

Annual Report

2020–2021

Introduction

CIMSPA is the professional development body for the UK's sport and physical activity sector, committed to supporting, developing and enabling professionals and organisations to succeed and, as a result, inspiring our nation to become more active.

Welcome to CIMSPA's 2020-21 annual report, in which we highlight our key achievements and governance review, in line with the UK Sport and Sport England Code for Sports Governance.

In a very challenging year for our sector and the world at large, we are proud to have made real progress in many areas, and to have been able to provide valuable support to the sector and its highly skilled and professional workforce.

Our goal as the single chartered professional body for sport and physical activity is to prioritise the highest

governance standards and to embody exemplar organisational behaviours, as we build a recognised and respected sector that everyone wants to be part of.

This annual report demonstrates our commitment to transparency and acts as a marker that can be used to track future progress against our objectives and key metrics such as equality, diversity and the work of our boards, panels, and committees.

This report covers the period from 1 April 2020 to 31 March 2021.

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Foreword from the Chair

As I write this, I have just returned from a highly enjoyable and successful Paralympic Games in Tokyo. This, along with other great events such as the Olympic Games and UEFA European Championships, has reminded us all of the powerful role that sport plays in society, and what we all missed so much in 2020.

As the world looks to recover from (and live with) the impact of Covid-19, I believe sport and physical activity has never been more important, and CIMSPA has a crucial role to play.

We support the professionals who, in turn, support everyone who engages in sport and physical activity: from the elite athlete through to a child taking her first swimming lesson.

This sector's workforce can and will play a huge part in our recovery from the pandemic, and in tackling some of the wider challenges in society around physical health, mental wellbeing, community cohesion and creating positive experiences for children and young people.

Sport England's new 'Uniting The Movement' strategy is clear on the need for closer alignment and connections between our sector and the broader health system, with the workforce having a key role to play. As a board, we plan to ensure that CIMSPA is laser-focused on making these connections and raising the profile of sport and physical activity professionals so that we are recognised by everyone as a highly qualified and trusted part of the system.

A well governed sector is also at the heart of Sport England's strategy. I'm pleased to say that CIMSPA is playing an important role in leading on the second phase of a workforce governance project, which aims to understand the ways in which the sport and physical activity workforce can be better supported to provide safe and high-quality experiences for all participants.

We will also continue working hard to ensure that CIMSPA's own workforce is diverse, inclusive, and representative of everyone in the sector and of society as a whole.

Despite an extremely tough year for so many people, I'm very confident in the future of our sector and in CIMSPA's role in representing and advocating for the amazing professionals that work in it.



Marc Woods
CIMSPA Chair



Foreword from the CEO

Like every other organisation, the last 12 months for CIMSPA have been dominated by Covid-19 and – despite the immense challenges – I am extremely proud of how our team has stepped up to respond, providing valuable support and guidance to the sector and its workforce. We have managed to grow both our membership and the number of partners we work with, and I am grateful for all those that continue to work with us.

We began the year on a positive note, having announced an agreement with UK Coaching to create a single directory for all exercise and fitness professionals, and we continue to welcome former REPs members into CIMSPA membership.

When Covid-19 struck and the country went into lockdown, we responded quickly to provide as much support as possible for our members, partners, and the wider workforce. Our Stronger Together campaign saw many organisations coming forward with offers of support and expertise, and our Facebook group has become an invaluable platform for people to connect with CIMSPA and each other.

Keeping employers and individuals up to date with the latest Covid-19 guidance (through several lockdowns and across all four home nations) has been a major focus for us, especially in providing individuals working in the sector with the information they need to work safely. We have also worked hard to gain insight into how people in the sector were dealing with the challenges of Covid-19.

We worked closely with our partners in the sector to make the case for financial support from the government, with some notable success (although there is still more to do). This close, cross-sector collaboration has been one of the positives to come out of the last 12 months, and as we emerge from the pandemic, we need

to continue this work to keep sport and physical activity at the top of the political agenda.

