

**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**COMPANY INFORMATION**

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<b>Directors</b>	A Akintokun L Boothe P Crawshaw S Grainger L Hawkins J Holmes C Jones J Kaufman (appointed 20 May 2021) C Poyner (appointed 11 November 2021) G Shaughnessy (appointed 1 September 2021) J Starkey (appointed 20 May 2021) A Wafula-Strike
<b>Company secretary</b>	Muckle Secretary Limited
<b>Registered number</b>	05583713
<b>Registered office</b>	Athletics House Alexander Stadium Walsall Road Perry Barr Birmingham B42 2BE
<b>Independent auditors</b>	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

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**STRATEGIC REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**Business review**

The 2021/22 financial year has seen the organisation recover further from the unprecedented impacts of the 2020 pandemic with a gradual return towards pre-pandemic membership and athlete registration levels despite partial lockdowns and restrictions continuing from the early part of the calendar year through to mid-summer.

While the impact of the pandemic on the financial position and other key performance indicators of England Athletics, and indeed the wider Sport, were significant, we have worked proactively as a Board and Executive, through the production of a new strategic plan that was launched in April 2021 to provide a clear long term direction for the organisation, against which we can align our human and financial resources to deliver long term success in critical areas such as clubs, coaching, officiating, competition, talent and participation. A one year on report will be published in Autumn 2022 documenting progress made against the plan to date, highlighting where key challenges reside, and where all organisations working in the sport must rally together to tackle constructively as we look to the future.

Staff headcount at the year-end had risen during the last 12 months from 46 to 55, demonstrating the continued recovery since the organisational restructure in Autumn 2020, and reflecting the improving finances as well as the important need to bolster our capacity in critical work areas such as talent development, member services, officials' development, and club support. The organisation has now secured a long-term financial commitment from its primary third-party funder Sport England with investment agreed to support the delivery of the "Athletes and runners at the heart" strategy through to 2027.

Membership and affiliation income increased during 2021/22 reflecting 164,575 registered athletes and runners in 1,782 clubs and member bodies. Road race license growth improved with around 2,500 races returning compared with little activity in the previous twelve-month period. At the end of the 2021/22 affiliation year, we were c16% ahead of where we were at the end of 2020/21, and c5% behind where we were pre pandemic (2019), so the signs of recovery are there for all to see. There remain challenges in the road racing sector, and we are totally committed to working collaboratively to support race organisers to return to pre pandemic levels (c4,000 races per annum)

The summer 2021 outdoor track and field season saw the return of the Manchester International and age group England Athletics Championships and our continued support to bodies such as the ESAA, Youth Development League, Area level competition and a number of open competitions across the country led to a progressive return to normality, particularly post July when the final restrictions were lifted nationwide. The UK wide School Games programme returned, and athletics was a prominent sport in that competition at local and national level. We licensed over 1,000 track and field competitions during summer 2021 and it was excellent to see our sport make such a return after the trials and challenges of the preceding year. This was particularly important given we had announced our selection and appeals policy for Birmingham 2022 (Commonwealth Games) during Spring 2021 with athletes needing to perform to achieve standards to be considered for a place in Team England come June 2022.

While 2022 has been the first normal summer season since 2019 and the overall sport has returned to pre-pandemic participation levels, there is evidence that the number of club members participating in track and field athletics has not recovered, with less participants overall in our club-led sport, and less performances being delivered by athletes in general. We will need to study the full season trends and demographics in early Autumn 2022 to fully understand the issue and will then need to work proactively and constructively with others, particularly competition providers, to put plans in place to arrest this trend. We are clear that these are shared challenges at all levels of the sport, and we all have a responsibility to pull together to adapt and evolve how we work if we are to make a positive and sustainable difference to our sport.

The company led funetics skills-based run, jump, throw programme for 4–11-year-olds in schools, clubs, and communities continues to be a strategic priority for the organisation, and roll out has slowly grown during the last 12 months. We have needed to adapt our delivery model, which is demonstrated by funetics being at the forefront of a Commonwealth Games community legacy programme taking root in the West Midlands and

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**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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Birmingham area during summer 2022. We continue to promote the programme to all our member clubs as being a systematic solution for clubs to upskill new leaders, reduce waiting lists and to ensure the introduction of running, jumping, and throwing foundation skills to our youngest participants.

Our RunTogether social running programme continued to grow during the last 12-month period with c175,000 participants in over 3,000 leader led groups continuing to take advantage of this digitally led support programme for social runners. Both funetics and RunTogether are at the forefront of the UK wide commercial sponsorship pitch work as we seek to secure a partner to help us grow both programmes in England and across the UK through a collaborative approach with our partners UK Athletics (“UKA”) and the other Home Country Athletics Federations (“HCAFs”).

We reintroduced our International Team Programme during 2021 with Team England enjoying success at the Loughborough and Manchester Internationals respectively and a number of other smaller teams competed abroad in technical events thus signalling a gradual return to normality. We have seen a full international programme reprise, including the Commonwealth Games, in summer 2022. Our Masters International team activities also made a gradual recovery during the last 12 months which was particularly pleasing.

Our investment in Talent will grow during 2022 with England Athletics now taking on primary responsibility for the delivery and oversight of the established UK wide talent strategy in England. England Athletics will be in direct receipt of Sport England funds to deliver our talent activities whereas in previous cycles funding would be paid to UKA for them to then pass on funds to England Athletics accordingly. England Athletics is now the accountable body, and this has been welcomed. We anticipate a further expansion of the Talent Hub programme during 2022 beyond the initial two pilots in Birmingham and Leeds.

The 2021/22 funding allocation granted by Sport England represents 30.4% of the company's annual income, reflecting a reduction of 5.4% against the previous year. Sport England continue to provide excellent support to England Athletics and the additional provision of £350,000 towards Commonwealth Games legacy planning, together with specific funding towards team preparations ahead of Birmingham 2022 have been most welcomed.

