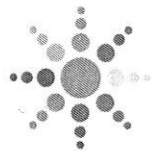


REGISTERED COMPANY NUMBER: 04270411 (England and Wales)
REGISTERED CHARITY NUMBER: 1090528

REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024
FOR
HYNDBURN LEISURE
(A COMPANY LIMITED BY GUARANTEE)



Hyndburn
Leisure

**HYNDBURN LEISURE
(A COMPANY LIMITED BY GUARANTEE)**

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FOR THE YEAR ENDED 31ST MARCH 2024**

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**HYNDBURN LEISURE
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

The trustees who are also directors of the company for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2024. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 1st January 2015).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
04270411 (England and Wales)

Registered Charity number
1090528

Registered office
Accrington Town Hall
Blackburn Road
Accrington
Lancashire
BB5 1LA

Trustees

Ciaran Wells – Chair
Irene Ryan
Anne Ellwood
Marie Demaine
Peter Baron
Ken Moss (Resigned on 11th May 2023)
Noordad Aziz (Appointed 10th June 2024)
Melissa Fisher (Appointed on 1st August 2023, Resigned 10th June 2024)
Lorraine Cox (Appointed on 1st August 2023)

Key Management Personnel

Lyndsey Sims
Joanne Mortimer
Linda Horsfield

Position

Chief Executive
Head of Operations & Strategic Projects
Head of Health & Community Development

Company Secretary

Lyndsey Sims

Auditors

Ainsworths Limited
Chartered Accountants
and Statutory Auditors
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY

Bankers

Natwest
PO Box No2
St James Street
Accrington
Lancashire
BB5 1NB

FOREWORD BY CHAIR

Welcome to Hyndburn Leisure's Annual Report for the financial year 2023/24. This report provides an overview of our main areas of activity, highlights achievements, and outlines our plans.

In recent years, we've achieved so much: from developing new services to support people to lead healthier lifestyles, to delivering the Hyndburn Hub through the pandemic. During that time, we've also moved to subsidy-free leisure operations, embarked on a major leisure transformation project with the Council, and have become more environmentally sustainable - and all of this within the context of an unprecedented global health pandemic.

Over the last two years, external factors have meant that the charity has required a subsidy from the Council to maintain the operation of all facilities and services. Over the next three years, we will look to move back towards zero subsidy.

We are proud of what we've accomplished in recent years, but always reinforce that it's the stories behind these headlines that really count; stories with people and community at their centre. These are the stories that motivate me and the team at the Trust every day: stories of engagement, inclusion, of incremental changes adding up to lives transformed.

As always, there's so much more to do. We feel Hyndburn is a vibrant, culturally diverse place to live and work, but not everyone shares that experience. Hyndburn is the 16th most deprived local authority in England, cultural engagement is low, and almost 1 in 3 adults here live an inactive lifestyle. Living healthier, more connected lives are more than a nice-to-have; it's a must-have - and our Trust has a key role to play in delivering this change.

None of this would be possible without the dedication, passion, and commitment of our employees, so thank you to all of you. Our employees continue to be our strongest asset - going above and beyond to deliver high-quality services and experiences for our customers.

We continue to operate in a challenging landscape and external factors make operating public facilities without a subsidy even more challenging, particularly at Hyndburn Leisure Centre, due to the energy required to heat and operate swimming pools.

As a charitable trust, every penny that we make goes back into our community. Our approach is the same as it's always been. We work with our local council and Board of Trustees as well as other trusted and valuable partners to deliver the programmes local people want and need, and we'll continue to do so. We're embedded in Hyndburn, and we listen.

The Trust remains focused on impacting positively on the health and wellbeing of our community, providing bespoke opportunities and programmes to meet the needs of the local population, with a commitment to providing inclusive, supportive & welcoming environments for people from across the Borough and surrounding areas.

We're determined to work hard to maximise our income and reduce our expenditure, all while delivering positive health outcomes and providing paid employment to a significant number of local residents. With the help of our incredible people and partners, we know we'll get there.



Ciaran Wells (Jan 30, 2025 20:18 GMT)

Chair – Ciaran Wells

STRUCTURE, GOVERNANCE AND MANAGEMENT

Hyndburn Leisure is both a registered charity and a company limited by guarantee; governed by its Articles of Association. The trustees delegate the day-to-day management to the Chief Executive Officer, Lyndsey Sims.