I'm especially proud that CIMSPA has been able to secure £2m of funding, via Sport England, for our ReActivate and ReTrain programmes. This was money injected directly into the sector to help operators recover from Covid-19, plugging any skills gaps in their workforce and helping individuals to return to work safely and with confidence. We have also just announced a further £5m of funding from Sport England to support job retention and help the sector to recover from the effects of the pandemic.

Away from Covid-19, we have made good progress towards our vision of a respected, regulated, and recognised sector, including the launch of Chartered Activity and Health Practitioner status, the endorsement of more degree programmes, a new policy for delivering physical activity online and the creation of eight new professional Standards.

This time next year I hope that Covid-19 and lockdowns will be firmly in the rear-view mirror, and we will all be focused on making our sector – and the excellent professionals who work in it – even stronger.



Tara Dillon
CIMSPA CEO



CIMSPA Headlines

4,371

REPs members were welcomed into CIMSPA



94

CIMSPA partners and suppliers stepped up to provide offers of support to the workforce during Covid-19 lockdowns



£2m

Invested in workforce support initiatives ReTrain and ReActivate

24k+

People accessed the ReActivate platform

6k+

People joined our Stronger Together Facebook group

103

Qualifications now endorsed against Professional Standards



We launched the new **Chartered Activity and Health Practitioner** status



Our work

Highlights

April 2020

Launch of Stronger Together to support the sector through Covid-19.

June 2020

REPs members begin transferring to CIMSPA.

August 2020

Launch of ReActivate and ReTrain to upskill the workforce.

October 2020

National media coverage as we lobbied the government for sector support.

December 2020

Relaunch of our member benefits under the BeRecognised brand.

February 2021

New Professional Standards published.

May 2020

ReOpen campaign, helping facilities with reopening after lockdown.

July 2020

CIMSPA webinar series begins, for members and non-members.

September 2020

Our first virtual AGM.

November 2020

Release of our Workforce Insight report on the impact Covid-19.

January 2021

Launch of the first ever Delivering Sport and Physical Activity Online policy.

March 2021

First meetings of our new Professional Development Board and committee structure.

Phase two of our Workforce Governance project, with Sport England.



Membership

We provide recognition, benefits and support for everyone working in our sector

CIMSPA provides a membership pathway for everybody working in the sector, with a wide range of membership types, from student member all the way through to chartered status.

Creating A Single Directory

In 2020 we announced an agreement with UK Coaching to create a single directory for exercise and fitness professionals, and the onboarding of the Register of Exercise Professionals (REPs) members into CIMSPA membership began on 1 June 2020.

This momentous initiative created a unified recognition system for anyone working in exercise and fitness, and a single endorsement mechanism for training providers.

This was a significant undertaking: not just for us, but for the sector as whole, and we were delighted to welcome the vast majority of REPs members into CIMSPA membership over the last year.

Growing And Supporting Our Membership

In tandem with the REPs transition, and despite the obvious challenges of Covid-19, we saw pleasing organic growth in our membership during the year. With our sector being put under considerable strain, this shows that the workforce has remained resilient and that CIMSPA has continued to provide valuable support and information.

When the country went into its first lockdown, we responded quickly by introducing a payment holiday to give members some financial relief, along with lobbying for additional financial support for the sector.

Our membership team has handled thousands of enquiries during the year, many from members seeking help and guidance to navigate through the pandemic and the changing restrictions. We responded quickly to ensure a continued high level of customer service and rapidly created support mechanisms such as our Stronger Together campaign.

Leading By Listening

Member feedback has always been an important part of CIMSPA's ethos and developing a deeper understanding of our members has been a major focus over the last year.

We put in place a series of surveys to help us understand and respond to the challenges facing our members, especially in relation to Covid-19. This led to a number of new initiatives, outlined below.

We also launched "Meet our Members", a series of blogs designed to showcase who our members are and how being part of the sector's chartered body has helped their careers.

Kickstarting Chartered Membership

CIMSPA chartered status recognises sector professionals, highlights significant contributions to the sector and helps individuals achieve their career aspirations.

In June 2019, the Privy Council approved CIMSPA's request to reform its Charter and Statutes. These changes included removing barriers to accessing Chartered Member and Chartered Fellow status for members of the workforce in areas such as fitness, health, academia, community sport and performance sport.