Ultimately, as outlined in our strategy “Athletes and runners at the heart”, the company still aims to reduce its overall dependency on external grant aid from sources such as Sport England as we aim to grow our own sources of sustainable income, but this will be a challenge in the immediate short term as we work on addressing the previous year's reduction in membership, road race licence, education, events and commercial revenues. With regard to the latter, as reported in last year's accounts, our major commercial sponsor DWFF went into administration during summer 2020 and this resulted in a projected income loss of £230k. We continue to work with UKA and the other HCAFs to identify a replacement partner in this space. We are still awaiting the outcome of our creditor claim despite the business being sold more than 18 months ago. We anticipate there being some form of payment available to the unsecured creditors, but this is likely to take another twelve months to realise. We are working collaboratively with our partners UKA and the other HCAFs to leverage our brands and intellectual property rights with prospective partners and have a clear sales pitch and strategy, but the market is challenging despite us getting close with a number of leads.

We plan to launch the new England Athletics Charitable Foundation “Personal Best” during Autumn 2022 and much of this preparatory work was undertaken during 2021/22 by Board and Executives ahead of what we believe will be an important development as we look to deploy the work of the charity to make significant inroads to removing barriers to participation in track and field athletics by young people across England. The charity will work to raise important funds to invest back into the development of track and field athletics and address inequalities where they exist.

Our 2021/22 National & Regional volunteer awards programme were again held online across the 9 English Regions thanks to the work of our Regional Councils but will return “face to face” during late 2022. Our annual Hall of Fame and Awards celebrations returned in October 2021 having been cancelled in 2020 and it was wonderful to be together again as an England Athletics family in celebrating the achievements of those in our

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**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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great sport. Our 2021 AGM, which was live streamed for the first time, was also held on site on the same day alongside our whole Council Conference and we look forward to a similarly enjoyable day in 2022.

During 2021/22 we were able to deliver a full programme of education qualifications with the capability firmly embedded to operate digitally in upskilling our volunteer workers. We trained c5,500 volunteers across coaching, assistant and leadership and L1 officials' courses organised by England Athletics. The conversion of our qualifications to a digital footing was a major undertaking back in 2020 but has now set us up to be able to adapt to future challenges of this nature should they occur. We were also able to put in place a regular and substantial programme of online webinars, conferences, forums and discussion sessions for volunteers, coaches, officials, club leaders, athletes, and runners during 2021/22. This has increased overall engagement and our general "followship" via our social channels has increased as a result.

We are acutely aware of the current shortage of officials that is causing some competitions to be cancelled and therefore need to find a solution to reduce the qualification time and remove unnecessary barriers to becoming a licensed Official. Further flexibility and agility could be provided for entry level coaching qualifications too.

Our club support and participation team remain in place across England and is supporting clubs across several work areas such as Facility & Club Development, Volunteering, Coaching, Fundraising and School-Club link work. We continued to roll out our process of themed funding rounds to support member clubs and our "Track Nights" and "Club Run" coaching programmes made a return during the 2021/22 year. The "Club Hub" continues to be actively used by our member clubs and as stated above, providing digital resources to support clubs as well as coordinating online mechanisms to engage and support clubs will be a key feature of how the organisation works as we move further into the 2022/23 year. The England Athletics Facilities & Planning Manager continues to work as part of the club support team to ensure that high quality support is in place to guide clubs through what is an ever-increasing priority and challenge for our sport, and has been proactive in supporting clubs to work with their facility providers to "reopen for business" post lockdowns, with investments secured for facilities such as Berry Hill Mansfield, Wimbledon Park, Daventry, Radclyffe, Windsor Slough Eton & Hounslow, and Medway & Maidstone.

The support of our Regional Councils, not just in the areas of competition licensing processes but also in guiding clubs, networking them with one another and in generally providing a proactive consultative presence for England Athletics continued to go from strength to strength and the relationship between staff, Board, and the Council structure remained strong during 2021/22. The next round of Regional Council elections will take place in early 2023 which provides a further opportunity for people of all backgrounds and involvement in the club sport to get involved in shaping the work of England Athletics.

As reported previously, in 2020, England Athletics worked proactively to forge a closer and more collaborative relationship with both UK Athletics and its HCAF partners through the development of a 12-year ambitious UK wide high-level strategy "Athletics Unified" and in agreeing a high-level Framework Agreement and set of roles and responsibilities that will, we hope, provide the basis for effective and efficient working as respective parties for the foreseeable future. England Athletics is represented on the related thematic working groups that have now been created by the respective Boards and charged with leading the implementation process.

England Athletics also played a leading role in the commissioning of the UK wide safeguarding review (the Quinlan review) in early 2020 which sought to clarify roles and responsibilities in this important area, but which also led to some important actions being adopted that are now being put in place to enhance the quality of policy development, management and leadership specific to safeguarding. This area of work continues to demand a lot of focus and resource of the athletics bodies working in the sport. UKA is the lead safeguarding body dealing with those cases of a serious nature whereas the England Athletics, and the other HCAFs, are responsible for mitigating risks, ensuring high levels of Club Standards are met, providing support to Club Welfare Officers and Committee personnel to ensure appropriate policies, procedures and education/training is in place. We are still dealing with a high volume of enquiries, general complaints, grievances and disciplinary matters and we feel that this will continue to be the case as we deal with the growing confidence amongst the sport to come forward and report issues.