The Trust adheres to the Nolan rules for Standards in Public Life. Whilst undertaking a review of governance, the Trustees have also reviewed the recommendations in "Good Governance, A Code for the Voluntary and Community Sector" and do not believe the Trust has any standards at variance with that code which require disclosure. The Trust's ethical policy is;

"All delegations must be exercised in accordance with the law and having regard to any lawful direction and/or guidance subsequently issued by Parliament and/or any other appropriate funding body.

Furthermore, all HR and people issues will be handled fairly, consistently and in accordance with relevant legislation, ACAS Codes of Practice and Chartered Institute of Personnel & Development (CIPD) advice and best practice."

Directors and Trustees

The directors of the limited company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

Recruitment and appointment of new Trustees

As set out in the Articles of Association, the Chair of the Trustees is nominated by the members of the Board of Trustees. The Board of Trustees comprises a minimum of five Trustees and a maximum of fifteen.

The Charity aims to maintain a broad range of skills on the Board of Trustees to contribute to the success of the Charity. The composition of the Board of Trustees may include two trustees appointed by Hyndburn Borough Council and persons from time to time employed by the charity may collectively appoint one person as a trustee.

Trustees Induction and Training

New Trustees undergo orientation sessions and receive literature and training to provide them with an understanding of their legal obligations under both charity and company law, the content of the Articles of Association, the committee and decision making process, the business plan and recent financial performance of the Charity. The Trust also seeks to identify appropriate training and update sessions for the Trustee's.

Retirement of Trustees

Appointed trustees shall stay in office until such time as they retire or are removed in accordance with the Articles.

Board meetings

The trustees meet every three months. There is also a sub-committee which covers resource management including finance and corporate performance that meets every three months prior to each board meeting.

Indemnity Insurance

During the year the charity maintained indemnity insurance for the Trustees and senior staff to indemnify them against the consequences of unintentional neglect or default on their part.

Related parties

The Trust has a close relationship with Hyndburn Borough Council (Council) for whom it manages the borough's sports leisure and culture facilities and two community centres. Council facilities include; Hyndburn Leisure Centre, Mercer Hall Leisure Centre, Accrington Town Hall, Wilson's Playing Fields Athletics track, Bank Mill House and Oswaldtwistle West End. The facilities estate includes; one swimming pool, two state-of-the-art gyms, a soft play centre, two thermal suites, three squash courts and an events and entertainment venue.

There are two Council nominated trustee on the Board. In addition, the Chief Executive of the Trust has regular meetings with the Executive Director (Resources), who is the Trust's liaison, who also attends Board meetings.

Risk management

The major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems have been established to mitigate those risks.

Pay and Remuneration

Key management personnel of the charity comprise the trustees, the Chief Executive, the Head of Operations & Strategic Projects and the Head of Health & Community Development. The total employee benefits of the key management personnel of the charity were £159,908 (2023: £144,280), in addition, employer pension contributions of £25,705 (2023: £23,006) were paid in respect of their services

The Charity's pay structure for employees consists of 46 grades each of which has a set annual salary. We currently use 21 of these grades for roles within the Charity. Grades are allocated to jobs through a process of job evaluation which establishes the relative value of different jobs. The grades and related salaries are set by the National Joint Council for Local Government Services.

OBJECTIVES AND ACHIEVEMENTS

Hyndburn Leisure (HL) is a company limited by guarantee with charitable status. It was formed in 2002 to manage the borough's sport and leisure facilities and in 2005 also took on the Council's Arts & Entertainment facilities and community buildings.

HL's objects as stated in its governing document are:

"the provision or assisting in the provision of facilities for recreation or other leisure time occupation for the general public in or in connection with the Borough of Hyndburn and its neighbourhood in the interests of social welfare by improving conditions of life"

In planning and delivering its action plan Trustees have considered Charity Commission guidance relating to public benefit, including the setting of affordable fees and charges and ensuring that programmes and activities meet charitable objectives.

OBJECTIVES AND ACHIEVEMENTS

Key areas of activity

The Trust seeks to provide accessible and affordable sports, leisure, arts and cultural activities to every member of the Hyndburn community, irrespective of age, background or ability.