In April 2020, we launched a successful pilot for Chartered Activity and Health Practitioner status, creating an award of chartered status that all practitioners in the sector can aspire towards.

We award chartered status to those who have shown real excellence, innovation and quality within their field. It is the hallmark of a qualified and exemplary professional and allows a member's expertise and achievements to be recognised by others in the sector.

4,371

REPs members joined CIMSPA
June 2020–March 2021

Member feedback has always been an important part of CIMSPA's ethos and developing a deeper understanding of our members has been a major focus over the last year.



New Membership Benefits

This year also saw the launch of a new membership benefits package, based on a significant piece of research to understand what members value most from CIMSPA.

It was clear that members wanted a variety of benefits, but more than anything they were seeking recognition of their professional status and contribution to the sector. Professional recognition is a core benefit of CIMSPA membership, and so we put that front and centre of our updated benefits package.

Our members were also clear in wanting opportunities for career development, networking and shaping the future of the sector, along with the best possible discounts, offers and rewards.

These insights led to us creating a new package under the 'BeRecognised' brand, with four categories of benefits to reflect our members' needs: **BeConnected**, **BeAhead**, **BeTheDifference** and **BeRewarded**.

This included an overhaul of our supplier partner programme, and we now have 42 offers from carefully selected and sector-specific businesses.

Never wanting to stand still, we will be refreshing our membership benefits twice each year, based on regular member feedback, to ensure they remain relevant.

Please visit the membership benefits section of our website to find out more.

Never wanting to stand still, we will be refreshing our membership benefits twice each year, based on regular member feedback.



Professional Standards

We have developed clear Professional Standards for each occupation in our sector that explain the knowledge, skills and behaviours that are required to do to the job

The sport and physical activity Professional Standards are the foundations on which we build much of our work in the sector. They guide both our membership and partnership programmes; they underpin the regulation of the workforce; and they highlight the professionalism of the workforce through training and education.

Creating New Professional Standards

In the last year we've completed eight further Professional Standards, taking us to a total of 40, with additional specialist areas now including Management Standards.

We will continue to work with our professional development committees to identify the development of Standards in specific industry areas.

We currently have 103 qualifications endorsed against Professional Standards.

Qualifications Mapped to Professional Standards

We have been working with Awarding Organisations to transition from previously endorsed legacy qualifications to newly mapped and endorsed versions that meet the sector's Professional Standards.

This has seen the removal of older qualifications from the framework, and we are delighted to have now endorsed more than 330 qualifications and CPD that are mapped to Professional Standards. These will significantly enhance the professional development opportunities for our members.

Endorsing More Degree Programmes

CIMSPA-endorsed degree programmes are certified as meeting the Professional Standards set by the most highly regarded employers in the sector. Once a university or college has become a CIMSPA Higher Education partner, all degree programmes relating to a career within the sport and physical activity sector will be eligible to go through the endorsement process.

Workforce Insight Report

We published our first Workforce Insight report in 2020, aiming to identify the current skills and gaps within the sport and physical activity sector. This enhances our understanding of members' needs and supports the future development of Professional Standards.

We have developed new industry-specific committees that will take responsibility for driving our direction and work within that committee area.



Sector Insight to Develop Professional Standards

We host four Professional Development Committees in line with the four key industries that make up the sport and physical activity sector: exercise and fitness, leisure operations, professional sport, and community sport.

The focus of these committees is to advise on and guide the content of the Professional Standards, ensuring they remain relevant and responsive to the needs of the sector.

This is a key component of our work – leading by listening and engaging with all of the key stakeholders in the sector.

Sector Support

We partner with others to provide vital support for the sector

In response to the pandemic, we worked closely and moved rapidly with other organisations in the sector to secure funding and provide important support for individuals and employers.

ReActivate

ReActivating the Workforce

Funded by Sport England, commissioned by CIMSPA and delivered by a consortium of partners led by Future Active Workforce CIC, ReActivate is a free online training platform designed to equip anyone working or volunteering in the sport and physical activity sector in England with the knowledge and skills they needed to confidently return to work after the Covid-19 lockdown.