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**STRATEGIC REPORT (CONTINUED)**  
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England Athletics will continue to do all that it can to influence strategy UK wide but in doing so ensure that the interests of its members and key stakeholders are always represented. The relationship between UKA and the HCAFs is an important one, perhaps illustrated best where the performance of our elite athletes can serve to inspire the next generation of participants. However, without a broad participation base there would arguably not be the depth and breadth of the talent pool to reach elite standards. They are complementary objectives, and it is important that the parties involved in governing and developing the sport work smartly, efficiently and in partnership to get more people into the sport, keep them there by providing high quality services and systems and then developing talent to represent our nations at a world class level. We will continue to work to represent the best interests of our members through this relationship and to get greater clarity of role and function between both parties. An example of this would be in the talent area where England Athletics now has greater responsibility in this space but there are further areas where arguably England Athletics should have greater accountability and we will progress these discussions during 2022.

Finally, we were delighted to have been awarded Investors in People accreditation (Silver level) during late 2021 and to be accredited at Advanced level in the Sports Equality Standard scheme during summer 2021. The recognition in both areas was assuring but there is no room for complacency. There remains much work to do in both areas.

**Principal risks and uncertainties**

**Political/Economic risk**

The COVID-19 pandemic has been the major risk to the stability of the organisation during the last 3 years. The company's core income streams were adversely affected as a direct result of the pandemic with specific impacts felt in the areas of commercial sponsorship, road race licensing, education course income, competition entry fees and in the vital area of member club affiliation and athlete registration fee income (c-25%). During 2021/22 we continued to recover against the backdrop of the adverse impacts of 2020. Our overall income increased during the 2021/22 financial year, and we realised a year end surplus of £226.7k as explained in the financial key performance indicators section below. Our Headcount increased from 46 to 55 with plans to further increase headcount to pre pandemic levels by September 2022.

As a "Tier 3" funded company and as part of the commitment to maintain good governance, England Athletics continues to review its governance processes, policies, and controls in accordance with the Code for Sports Governance. The Code also sets limits on the periods of office of Board members, which are reflected in the England Athletics Articles of Association. England Athletics appointed a new Chair of the Board of Directors in autumn 2021, Gary Shaughnessy, as the existing postholder Myra Nimmo announced that she would be retiring from the position at the end of her term of office in autumn 2021.

Further Board Director turnover is expected during 2022 with both Peter Crawshaw and Steve Grainger standing down from office having served their full 8-year terms. A recruitment process was commissioned by the Board in early 2022 to ensure a smooth transition of responsibilities. We thank both individuals for all their work and commitment to England Athletics since joining the Board in 2013 and wish them all the very best in the future.

We continue to work through a shared services arrangement with UKA in several areas including welfare and safeguarding, procurement, payroll, some IT services, and human resources. We will, alongside UKA and the other HCAFs continue to revisit the principle of further shared services to maximise operational efficiencies and minimise expenditure where appropriate.

**Operational Risk**

England Athletics operates a framework of policies and procedures that are owned by Senior Leadership Team members and are subject to regular review by Board Committees or, where appropriate, the Board itself. Any issues arising from such processes are monitored by sub-committees of the Board, the Audit & Assurance

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**STRATEGIC REPORT (CONTINUED)**  
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Committee and the Governance Committee.

The England Athletics Board has recognised that the rate of growth in the number of qualified and licensed athletics officials continues to be of significant concern for the sport despite some signs of improvement since last reported. Development of coaches and officials remain central to our work in this space.

As detailed previously, while the number of people running regularly has increased considerably in recent years, unfortunately the same cannot be said for the number of people taking part in track and field and this has only been exacerbated since 2020. This will come as no surprise to many track and field coaches and club officers, who have reported the difficulties that they face in retaining athletes in the sport. Drop-out rates amongst young athletes have not been helped by the impact of COVID-19. England Athletics will continue to focus on its approach to address the drop-out during 2022/23. A full review of the 2022 summer outdoor season will provide us with robust detail to fully understand the scale of the issue and we will champion the need to adapt, change, evolve in our thinking across the sport in areas such as competition delivery, putting the athlete at the heart of the experience and this could mean some difficult decisions are required in terms of how we invest and use our resources to create the necessary change to arrest this decline.

As mentioned earlier in this report, despite some positive signs, the challenges facing clubs with regard to maintaining facilities has been recognised and is front and centre of our Club Support team focus. This is a risk for the sport with financial pressures on local authorities impacting on the ability to sustain track and field facilities at the standard we would expect, which will be reflected in our facilities strategy. We derive optimism from the positive responses from track owners and operators to the introduction of the TrackMark accreditation system and the rate of the response to the recent changes in throws cage specifications – particularly against a backdrop of COVID impacts such as the rising cost of living and changing societal lifestyle trends.

### **Organisational risk**

Staff turnover remains low, and we have increased our headcount during the last 12 months as we further recover from the effects of the pandemic but also as a result of the need to invest in building capacity and expertise in specific strategically important areas of work. Where individuals have left the organisation, it is due to them securing other more senior appointments outside the organisation and we wish them well but work proactively to ensure that their specialist knowledge is not lost and that the transitional planning is smooth. We are yet to return fully to the office in Birmingham and hybrid flexible working is very much here to stay. We put in place opportunities during the calendar year for teams to come together outside of England Athletics events to plan, share and to learn including work away days and conferences and this model will continue in 2022.

England Athletics is committed to Continued Professional Development and provides both generic and bespoke opportunities to staff at all levels to support them as individuals and to equip them to meet the evolving demands of the company as well as ensuring that the organisational succession plans are managed effectively. This support will be arguably more important than ever coming out of the pandemic as we look to rebuild people's resilience and focus for the challenges ahead. This will be prioritised and has been built into the operational budget for the 2022/23 period.

### **Financial key performance indicators**

#### **Overall performance**

The total income for 2021/22 has increased in comparison to the previous year by 28.4% to £6,806.3k. The increase is largely due to the post-pandemic recovery evidenced by a 15% growth in athlete registration and club affiliation, a 141% improvement in coach education, and a £291k improvement in Road Race Licencing. The cost of delivering the projects and programmes for 2021/22 increased, in line with income, to £6,579.7k, a 26% increase reflecting increased investment especially in respect of the post pandemic return to competition, international teams' events, and the progress of the commonwealth games preparation programme.



