667</u>	<u>466,667</u>	-	-
	<u><u>466,667</u></u>	<u><u>466,667</u></u>	<u>-</u>	<u>-</u>

21. LOANS

An analysis of the maturity of loans is given below:

	2021 £	2020 £
Amounts falling due within one year on demand:		
Bank loans	<u>33,333</u>	<u>-</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>400,000</u>	<u>-</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 yr by instal	66,667	-

22. SECURED DEBTS

The following secured debts are included within creditors:

	2021 £	2020 £
Bank loans	<u>500,000</u>	<u>-</u>

Security is provided by way of fixed and floating charges over the debt in which it relates to.

ACTIVE LUTON

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021

23. PROVISIONS FOR LIABILITIES

	2021 £	2020 £
Sinking fund provision	<u>175,000</u>	<u>157,500</u>

Following investment by the English Football Association 2015 in the provision of a new 3G pitch at our Lea Manor site, Active Luton had to make the commitment to be able to resurface the facility as necessary. This is expected to be in 8 years from September 2015 so the work will be due in September 2023. An estimate of this is £200,000. Active Luton is building a provision for this and is shown in the accounts as a Sinking Fund and designated Reserve. As at March 2021, £175,000 has been provided. Security is provided by way of a legal charge over the property to which it relates.

24. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	3,114,225	991,860	4,106,085
Designated fund - Pension	(3,949,000)	3,949,000	-
Designated fund - Sinking fund	<u>(157,500)</u>	<u>(17,500)</u>	<u>(175,000)</u>
	(992,275)	4,885,523	3,931,085
Restricted funds			
Restricted fund			
	122,107	45,820	167,927
TOTAL FUNDS	<u>(870,168)</u>	<u>4,969,180</u>	<u>4,099,012</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,872,627	(8,880,767)	-	991,860
Designated fund - Pension	-	-	3,949,000	3,949,000
Designated fund - Sinking fund	-	<u>(17,500)</u>	-	<u>(17,500)</u>
	9,872,627	(8,898,267)	3,949,000	4,923,360
Restricted funds				
Restricted fund				
	549,261	(503,441)	-	45,820
TOTAL FUNDS	<u>10,421,888</u>	<u>(9,401,708)</u>	<u>3,949,000</u>	<u>4,969,180</u>

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

24. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	3,019,732	94,493	3,114,225
Designated fund - Pension	(3,908,000)	(41,000)	(3,949,000)
Designated fund - Sinking fund	<u>(132,500)</u>	<u>(25,000)</u>	<u>(157,500)</u>
	(1,020,768)	28,493	(992,275)
Restricted funds			
Restricted fund			
	113,847	8,260	122,107
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>(906,921)</u>	<u>36,753</u>	<u>(870,168)</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,033,248	(9,938,755)	94,493
Designated fund - Sinking fund	-	(25,000)	(25,000)
Designated fund - Pension	<u>-</u>	<u>(41,000)</u>	<u>(41,000)</u>
	10,033,248	(10,004,755)	28,493
Restricted funds			
Restricted fund			
	522,710	(514,450)	8,260
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>10,555,958</u>	<u>(10,519,205)</u>	<u>36,753</u>

ACTIVE LUTON

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021

24. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	3,019,732	1,086,353	4,106,085
Designated fund - Pension	(3,908,000)	3,908,000	-
Designated fund - Sinking fund	<u>(132,500)</u>	<u>(42,500)</u>	<u>(175,000)</u>
	(1,020,768)	4,951,853	3,893,248
Restricted funds			
Restricted fund			
	113,847	54,080	167,927
TOTAL FUNDS	<u>(906,921)</u>	<u>5,005,933</u>	<u>4,099,012</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	19,905,875	(18,819,522)	-	1,086,353
Designated fund - Pension	-	(41,000)	3,949,000	3,908,000
Designated fund - Sinking fund	-	<u>(42,500)</u>	-	<u>(42,500)</u>
	19,905,875	(18,903,022)	3,949,000	4,951,853
Restricted funds				
Restricted funds	1,071,971	(1,017,891)	-	54,080
TOTAL FUNDS	<u>20,977,846</u>	<u>(19,920,913)</u>	<u>3,949,000</u>	<u>5,005,933</u>

ACTIVE LUTON

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 MARCH 2021**

25. EMPLOYEE BENEFIT OBLIGATIONS

Until 1 April 2020 the charitable company was part of a multi-employer defined benefits scheme in the UK. On 1 April this scheme was subsumed in full by Luton Borough Council, releasing Active Luton from the obligation. The pension reserve balance of £3,949,000 as at 1 April 2020 has been released as an exceptional item in the SOFA as a donation in the current year.

The financial statements for 31 March 2020 contain all the actuarial assumptions for the prior years.

26. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party. The charitable company is controlled by the board of trustees.