ReActivate was a highly complex project to deliver in a very short space of time but, thanks to the efforts of all involved, proved hugely successful. Over 24,000 people accessed the ReActivate platform and a recent survey showed that 77% of respondents felt very or extremely confident to return to work after completing the training.



“It is absolutely vital to give everyone who needs it access to the resources and training they need to confidently return to their roles, and this is why we have invested in this major training initiative.”

Tim Hollingsworth,
CEO, Sport England



ReTrain

Launching ReTrain

ReTrain was a £1.5m training initiative designed to retool the sport and physical activity workforce, funded by The National Lottery through Sport England.

With a CIMSPA survey showing that up to 6% of the sport and physical activity workforce (30,000 people) were planning to leave the sector, we launched ReTrain to support employers by providing free training for new and existing staff; enabling them to return to work, and work in new areas. Crucially, the initiative also enabled operators to recruit and train new staff to ensure facilities facing huge staff shortages were able to open once restrictions were eased. This allowed employers to continue providing valuable services to their local community, focusing particularly on areas of social deprivation.

All training provided through ReTrain was delivered by accredited CIMSPA Training Provider partners and resulted in CIMSPA endorsed qualifications.

Through injecting funds directly into the sector's workforce, 99 employers were supported through ReTrain, funding 18,347 individual qualifications.

“The funding from CIMSPA has transformed our timetable and allowed us to recruit the correct staff to help us grow as a team and increase our provision. We are proud to be in a position to give opportunities to people that will benefit from new training, bringing new skills into our sector.”

Nayna Patel,
Senior Teacher at The Splash Academy,
Bolton

Stronger Together

With our Stronger Together campaign, we ensured that endorsed training was put out to the sector during a particularly tough time. 52 Stronger Together supporters and 42 membership benefit suppliers came onboard to deliver exclusive and accessible offers, benefits, and resources for CIMSPA members and the wider the sport and physical activity sector.

As soon as the country went into the first Covid-19 lockdown, we launched a CIMSPA Stronger Together Facebook group, designed to provide additional support for self-employed individuals and businesses during the pandemic.

The group allows anyone working in sport and physical activity to share best practice, ask questions and get support from each other. We have also used the group as a channel for providing guidance, advice, information and offers of support from CIMSPA and our partners, and at the end of March 2021 there were over 6,000 members in the group.

LevelUp

As part of our Stronger Together campaign, we also launched LevelUp.

Using our Professional Standards, we identified appropriate CPD for a wide range of practitioner roles, which employers have consistently identified as key areas of development for frontline practitioners. This helped to plug skills gaps needed and supported employers in meeting local demand.

Thanks to the success of ReTrain and our ongoing support through the pandemic, our members have this year completed 18,158 pieces of continuous professional development.

Partnerships

We have partners that provide quality career development and education

We continue to work with employer and education partners to endorse and support employability, education, and training across the sector. We also work with the sector's awarding organisations to provide high-quality support for individuals as they progress in their careers.

Employers

Despite the challenges of coronavirus, we have successfully grown our partnership programme, with over 200 employers from across the sector now partnering with CIMSPA; ranging from private health clubs to local active partnerships.

These partners allow us to engage with many thousands of individual CIMSPA members, supporting their ongoing professional development. They also help to shape the development of Professional Standards and provide essential input into the future strategy and profile of the workforce.

Higher Education

Our higher education partnerships have also continued to grow, and we ended the year with 54 endorsed degrees across 25 colleges and universities. This has provided hundreds of students with the opportunity to study an employer-recognised course that meets the sector's Professional Standards and provides the sector with highly skilled 'work ready' graduates every year.

Training Providers

We now have 227 training provider partners and have continued to welcome more throughout the year. All our training provider partners deliver internal and external training to help support sport and physical activity in their local communities.

These partners are the conduit for delivering training and qualifications to the sector, in line with the Professional Standards.

We were delighted to see more high-quality providers achieving the exacting standards required to enter into partnership, helping to provide the future professional workforce demanded by employers and the public we serve.

Awarding Organisations

Our Awarding Organisation partners are Ofqual-regulated and their work underpins everything we do. They play a key role in delivering the quality and professional qualifications needed for a respected and recognised workforce.