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**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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Against a planned surplus of £121.7k we delivered a £226.7k surplus. Income for the financial year was £78.9k (1.2%) above budget, and total expenditure was below budget by £26k (0.4%).

**Cash/Reserves**

England Athletics maintains a healthy cash position which stands at £1,958.5k at the year end. This reflects a slight decrease of £46.2k (2.3%) from 2020/21. The rolling forecast projects an overall increase in cash and reserves over the four-year period, reflecting a year-on-year increase in income and annual surplus, resulting in reserves being maintained at a prudent level by the end of the four-year cycle, ensuring that sufficient reserves continue to be held in accordance with the established policy. The Board continues to monitor both projected reserves and cash flows.

**Sport England Financials**

The executive worked diligently to ensure the deferred grant funding from 2020/21 was fully spent in the 2021/22 financial year in line with the annual operational plan and budget. The Sport England grant funding for 2021/22 was fully spent with no requirement for deferral of expenditure.

**Sport England Partnership**

We report to Sport England on a quarterly basis against core market objectives which are summarised in our quarterly returns and measured in a range of ways. We also meet regularly with Sport England outside the established 6 monthly review meeting process. The main activities on which Sport England funds are expended are set out in note 5 to the accounts

**Code for Sports Governance**

We are pleased to report the inclusion of our annual governance statement within the annual report. The Board reviewed the code requirements and confirmed the company's compliance with the code.

**Membership & Affiliation**

Membership registrations in 2021/22 grew from the COVID-19 impacted numbers of 2020/21 (141,000) to reflect an improvement against the budgeted expectations, resulting in total membership registration of 164,575. These results are reflective of the return to training and competition in 2021/22 following the relaxation of COVID restrictions in early 2021. Further growth in membership registrations is anticipated in the coming years with the ambition to return to the pre-COVID levels.

**Thank you**

Our sport would be nothing without volunteers and we firmly believe that our sport is both special and unique with respect to the wide-ranging efforts of our skilled and devoted volunteers. A major part of our role at England Athletics is to support the volunteers who own our sport and without whom our sport would cease to exist as we know it. We would like to put on record our formal thanks and gratitude to all the volunteers who work tirelessly in our clubs and member bodies, as coaches, officials, teachers, leaders, administrators, event organisers and in many other roles. Our sport is proudly diverse and inclusive, and this is reflected through the volunteers that make it happen. The importance of the contribution made by the volunteer to our great sport is further emphasised by our first strategic priority being focused on growing the capacity of our volunteer workforce. We would also, in closing, like to thank, again, our volunteer network of Regional Council members from across the 9 English Regions. Your work in supporting and collaborating with staff and Board during 2021/22 was invaluable, particularly in the areas of consultation, guidance, licensing, and support to our member clubs. Thank you.

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**STRATEGIC REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

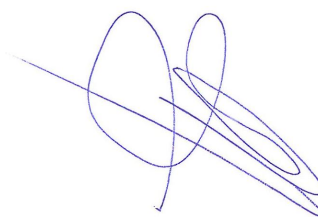
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This report was approved by the board on **8th September 2022** and signed on its behalf.

**G Shaughnessy**  
Chair

Handwritten signature of G Shaughnessy in blue ink, consisting of a stylized 'G' followed by 'Shaughnessy' and a large arrow-like flourish.

**C Jones**  
CEO

Handwritten signature of C Jones in blue ink, featuring a large, stylized 'C' followed by 'Jones' and a long, sweeping flourish.

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**DIRECTORS' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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The directors present their report and the financial statements for the year ended 31 March 2022.

**Directors' responsibilities statement**

The directors are responsible for preparing the Strategic Report, the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the surplus or deficit of the Company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Results**

The surplus for the year, after taxation, amounted to £226,660 (2021 - £80,945).

**Directors**

The directors who served during the year were:

A Akintokun  
L Boothe  
P Crawshaw  
S Grainger  
L Hawkins  
J Holmes  
C Jones  
J Kaufman (appointed 20 May 2021)  
C Poyner (appointed 11 November 2021)  
G Shaughnessy (appointed 1 September 2021)  
J Starkey (appointed 20 May 2021)  
A Wafula-Strike

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**DIRECTORS' REPORT (CONTINUED)**  
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End of Term Directors:

E Brown (resigned 20 May 2021)  
D Lodwick (resigned 20 May 2021)  
M Nimmo (resigned 31 August 2021)  
T Soutar (resigned 9 September 2021)

**Disclosure of information to auditors**

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

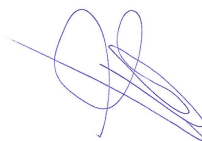
- so far as the director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

This report was approved by the board and signed on its behalf.



G Shaughnessy  
Chair

Date: 8th September 2022



C Jones  
CEO

Date: 8th September 2022

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**ANNUAL GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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The Annual Governance statement for this period is presented below.

England Athletics is the membership and development body for grassroots athletics and running clubs in England. It is subject to the Code for Sports Governance (the “Code”) and is committed to the principles of good governance.

The Annual Governance Statement provides England Athletics’ stakeholders, members, supporters and sponsors with an annual report on the governance performance of England Athletics.

This Statement is made in accordance with the Code for the period from April 2021 to March 2022 (the “Reporting Period”).

**Governance Structure**

England Athletics is a not-for-profit company limited by guarantee. Its governing document (articles of association) is published on its website at:

[www.englandathletics.org](http://www.englandathletics.org)

<https://www.englandathletics.org/about-us?media-alias=20a305d5505ae2bd6013>

**Board**

Role

The Board of directors are responsible for the management of the Company’s business and affairs for which purpose they may exercise all the powers of the Company. Gary Shaughnessy, as Chair, is responsible for the leadership of the Board. The Board is the ultimate decision-making body and exercises all the powers of the organisation other than those specifically allocated to other persons under either legislation or its governing documents. It is responsible for setting the organisation’s strategy and providing oversight of executive action but maintains a clear division between its management and oversight role and the executive’s operational role.