We further our charitable objectives by operating in the following key areas:

- The Leisure Activity Passport scheme offers significantly reduced admission charges to a wide range of individuals who are on limited incomes, including those who are unemployed, receiving Council Tax or Housing Benefit, those receiving Income Support or Job seekers Allowance, students and those receiving Working Tax Credit.
- The Leisure Activity Passport also provides reduced admission for key priority groups including Hyndburn residents over 60 years of age and the registered disabled (including FREE access to carers).
- Our Swimming Programme offers reduced rate swimming for 4 to 16 year olds during school holiday periods.
- Senior citizens and children receive concessionary rates on the purchase of tickets for our sport and leisure activities and entertainment programme. In addition, free use is offered to children participating in themed activities and events.
- Use of our public halls and community facilities is made available to charitable and non-profit making groups at concessionary rates. We also offer free use for certain categories of users.
- Our Health & Wellbeing services support our communities to improve their health outcomes. The team work in the heart of our communities, workplaces and schools, using their expert knowledge and experience in supporting positive lifestyle changes.
- Free access to leisure provision for armed forces personnel.
- Free access to leisure facilities and financial support for talented athletes.

We want to help our community to feel healthier and more connected. This takes many forms, from learning a life skill like swimming, to dancing it out at a high energy Zumba class with friends. Alongside Accrington Town Hall and three Community Centres hosting a wide range of cultural activities, we're helping people to learn, celebrate, and connect.

ACHIEVEMENTS AND PERFORMANCE

Here at Hyndburn Leisure, we can and will continue to play a vital role in helping our community. We're particularly committed to helping those from marginalised and disadvantaged backgrounds improve their physical and mental health outcomes.

We are proud to be part of a UK-wide network of Charitable Trusts. Members of the network all have two things in common. To do good and make things better. We help make your community better because as a charitable organisation we are set up to do good. Every penny that we make goes back into local facilities or to create new programmes that our communities want and need like health walks or programmes to keep us all fitter as we get older.

The Leisure Trust's work continues to centre around improving health outcomes and reducing inequalities for our community. We support participants across a range of services including:

- Cardiac Rehabilitation Phase 4
- Tier 2 Weight Management
- Active Lifestyles Hub (Exercise referral)

We are most proud of the positive impact that these programmes have on people's lives. Helping them to improve their health, often managing long-term conditions more effectively and generally improving their overall well-being.

We also lead and contribute to a range of projects on behalf of the Borough including:

- Household Support Fund
- National Lottery Healthier Communities Programme (Hyndburn Way)
- Business Health Matters
- Together an Active Future (known locally as Let's Move Hyndburn)
- Holiday Activities Food programme (known locally as Fun with Food & Friends)
- Play and Skills at Teatime Activities

The Future

In April 2024 we launched our new company Strategy titled: 'Improving health- Building community-Transforming lives'.

Our business strategy maps out the charity's path for the next three years.

We have a new company Mission - We inspire people to live healthier, happier lives through leisure, sport, and culture – and help make our community a better place for everyone.

Our mission statement is a living, breathing thing; an approach that underpins every aspect of our work. We want to ensure that our team members are able to talk about our mission with confidence, and we aspire for it to be reflected clearly in the experiences and testimonials of our customers. It should be at the root of all processes and decisions in order to keep us focused - and to keep us accountable. As such, we've worded it in a way that's direct, impactful, and easy to remember.

We love Hyndburn, and we're proud to live and work here. But we're not blind to the challenges and inequalities that exist here. In Hyndburn, 69% of adults are overweight or obese. Here, the percentage of local people engaging with culture falls 10% below the national average, 25% of children live in 'absolute low income' households compared with 15% nationally, and 23% of Year 6 children are obese.

As with everything we do at Hyndburn Leisure, creating a vision for our future has been a collaborative process - one that has involved engaging with our people and our community.

It's no accident that two major pillars of our strategy are 'our people and 'our partnerships'. And pillar is a deliberate metaphor - they hold everything up. If we create options and opportunities within leisure and culture that are based on people's wants and needs, we know we can bring people with us.

We know that getting people involved in physical activity, sport, and culture means people are more active, which in turn leads to better health. People who engage in leisure and cultural activities also feel more connected to their community, which brings a myriad of individual and social benefits too. When we say it transforms lives, we really mean it.

But to do it - and to do it for everyone - we can't do it alone. For a mission of this size, we need everyone on board.