When facilities were closed during the pandemic, they quickly adapted to new training and assessment practices. This support and agility enabled training providers to continue to supply newly qualified learners into the sector, at a crucial time.



Workforce Governance

We are improving workforce governance to ensure a safe and enjoyable experience for all participants

Our aim is to create a respected sport and physical activity sector that everyone can be proud of, and this year we have sought to strengthen the governance of the workforce while also adapting to Covid-19.

Delivering Online Policy

Working with leading sector partners (Active Partnerships, EMD UK, ukactive and UK Coaching), we developed a policy to define and enable good practice while delivering online classes.

We developed the policy and guidance based on member feedback and research which showed that people were doing 35% more physical activity, with businesses and services delivering 50% more online.

We launched the policy with a free webinar, which was one of our most well attended events of the year, with over 500 people registering.

The policy will be reviewed year-on-year to make sure it remains fit for purpose and covers best practice in online delivery.

We have developed a policy to define and enable good practice while delivering online classes

Workforce Governance Project

'Uniting the Movement' – Sport England's new 10-year strategy – highlights the importance of a sector-wide approach to supporting safeguarding and regulating the workforce to ensure the delivery of high-quality and safe experiences at all levels of sport and physical activity.

To help deliver on these aspects of the strategy, Sport England commissioned CIMSPA to lead on the second phase of 'Workforce Governance: Sport and Physical Activity' – a project to understand the ways in which the sport and physical activity workforce can be better supported to provide safe and high-quality experiences for all participants.

This phase involves detailed research from across and outside of the sector, which will help to shape future policy decisions and recommendations of best practice.

The phase 2 report will be published later in 2021.

Please visit our website for more details and to stay up to date on this important piece of work.

Supporting, safeguarding and regulating the workforce to ensure the delivery of high-quality and safe experiences at all levels of sport and physical activity.



Our board, committees and executive team

CIMSPA Board of Trustees

Currently chaired by Marc Woods, the board of ten individuals holds a wealth of experience from within and outside of the sector. The board meets five times per year, with minutes of meetings available on CIMSPA's website. Members of the board also chair, or are a member of, one of CIMSPA's sub-committees.

The Board includes:

Board trustee	Start date as a trustee	Current term start date	Additional role
Marc Woods (Chair)	30/09/2017	30/09/2020	Nominations Committee Chair
Rowena Samarasinhe	22/05/2018	22/05/2021	Equality, Diversity and Inclusion Champion
Dr Jon Argent FCIMSPA (Ch)	12/12/2018	12/12/2018	Professional Development Board Chair
Lisa Forsyth MCIMSPA	18/02/2015	18/02/2021	Treasurer, Finance Committee Chair
Malcolm McPhail FCIMSPA	15/05/2017	16/09/2020	Senior Independent Director, Youth Panel Chair
Sandra Dodd MCIMSPA	22/05/2018	22/05/2021	Appeals Committee Chair
Manos Kapterian	22/05/2018	22/05/2021	Membership Committee Chair
Dr Tracy Rea	22/05/2018	22/05/2021	Disciplinary Committee Chair
David Monkhouse FCIMSPA (Ch)	12/12/2015	12/12/2018	Audit and Probity Committee Chair
Nick Masson MCIMSPA*	20/05/2015	20/05/2018	Audit and Probity Committee Member

*Nick Masson MCIMSPA left the Board of Trustees on 17/02/2021
During this time there were no new board trustees appointed to CIMSPA's board

The Board of Trustees provides exemplar leadership in line with legal and regulatory frameworks.



Sub-Committees

During this reporting period CIMSPA had six sub-committees, a development board and a Youth Panel, which support the board of trustees through their delegated authority to undertake tasks on behalf of the board.

The committees, development board and panel were as follows:

Appeals Committee

Audit and Probity Committee

Disciplinary Committee

Finance Committee

Membership Committee

Nominations Committee

Professional Development Board

Youth Panel

Appeals Committee

There haven't been any appeals within the last year, but our Appeals committee has been busy training its members. This training included running through examples of likely appeals to ensure that the committee are prepared to deal with an appeal should one occur. They will be undertaking further training as necessary.