Meetings and Key Decisions

The Board held 6 formal meetings and several extra-ordinary meetings in the reporting period, addressing the challenges of recovery from COVID-19 and making decisions on matters in relation to Board appointments, quarterly financial performance, the annual report and financial statements, strategic planning and performance review, board policies and matters of governance.

Composition

The Board is made up of a maximum of 12 board members and comprises: Independent Chair, Gary Shaughnessy, Senior Independent Director, Steve Grainger MBE, Executive Director, Chris Jones, four additional independent non-executive directors, two directors nominated by the National Council members, two directors who are elected by the membership and a director appointed by UKA. All appointments to the Board of independent directors are made on merit in line with the skills required by the Board.

Board Observer

The Board Observer role was introduced to provide individuals with board related experience as well as an insight into how boards function. The Board can also benefit from any specific skills and experience the individual may possess.

During the reporting period, one of the two Board Observers, David Franks, was extended for a further year. Abdul Buhari, the other Board Observer decided to step down at the end of 2021.

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**ANNUAL GOVERNANCE STATEMENT**  
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**Committees reporting to the Board**

The Company, as determined in the Articles, has established the following Committees, which report directly to the Board. Each Committee has clear Terms of Reference which identify its responsibilities and any powers delegated to it by the Board

Audit & Assurance Committee

Composition:

Peter Crawshaw (Chair), Janyce Holmes, Adetunji Akintokun

Role:

The Committee considers matters in relation to Internal and External Audit and Risk Management. It is the responsibility of the Committee to assist the Board in fulfilling its mandated external reporting requirements in respect of the external audit of the Annual Report and Financial Statements and other mandated reporting requirements.

The responsibilities of the Committee in respect of:

- i. the Annual Report and Financial Statements and other reporting requirements include monitoring the integrity of all such reports and reviewing and challenging where necessary the actions and judgements of Management; and,
- ii. Internal Audit is to assist the Board in ensuring that the Company's internal auditing processes are executed as effectively as possible.

Other responsibilities of the Committee are to:

- a) consider the effectiveness of any relevant financial or risk management internal control processes which are not addressed elsewhere (e.g., Anti-bribery); and
- b) review the sections of the Annual Report and Financial Statements of the Company which address Reporting, Governance and Risk. The Committee shall also provide advice to the Board on risk strategy and appetite, including the oversight of current risk exposures of the business.

Nominations Committee

Composition:

Myra Nimmo (Chair, stepped down 31st Aug 2021), Gary Shaughnessy (Chair from 1st September 2021 until 12th January 2022 meeting), Leshia Hawkins (Chair from 17th March 2022), Steve Grainger, Lorna Boothe, Janice Kaufman (from Aug 2021).

Role:

- considers matters in relation to potential senior appointments by the Company including the Chair; Non-Executive Directors, the Chief Executive Officer, the Head of Finance; and the Company Secretary,
- regularly reviews the structure size and composition of the Board,
- gives full consideration to succession planning for Directors
- is responsible for identifying and nominating candidates for the approval of the Board to fill Board vacancies as and when they arise,
- keeps under review the leadership needs of the Company, both Executive and Non-Executive

Governance Committee

Composition:

Tim Soutar (Chair until 9th September 2021), Janyce Holmes (until January 2022), Julian Starkey (Chair), Peter Crawshaw, Leshia Hawkins, Steve Grainger, Chris Jones

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**ANNUAL GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**Role:**

In November 2021, the Board agreed that as Governance Committee is not a requirement of the Code for Sports Governance, its status should be changed from a standing Committee, to one that is called upon by the Board to carry out additional work to support the Board with Governance matters.

Remuneration Committee

**Composition:**

Myra Nimmo (Chair up until July 2021 meeting), Steve Grainger (Chair from November 2021 meeting), Gary Shaughnessy (member from 1st September 2021) Adetunji Akintokun

**Role:**

The purpose of the Remuneration Committee is to consider matters in relation to remuneration and expenses taking into account the Company's human resource policies and operations, including:

- having the responsibility for recommending the remuneration policy for members of staff
- reviewing the on-going appropriateness and relevance of the remuneration policy
- reviewing the contracts of employment of those within its remit
- recommending the remuneration policy for all non-executive directors
- the basic level of increase to staff at the annual pay review date although the annual/payroll increase will be a matter for the overall budget process
- succession plans
- any major change proposed in employee benefits structures

**Strategy**

The Board sets the strategy of the organisation. The current strategy for the period 2021 to 2032 was published in May 2021 and can be found on the organisations website at <https://england-athletics-prod-assets-bucket.s3.amazonaws.com/2021/05/England-Athletics-Strategy-2021-2032-1.pdf>

**Risk Management**

The organisation has agreed a Strategic Risk Management Policy to ensure that effective processes are in place to track and report on existing and emerging risks which could affect the Organisation's ability to meet its Strategic Objectives and/or cause damage to the organisation or its stakeholders. The objective is to support better decision making and management of risk through a comprehensive understanding of risks and their likely impact.

**Council/General Meeting**

The members of England Athletics meet at least once a year at the AGM to conduct the ordinary business of the Company.

The England Council exercises the powers delegated to it by the Directors pursuant to the Articles of Association and pursuant to legislation. It is not able to override the powers of the Board, but has rights to consultation in relation to:

- the level of subscriptions or affiliation fees to be paid by Members or Affiliates
- making or refraining from making any representation to UKA about the rules of athletics (including the Rules for Competition)
- any significant matter where the directors consider at their sole discretion, that it would assist the decision of the directors to know the opinion or range of opinion held.

