

REGISTERED COMPANY NUMBER: 03867559 (England and Wales)  
REGISTERED CHARITY NUMBER: 1178164

Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 30th June 2023  
for  
Northumberland Football Association  
Limited

Harrison Hutchinson Limited  
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Northumberland Football Association  
Limited

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for the Year Ended 30th June 2023

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Northumberland Football Association  
Limited

Report of the Trustees  
for the Year Ended 30th June 2023

The Trustees (who are also directors of the charity for the purposes of the Companies Act 2006), present their report and the financial statements of the charity for the year ended 30th June 2022.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015).

Prior to its registration as a charitable company, Northumberland Football Association Limited, was a not-for-profit organisation, established to promote and administer the game of association football in the county of Northumberland. The company was formally registered as a charity with the Charity Commission on 30th April 2018, with a charitable purpose which continues its work to promote and administer football in the county of Northumberland in its pursuit of advancing amateur sport, health and education.

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and aims**

These are for the public benefit generally but with particular reference to the inhabitants of the County and its surrounding areas.

- 1) to promote, develop and support community participation in healthy recreation by providing or assisting in the provision of facilities for the playing of the game and such other sports or physical activities which improve fitness and health;
- 2) to advance amateur sport by promoting the amateur playing of the game and such other sports or games which promote health by involving physical or mental skill or exertion and which are undertaken on an amateur basis;
- 3) to advance education (including academic and physical education) by such means as the Trustees think fit including helping and educating children and young people by providing facilities for the playing of the game and other sports as to develop their physical, mental and social capacities that they may grow to full maturity as individuals and members of the community.
- 4) helping and educating persons involved in the coaching and/or refereeing of the game by providing relevant tuition and/or resources; and
- 5) to relieve people with disabilities, learning difficulties or ill-health by the provision of facilities for the playing of the game and other sport, recreation or leisure time occupation in the interests of social welfare and with the object of improving the conditions of life of such people.

## **OBJECTIVES AND ACTIVITIES**

### **Significant activities**

Since compiling this report for our last AGM, Northumberland FA has gone from strength to strength. The 2022-2023 season must be considered an overwhelming success across many of the areas of work that the County FA undertakes. As usual, the County FA's Senior Management Team have compiled reports from their areas of work to present to our members the key projects, initiatives and ultimately, achievements from the last twelve months.

At the outset of this report, we must note the milestone of the initiation of our planned new HQ at St. Peters Playing Fields, Wallsend. This £4.2m investment into a state-of-the-art facility, broke ground in April 2023 with a planned completion date of April 2024. I must note and thank our partners at North Tyneside Council, The Football Foundation and The Football Association to helping the County FA realise this vision for the future. This would not have been possible without this key consortium of partners, all working for an agreed purpose. This HQ project will transform the way the County FA operates - and will provide us with the platform to deliver the game, in the same way we develop and govern the game locally. This is an exciting time to be part of Northumberland FA.

### **Corporate Governance**

On 7 June 2023, Northumberland FA achieved The FA's Code of Governance for County FA's becoming only the twelfth County FA to achieve this kitemark of governance in sport. This was an important step, in a process which began way back in June 2020, and demonstrates the County FA's unwavering commitment to continuous improvement and growth. The work towards this achievement has been at times demanding. I believe we have grown the components of governance organically, always appreciating that the required changes needed to be implemented for the betterment of grassroots football across Northumberland, North Tyneside, and Newcastle upon Tyne. Ultimately, this is an achievement for all parts of our governance system. I must however, pay tribute to Steve Ord, our Chair and President, for his leadership and support in the implementation of the Code, which has made my job as CEO far easier and made this accomplishment a realistic target.

Even in this moment of success, the direction of travel must always be forward, and therefore the County FA has been reviewing all parts of its corporate governance structure to ensure it remains industry leading and relevant moving into our next strategic cycle from 2024 to 2028. I must thank the Directors/Trustees of Northumberland FA, for their commitment to progression and not shying away from difficult conversations, in the search for progress. This is exemplified by a Board role review which took place in the first half of 2023. This review was enacted to ensure the areas of expertise around the Board table reflected the clear strategic priorities of the County FA for our next business plan. This has led to several changes being made at Director level. At the conclusion of the Annual General Meeting, Alistair Jenkins, Wilton Holmes, Derek Booth, Judith McMinn, Jess Callaghan, and Caroline Ball will all retire their roles as Trustees of Northumberland FA. These six individuals have provided guidance, expertise, and time to the County FA, more than anyone outside of the organisation will really appreciate. This is something the County FA will never forget. We are close to finalising our recruitment process for Directors/Trustees and an announcement will be made in due course. Steve Ord, Lauri Chandler, Steve Swinyard, Phil Cullerton, and I look forward to welcoming the newly appointed Directors in October 2023.