Audit and Probity Committee

The Audit and Probity committee has continued to support the executive team in risk identification and mitigation actions across a wide range of major projects. The committee has reviewed the risk register and updated how this is reported upon, how risks are managed within the everyday activity of the team, and how risk is perceived by both the board and the management team.

We have welcomed the views of our Youth Ambassador and supported the development of a Youth Panel risk register.

We are currently piloting both a skills audit for CIMSPA's sub-committees and an evaluation process which focuses on defining outcomes from our Terms of Reference to ensure we can easily identify them and discuss our achievements.

Risk management is now being seen as a tool to improve, to learn from, and enhance the reputation of CIMSPA.

Disciplinary Committee

The Disciplinary committee held three training sessions to look at the issuing of sanctions in relation to example investigation findings. During the sessions the sub-committee shared observations and recommendations back to CIMSPA's governance officer. The sessions provided valuable recommendations for improvement within the process involved in the policies associated with code of conducts and investigations into complaints, for example the issuing of strict timelines for actions and resolutions at all parts of the investigation.

Training was also provided to the CIMSPA executive team responsible for conducting investigations on the complaints policy and the process involved in handling complaints.

A review of the Disciplinary committee's Terms of Reference was held and then submitted for approval at the board.

Membership Committee

The Membership committee focused extensively on the development of chartered membership during 2020. Initially our work centred on the application process, defining robust internal verification and the development of chartered categories including the Chartered Management and Chartered Health and Activity Practitioner roles. We saw a high level of interest with candidates for both fellow and member designations.

Covid-19 undoubtedly had an impact on our work although we have continued to make progress, completing the pilots, and gaining valuable insights from participants that have helped us to improve, as well as seeing our first chartered members complete the application process.

We are now ready to accelerate the development of several additional chartered categories and to relaunch chartered membership.

To help support our efforts, we have sought to strengthen the sub-committee and have been recruiting for additional independent members to join the existing team. We expect to be fully up to strength for the second half of 2021.

We also took time to reflect on the current scope of the Membership committee which includes the monitoring and evaluation of CIMSPA's chartered status and membership to provide operational accountability through an exemplar governance structure.

Over the coming two years the sub-committee will expand its scope to include reference to CIMSPA partnership, allowing CIMSPA to have oversight and integrity control over its framework and associated statuses that are awarded. This expansion in the scope and function of the sub-committee supports the delivery of our strategy and positions the committee to be the custodian of CIMSPA's membership.

Professional Development Board

The Professional Development Board (PDB) provides strategic leadership and management to the sport and physical activity sector.

It is the primary source of sector expertise that informs the development of a vibrant and highly skilled workforce by education and training and professional development opportunities.

The PDB is overseeing work of multiple industry-specific professional development committees that are creating professional and apprenticeship Standards for all highlighted sector job roles, occupations, and specialisms.

Youth Panel

The last year has seen a lot of change for the youth panel with original members completing their tenure and the subsequent recruitment of six new members allowing the panel to continue, with a range of diverse perspectives. The panel is now nine members strong and additional recruitment will be taking place in the Autumn to fill the remaining spaces.

A Youth Ambassador role has also been developed to act as the conduit between the Youth Panel and Audit and Probity committee, allowing young people's perspectives to be shared when reviewing CIMSPA's risk landscape and allowing the panel to contribute to risk mitigation through their work.

Members of the panel have continued to advocate the youth perspective outside of their formal meetings, with representation from the panel at each CIMSPA board meeting and several additional forums including the National Youth Sport Forum and the Developing Sport Management and Leadership Across Europe project funded by Erasmus.

The panel have also presented multiple webinars and meetings to showcase and educate on the work and journey of the Youth Panel.

Over the next year the panel will continue to demonstrate exemplar governance and will be recruiting a Chair and Vice-Chair from within the panels demographic, further helping to ensure the panel is a representative voice of the sector and advocate for the youth perspective.

Nominations Committee

The Nominations Committee has undergone routine work during the reporting period and will continue to participate in learning and development to strengthen the members' knowledge of the nominations process. The Nominations Committee has further developed CIMSPA's approach to inclusive recruitment and supported the executive team to explore the language used during recruitment for board and committee members, aiming to attract top talent from a range of different communities, backgrounds and experiences.