**Governance Framework**

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**ANNUAL GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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The organisation is committed to the Code for Sports Governance and having achieved compliance with the Code in December 2017 has put in place an ongoing governance development programme to ensure that it continues to develop its governance practices and procedures.

At its Board meeting on 21st July 2022 the Board reviewed the organisation's compliance with the Code. It concluded that the organisation was compliant in the Reporting Period.

**Diversity**

England Athletics is fully committed to the principles of equality of opportunity and to creating a diverse environment. We work with our members and partners to enable England Athletics to be an accessible and inclusive sport that provides opportunities for enjoyment and achievement for all.



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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND ATHLETICS LIMITED**

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**Opinion**

We have audited the financial statements of England Athletics Limited (the 'Company') for the year ended 31 March 2022, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Equity and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 March 2022 and of its surplus 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 Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 directors' 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 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 directors with respect to going concern are described in the relevant sections of this report.

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND ATHLETICS LIMITED**  
**(CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The directors are responsible for the other information contained within the Annual Report. 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. 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 course of 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.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND ATHLETICS LIMITED**  
**(CONTINUED)**

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**Responsibilities of directors**

As explained more fully in the Directors' Responsibilities Statement set out on page 8, the directors 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 directors 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 directors are responsible for assessing the 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 directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

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

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

**Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud.**

Based on our understanding of the company and industry, we identified that the principal risks of non-compliance with laws and regulations related to regulatory requirements for the Code of Sports Governance, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, income tax, payroll tax and sales tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGLAND ATHLETICS LIMITED**  
**(CONTINUED)**

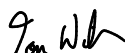
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reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

**Use of our report**

This report is made solely to the 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 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 Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Thomas Wilson (Senior Statutory Auditor)  
for and on behalf of  
**Haysmacintyre LLP**  
Statutory Auditors  
10 Queen Street Place  
London  
EC4R 1AG  
Date: 12 September 2022

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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	Note	2022 £	2021 £
Income	4	6,805,460	5,006,455
Administrative expenditure		(6,579,685)	(5,220,712)
Other operating income	6	-	284,572
<b>Operating surplus</b>	7	<u>225,775</u>	<u>70,315</u>
Interest receivable and similar income	11	885	10,630
<b>Surplus before tax</b>		<u>226,660</u>	<u>80,945</u>
Tax on surplus	12	-	-
<b>Surplus for the financial year</b>		<u><u>226,660</u></u>	<u><u>80,945</u></u>

There was no other comprehensive income for 2022 (2021:£NIL).

The notes on pages 22 to 33 form part of these financial statements.

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05583713**

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**STATEMENT OF FINANCIAL POSITION**  
**AS AT 31 MARCH 2022**

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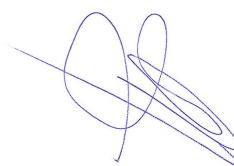
	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	13	-	510
		<u>-</u>	<u>510</u>
		-	510
<b>Current assets</b>			
Stocks	14	46,239	45,670
Debtors: amounts falling due within one year	15	315,990	262,792
Cash at bank and in hand	16	1,958,511	2,004,667
		<u>2,320,740</u>	<u>2,313,129</u>
Creditors: amounts falling due within one year	17	(1,093,117)	(1,312,676)
		<u>1,227,623</u>	<u>1,000,453</u>
<b>Net current assets</b>		<u>1,227,623</u>	<u>1,000,453</u>
<b>Total assets less current liabilities</b>		<u>1,227,623</u>	<u>1,000,963</u>
<b>Net assets</b>		<u>1,227,623</u>	<u>1,000,963</u>
<b>Reserves</b>			
Accumulated funds	18	1,227,623	1,000,963
		<u>1,227,623</u>	<u>1,000,963</u>

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:



**G Shaughnessy**  
Chair

Date: 8th September 2022



**C Jones**  
CEO

Date: 8th September 2022

The notes on pages 22 to 33 form part of these financial statements.

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CHANGES IN RESERVES**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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	Accumulated Funds £	Total reserves £
<b>At 1 April 2020</b>	920,018	920,018
Surplus for the year	80,945	80,945
<b>At 1 April 2021</b>	<u>1,000,963</u>	<u>1,000,963</u>
Surplus for the year	226,660	226,660
<b>At 31 March 2022</b>	<u><u>1,227,623</u></u>	<u><u>1,227,623</u></u>

The notes on pages 22 to 33 form part of these financial statements.

**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	2022 £	2021 £
<b>Cash flows from operating activities</b>		
Surplus for the financial year	226,660	80,945
<b>Adjustments for:</b>		
Depreciation of tangible assets	510	6,962
Interest received	3,709	(10,630)
(Increase)/decrease in stocks	(569)	-
(Increase)/decrease in debtors	(53,200)	116,773
(Decrease)/increase in creditors	(219,557)	4,959
<b>Net cash generated from operating activities</b>	<u>(42,447)</u>	<u>199,009</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	-	(1,020)
Interest received	(3,709)	10,630
<b>Net cash from investing activities</b>	<u>(3,709)</u>	<u>9,610</u>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<u>(46,156)</u>	<u>208,619</u>
Cash and cash equivalents at beginning of year	2,004,667	1,796,048
<b>Cash and cash equivalents at the end of year</b>	<u><u>1,958,511</u></u>	<u><u>2,004,667</u></u>
<b>Cash and cash equivalents at the end of year comprise:</b>		
Cash at bank and in hand	1,958,511	2,004,667
	<u><u>1,958,511</u></u>	<u><u>2,004,667</u></u>

**ANALYSIS OF NET DEBT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	2,004,667	(46,156)	1,958,511
	<u><u>2,004,667</u></u>	<u><u>(46,156)</u></u>	<u><u>1,958,511</u></u>

The notes on pages 22 to 33 form part of these financial statements.



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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**1. General information**

The company is a private company (registered number: 05583713) limited by guarantee and was incorporated in England and Wales.