## **OBJECTIVES AND ACTIVITIES**

The County FA's governance review did not stop at Director level. The Inclusion Advisory Group was scrapped in late 2022, after a review of its purpose dictated a change in direction. We are delighted that the County FA's Inclusion Advisory Board met for the first time in August 2023. We firmly believe the level of expertise this group can apply another lens on the work we do will be invaluable moving forward, the group membership is:

Jon Niblo  
Adeel Bashir  
Zoe Hingston  
Elaine Slater  
Dean Thompson  
Mezhrab Chowdhury  
Callum Milburn  
Helen Rowland  
Hassan Kajee

Finally, the Council of Northumberland FA has been under review since late 2022. There is no doubt that the Council structure that has assisted with the grassroots game has been invaluable to Northumberland FA during its 140-year history however, as custodians of the game it is our job to ensure of governance structure best serves the game and remains relevant. To that end, the Council of Northumberland FA has agreed to its cessation. This is a monumental but ultimately necessary change which became the prevalent view during the almost 6-month review into this function. In its place, the County FA is currently putting together a Football Advisory Board with a view to diversifying the views that the County FA receives from across key stakeholder groups, both from within and outside of the game. This change will not be easy however, with a collective ambition and vision, we can ensure its success.

### **Executive Workforce**

At the time of writing this report in 2022, the County FA had 13 paid members of staff. All 13 still work at Northumberland FA. This consistency in personnel demonstrates the environment and culture we have tried to create as an employer which has meant the service to the grassroots game has continued to improve. The one addition to our team has been Jess Kerr who joined the County FA as Digital Marketing Assistant in late 2022, Jess has become an integral member of the team over the past 10 months, working and providing key support to almost all areas of the business. We firmly believe she has a bright future with the Association.

The only other slight adjustment made in the past twelve months was the appointment of Helen Beales as Deputy Chief Executive Officer. This was an essential appointment in line with business continuity, I thank Helen for her capability in undertaking this vital function supported by David Jones and Dean Buckle from the Senior Management Team.

The staff group are integral to the work of Northumberland FA. The level of work delivered by this workforce has been exceptional during the past twelve months. There is, however, the collective resolve to continue driving forward to be the very best, something we are excited to continue to embrace.

## **OBJECTIVES AND ACTIVITIES**

### **Business Development (by Helen Beales - Head of Business Development)**

Our 'balanced scorecard' objectives identify key targets linked to our Operational Plan. In the case of Business Development, these related to our commercial income, engagement with our audience, customer satisfaction and grass pitch quality.

The department achieved, and in many cases exceeded, most targets. The exception was commercial income, however during the season we changed our accounting model for grass pitch maintenance charging which affected the commercial income expected target.

Commercial Revenue	Target £123,600.00	Actual £94,940
Net Promoter Score*	Target +40	Actual +56 (average)
Total Social Media Followers	Target 27,276	Actual 27,367
Total Social Media Impressions	Target 1,100,000	Actual 4.3m
Total Content Watch Hours	Target 1,000	Actual 1,185
Quality Grass Pitches	Target 61	Actual 107

\*Internationally recognised measure of customer satisfaction which asks how likely people are to recommend Northumberland FA to their friends.

### **Marketing and Communications**

Early in season 22/23 we welcomed Jessica Kerr into the role of Digital Marketing Apprentice. This new role has had a significant impact on our social media offering and as well as growing our existing communication channels we have also explored new ones such as TikTok, helping us to reach audiences that have traditionally been more difficult to target.

Our social media channels, website and newsletter continue to grow, with our social media recording almost 4 million impressions this season.

Our YouTube channel continues to grow, due to our focus on producing engaging video content. This season has seen us double our subscriber numbers and over 1,000 hours of viewing time.

Our newsletter circulation has grown by 161% in the past 12 months, allowing us to reach more members of our football community than ever before. During the coming season we will be refining our communications channels to ensure people received information that is more targeted towards their interests and responsibilities.

Customer service continues to be an important issue for Northumberland FA and we have continued to make significant progress in this area. Our target benchmark for the end of the 21/22 season was +40 - using the internationally recognised NPS (Net Promoter Score) method which measures customer satisfaction by asking how likely customers are to recommend the organisation to family or friends. Scores on the positive scale are desirable and we ended the season on an average of +56, 12 points above target and up from +46 last season. We are currently developing a new customer service strategy which will ensure we maintain and continue to improve this area, in particular as we move into our new HQ building.