Innovation In Board Skills Development

We continually strive to improve how we work, and this year saw the launch of a new 'Skills Matrix' system for CIMSPA's Board.

Ensuring we have the appropriate level of skills in our Board of Trustees is crucial to support us in delivering CIMSPA's vision and business plan. The introduction of this innovative and dynamic programme enables us to ensure that we have the right balance of skills, experience and people.

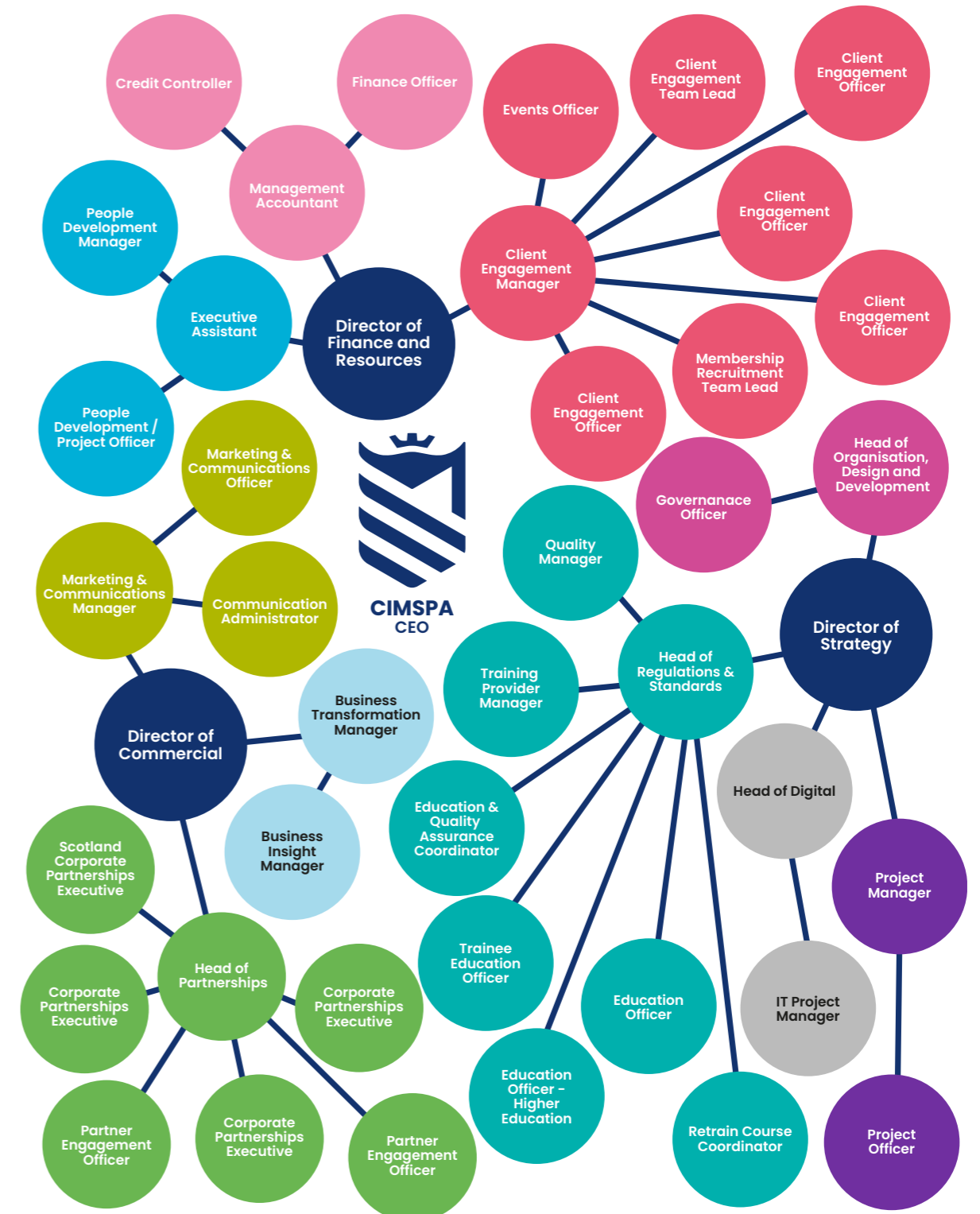
The Skills Matrix covers nine areas: governance, industry, charter and statutes, vision and mission, finance, IT, marketing, human resources, and learning/development, and commercial.