The company's registered office and principal place of business is Athletics House, Alexander Stadium, Walsall Road, Perry Barr, Birmingham, B42 2BE.

The financial statements are presented in GBP (£).

The principal activities of the company during the year were to carry out the functions of the governing body for athletics in England and to grow opportunities for everyone to experience athletics and running, to enable them to achieve their full potential.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

The following principal accounting policies have been applied:

**2.2 Going concern**

The Directors consider that there are no material uncertainties regarding the Company's ability to continue as a going concern. The impact of COVID-19 on the Company's activities and income has been set out in the Strategic Report. The Directors have considered the Company's financial position and forecasts in light of the after-effects of the COVID-19 pandemic and consider that the Company will continue to meet its debts as they fall due and therefore that the going concern basis remains appropriate for the preparation of these financial statements.

**2.3 Revenue**

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Grants of a revenue nature are credited to the Statement of Comprehensive Income in the year to which they relate. Any income not credited in the year will be included as deferred income and will be matched with future expenditure.

Membership registration fees and club affiliation fees are recognised in the year to which they relate with any amounts relating to subsequent years held within deferred income.

Coach education and qualifications income is recognised in the year in which the course takes place. Any income received but not credited in the year will be included as deferred income and will be

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**2. Accounting policies (continued)**

**2.3 Revenue (continued)**

matched with future expenditure.

Income arising from sponsorship is normally recognised over the period of the of the sponsorship term; the application of the income is accounted for in the period in which it is receivable. If the sponsorship is linked to a specific event or condition, income is recognised when the specific event has taken place, or the condition has been met.

**2.4 Tangible fixed assets**

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Equipment	- 2 years
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The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

**2.5 Operating leases: the Company as lessee**

Rentals paid under operating leases are charged to profit or loss on a straight-line basis over the lease term.

**2.6 Stocks**

Stocks are stated at the lower of cost and net realisable value, being the estimated selling price less costs to complete and sell. Cost is based on the cost of purchase on a first in, first out basis. Work in progress and finished goods include labour and attributable overheads.

At each reporting date, stocks are assessed for impairment. If stock is impaired, the carrying amount is reduced to its selling price less costs to complete and sell. The impairment loss is recognised immediately in profit or loss.

**2.7 Debtors**

Short term debtors are measured at transaction price, less any impairment.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**2. Accounting policies (continued)**

**2.8 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

**2.9 Creditors**

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

**2.10 Pensions**

**Defined contribution pension plan**

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Company in independently administered funds.

**2.11 Interest income**

Interest income is recognised in profit or loss using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**2. Accounting policies (continued)**

**2.12 Taxation**

Tax is recognised in profit or loss except that a charge attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Company operates and generates income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the reporting date, except that:

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits; and
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

**2.13 Software and website development**

Software and website development is written off in full in the year in which the expenditure is incurred.

**3. Judgements in applying accounting policies and key sources of estimation uncertainty**

In the process of applying its accounting policies, the Company is required to make certain estimates, judgements and assumptions that it believes are reasonable based on the information available. These judgements, estimates and assumptions affect the amounts of assets and liabilities at the date of the financial statements and the amounts of revenues and expenses recognised during the reporting periods presented. On an ongoing basis, the Company evaluates its estimates using historical experience, consultation with experts and other methods considered reasonable in the particular circumstances. Actual results may differ significantly from the estimates, the effect of which is recognised in the period in which the facts that give rise to the revision become known.

The directors do not consider there to be any significant estimates or judgements within the financial statements.

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**4. Turnover**

The whole of the income is attributable to the company's principal activities. An analysis of income by class of business is as follows:

	2022	2021
	£	£
Grant receivable	2,565,318	2,068,507
Membership and affiliation	2,757,848	2,396,571
Course, education, sponsorship and other income	1,482,294	541,377
	<u>6,805,460</u>	<u>5,006,455</u>

All turnover arose within the United Kingdom.

**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**5. Public funding**

	<b>Sport England</b>	<b>Other Public Investor Income</b>	<b>Non-public Income</b>	<b>TOTAL</b>
Revenue grants	2,412,853	10,248	142,217	2,565,318
Membership Income	-	-	2,757,848	2,757,848
Sponsorship Income	-	-	227,410	227,410
Courses & Workshops	-	-	818,650	818,650
Road Race Licencing	-	-	295,512	295,512
Competition	-	-	75,048	75,048
Other Income	-	-	66,560	66,560
<b>Total Income</b>	<b>2,412,853</b>	<b>10,248</b>	<b>4,383,244</b>	<b>6,806,345</b>
Overheads/Support costs	141,491	-	498,284	639,775
Athlete Development Pathway (Talent)	840,446	2,960	1,561,589	2,404,995
Core Market activities	1,041,111	7,288	1,427,506	2,475,905
Mass Market activities	361,532	-	143,236	504,768
Volunteering/Inspiration	-	-	13,792	13,792
Other costs	28,274	-	512,176	540,450
<b>Total Expenditure</b>	<b>2,412,853</b>	<b>10,248</b>	<b>4,156,584</b>	<b>6,579,685</b>
<b>Net Income</b>	<b>-</b>	<b>-</b>	<b>226,660</b>	<b>226,660</b>

	<b>Sport England</b>	<b>Other Public Investor Income</b>	<b>Non-public Income</b>	<b>TOTAL</b>
Cash and Deferred Grant Reconciliation:				
Opening Balance - Deferred Grants	236,862	15,288	904	253,053
Cash received	2,281,682	-	107,000	2,388,682
Released to P&L	(2,412,853)	(10,248)	(62,217)	(2,485,318)
<b>Closing Balance - Deferred Grants</b>	<b>105,691</b>	<b>5,040</b>	<b>45,687</b>	<b>156,418</b>

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**ENGLAND ATHLETICS LIMITED**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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**6. Other operating income**