In addition, a Core Skills Matrix covers four areas: behaviours, CIMSPA behaviours, values, and people skills.

Collectively, these areas are broken down into 84 criteria and mapped against a five-point scoring scale, based on whether a board member had demonstrated each skill or behaviour during the previous 12 months in board meetings.

Each of the 10 individual board members' self-assessment scores were combined to create a collective average score for the Skills Matrix and Core Skills. Each board member also has a peer review average, taken from the results of the Chair, Treasurer, and board peer results. These 10 peer scores are combined to create an overall average for the Skills Matrix and Core Skills.

Our structure



Key:

- People
- Finance
- Memberships
- Partnerships
- Marketing & Communication
- Commercial
- Organisation, Design and Development
- Digital
- Projects



Our finances

Our finances

For the year ended 31 March 2021, we achieved an operating surplus of £15,421 (£278,597 for the 15 months to 31 March 2020) and whilst lower than the pre-pandemic agreed budget, a surplus under pandemic circumstances is a positive result.

The most detrimental impact resulting from the pandemic was not being able to further develop alternative income streams to aid future financial sustainability.

In the first quarter of 2020/21 a successful funding bid for £2m from Sport England allowed us to help support the sector with the re-opening of facilities by providing the necessary training to get staff back into the workplace.

The accumulated funds on 31 March 2021 totalled £534,430 (£519,009 for the 15 months to 31 March 2020) which was entirely comprised of unrestricted funds.

Principal risks and uncertainties

The trustees continually assess the major risks to which the organisation may be exposed, related to operational, reputational, governance and regulatory matters, the competitive environment, and finances.

They are satisfied that appropriate systems and procedures are in place to mitigate exposure to these risks.



Statement of Financial Activities

(Incorporating income and expenditure account)

For the year ended 31 March 2021

	Notes	Year ended 31 March 2021			15m period to 31 March 2021
		Restricted funds	Unrestricted funds	Total funds	Total funds
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	-	-	-	-
Charitable activities	3	4,253,421	629,722	4,883,143	3,120,739
Other trading activities	4	-	2,965	2,965	52,923
Investment income	5	-	5,465	5,465	-
Other	6	-	62,781	62,781	-
Total		4,253,421	700,933	4,954,354	3,173,662
Expenditure on:					
Raising funds	7	-	57,496	57,496	91,035
Charitable activities	8	4,253,421	667,406	4,920,827	1,172,430
Total		4,253,421	724,902	4,978,323	2,889,855
Net losses/(gains) on investments	15	-	39,390	39,390	(5,210)
Net income/(expenditure)		-	15,421	15,421	278,597
Transfers between funds	20	-	-	-	-
Net movement in funds		-	15,421	15,421	278,597
Reconciliation of funds:					
Total funds brought forward		-	519,009	519,009	240,412
Total funds carried forward	20	-	534,430	534,430	519,009

All income arises from CIMSPA's continuing activities.

There were no other recognised gains or losses other than those stated above.

Notes to the Financial Statements

For the year ended 31 March 2021

	Note	2021		2020	
		£	£	£	£
Fixed Assets					
Intangible assets	14		-		-
Tangible assets	14		6,203		14,626
Investments	15		210,945		171,556
<i>Total fixed assets</i>			217,148		185,818
Current Assets					
Stocks	16	2,847		2,926	
Debtors	17	205,808		186,380	
Cash at bank and in hand	23	1,509,283		885,587	
<i>Total current assets</i>		1,717,938		1,074,893	
Creditors: amounts falling due within one year	18	(1,400,656)		(741,702)	
<i>Net current assets</i>			317,282		333,191
Total net assets			534,430		519,009
The funds of the charity:					
Restricted income funds	20		-		-
Unrestricted funds	20		534,430		519,009
Total charity funds			534,430		519,009

Shaping a **recognised**
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