	2022 £	2021 £
Coronavirus Job Retention Scheme	-	284,572
	<u>-</u>	<u>284,572</u>

**7. Operating surplus**

The operating surplus (2021: surplus) is stated after charging:

	2022 £	2021 £
Other operating lease rentals	53,100	96,892
Depreciation	510	6,962
	<u>53,610</u>	<u>103,854</u>

**8. Auditors' remuneration**

	2022 £	2021 £
Fees payable to the Company's auditor and its associates for the audit of the Company's annual accounts	13,600	12,950
Other services relating to taxation	1,125	1,075
All other services	1,160	200
	<u>15,885</u>	<u>14,225</u>

**9. Employees**

Staff costs were as follows:

	2022 £	2021 £
Wages and salaries	2,175,834	2,362,395
Social security costs	237,185	272,287
Cost of defined contribution scheme	154,696	149,830
	<u>2,567,715</u>	<u>2,784,512</u>

There were no redundancy and staff restructuring costs in the year (2021: £204,813).

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**9. Employees (continued)**

The average monthly number of employees during the year was as follows:

	2022	2021
	No.	No.
	48	52

The directors consider the Board and Senior Leadership Team to be key management personnel. Total remuneration paid to these individuals was £547,658 (2021: £517,774). Remuneration includes salaries and social security contributions.

**10. Directors' remuneration**

	2022	2021
	£	£
Directors' emoluments	175,028	143,493
Company contributions to defined contribution pension schemes	7,869	7,869
	<u>182,897</u>	<u>151,362</u>

During the year retirement benefits were accruing to 1 director (2021 - 1) in respect of defined contribution pension schemes.

The Chair is entitled to receive remuneration of £15,000 and Non-Executive Directors are entitled to receive remuneration of £3,000 per annum. Directors' remuneration for 2021/22 reflects the reinstatement of the directors' annual entitlement following their voluntary concession in the previous year in response to the financial challenges of COVID-19. The directors' remuneration for 2021/22 is as follows:

A Akintokun	£3,000
L Boothe	£3,000
P Crawshaw	£3,000
L Hawkins	£3,000
J Holmes	£3,000
J Kaufman	£2,750
M Nimmo	£6,250 (Chair - resigned 31 Aug 2021)
C Poyner	£1,308 (appointed 23 Oct 2021)
G Shaughnessy	£8,750 (Chair - appointed 1 Sep 2021)
T Soutar	£1,500 (resigned 9 Sep 2021)
J Starkey	£2,750
A Wafula Strike	£3,000



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**11. Interest receivable**

	2022 £	2021 £
Other interest receivable	885	10,630
	<u>885</u>	<u>10,630</u>

**12. Taxation**

**Factors affecting tax charge for the year**

The tax assessed for the year is lower than (2021 - lower than) the standard rate of corporation tax in the UK of 19% (2021 - 19%). The differences are explained below:

	2022 £	2021 £
Profit on ordinary activities before tax	<u>226,660</u>	<u>80,945</u>
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2021 - 19%)	885	15,380
<b>Effects of:</b>		
Non-taxable surplus	<u>(885)</u>	<u>(15,380)</u>
<b>Total tax charge for the year</b>	<u>-</u>	<u>-</u>

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**13. Tangible fixed assets**

	Equipment £
<b>Cost or valuation</b>	
At 1 April 2021	74,818
At 31 March 2022	<u>74,818</u>
<b>Depreciation</b>	
At 1 April 2021	74,308
Charge for the year on owned assets	510
At 31 March 2022	<u>74,818</u>
<b>Net book value</b>	
At 31 March 2022	<u>-</u>
At 31 March 2021	<u>510</u>

**14. Stocks**

	2022 £	2021 £
Finished goods and goods for resale	46,239	45,670
	<u>46,239</u>	<u>45,670</u>

**15. Debtors**

	2022 £	2021 £
Trade debtors	147,515	170,754
Other debtors	14,045	1,166
Prepayments and accrued income	154,430	90,872
	<u>315,990</u>	<u>262,792</u>

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**16. Cash and cash equivalents**

	2022 £	2021 £
Cash at bank and in hand	1,958,511	2,004,667
	<u>1,958,511</u>	<u>2,004,667</u>

**17. Creditors: Amounts falling due within one year**

	2022 £	2021 £
Trade creditors	137,342	195,598
Other taxation and social security	62,137	54,952
Deferred income	546,640	695,175
Accruals	346,998	366,951
	<u>1,093,117</u>	<u>1,312,676</u>

**18. Reserves**

Accumulated funds represents accumulated comprehensive income of the year and prior years.

**19. Company status**

The company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the company in the event of liquidation.

**20. Pension commitments**

The Company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £146,450 (2021: £149,830). Contributions totalling £nil (2021: £nil) were payable to the fund at the balance sheet date.

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**21. Commitments under operating leases**

At 31 March 2022 the Company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2022 £	2021 £
<b>Land and Buildings</b>		
Not later than 1 year	-	22,500
	<u>-</u>	<u>22,500</u>
	<u><u>-</u></u>	<u><u>22,500</u></u>
	2022 £	2021 £
<b>Equipment</b>		
Not later than 1 year	86,240	21,383
Later than 1 year and not later than 5 years	162,550	-
	<u>248,790</u>	<u>21,383</u>
	<u><u>248,790</u></u>	<u><u>21,383</u></u>

Lease payments charged to the profit and loss during the year were £88,296 (2021: £165,320).

**22. Related party transactions**

During the year three Non-Executive Directors of England Athletics Limited received remuneration totalling £6,250 (2021: £3,500) for their position on the England Council. There were no amounts outstanding at the year-end (2021: nil). The three individuals who received these amounts were D Lodwick (£250), J Starkey (£3,000), J Kaufman (£3,000).

**23. Controlling party**

The Directors consider there to be no ultimate controlling party.