## **OBJECTIVES AND ACTIVITIES**

As part of the HQ development, we have revisited the Northumberland FA brand. Research among our grassroots community showed us that many stakeholders saw the existing logo as old fashioned and not representative of either the area we represent, or the organisation as it is today. As a result, we have carried out an extensive project to seek the views of a wide range of people we work with, clubs, players, commercial partners, local organisations and staff - to develop a new 'look' for Northumberland FA which we hope will give us a strong basis for the business as we take a major step forward with the development of the St Peter's Football Hub. In particular, we wanted to reflect the fact that we represent North Tyneside and Newcastle as well as Northumberland, in a bid to attract future funding and partnership support, and we hope the new brand will give us a strong platform on which to launch our exciting new era of grassroots football.

### **Events**

This season's County Cup finals saw us welcome almost 6,500 spectators to the 20 events in April and May, with 2,400 at the flagship Senior Cup fixture between winners Morpeth Town AFC and Blyth Spartans at St James Park, including several hundred children from schools in Blyth and Morpeth, who we offered free tickets in a bid to promote our local non-league teams and give some of these young people their first opportunity to visit Newcastle United's stadium.

Planning has already started for next season's fixtures, which we hope will include some of the first matches in our new building and artificial pitch. We have welcomed a new partner for our Senior Cup, Newcastle Flooring Company Ltd, who will take on sponsorship rights for the 23/24 season and we look forward to working closely with them.

This year we will hold our annual grassroots awards in September, where we will once again welcome volunteers from the grassroots game to celebrate the very best of the game in our area.

The evening will raise funds for the SCARF appeal, which helps families facing hardship and struggling to cover football expenses. Almost £1,800 was raised for the fund during last year's event and we subsequently made 15 grants totalling £2,062, helping children in need to keep playing the game they love by funding transport costs, provide equipment and pay subs.

### **Business Development**

With the delivery of St Peter's Sports Hub due later in the season, it remains important to prioritise our commercial partnerships.

Early in 22/23 we launched a new commercial strategy which aimed to streamline our offer and provide opportunities to promote our pathways in the game. As a result, we have moved away from the commission model with a large range of small commercial agreements, and instead have concentrated on building wider, more meaningful relationships with a smaller number of organisations.

Our existing grass pitch maintenance partner came fully on board with this new approach and signed to become our female pathway partner - supporting all women's and girl's activity including county cups, holiday camps and coach development work.

## **OBJECTIVES AND ACTIVITIES**

We have also signed an agreement with Collingwood Insurance who have become referee pathway partners. Similarly, to GMS, this has involved them supporting our referee training and development, including funding free places for underrepresented groups on referee courses. We have found this pathway approach is attractive to businesses. As well as providing a financial support to football, it also often meets their organisational objectives in terms of working with local communities.

We hope to now develop this further by seeking partners for other pathways such as Coach the Coach and our Equality and Diversity agenda. This will be assisted by the case studies of the existing successful partnerships.

Towards the end of the season, Northumberland FA won the North East Chamber of Commerce's Equality and Diversity Award and then went on to be named their Business of the Year. We now go forward in both categories to the British Chamber of Commerce Awards. This recognition of the work we have done has been key in bringing our organisation to a wider audience, and we hope that we will be able to capitalise on this, both in terms of commercial sponsorship and also wider funding opportunities.

### **Facilities**

We have worked closely with our colleagues at the Football Foundation over the past season to obtain the maximum possible funding for grassroots football facilities, with £4.16m awarded across 62 grant applications in 22/23.

Last September we welcomed Luke Collins into Northumberland FA as Facilities and Investment Officer, thanks to funding from The FA and our local authorities. A major part of Luke's work is around improving grass pitches and he has done extensive work this season to support clubs to complete Pitchpower assessments, which is key to obtaining funding to carry out pitch improvement work. In total 35 clubs have benefited from this grass pitch maintenance funding, 20 more than the season before.

In addition, we have supported 4 clubs to take their maintenance in-house, helping them to apply for a combined £78,000 towards machinery and equipment.

The FA set a target of 61 pitches to be rated good or better by the end of season 22/23 - we greatly exceeded this with an end of season total of 107 pitches at this level. We will continue work in the new season to keep these pitches in good condition and bring more up to this level, by working with clubs and supporting their grounds staff.

We hosted a grass pitch workshop earlier in the season which was extremely well attended, and aim to repeat and extend these events in the coming 12 months.

Working with local not for profit Urban Greens, which has taken over the management of some grass pitch sites from Newcastle City Council, we have helped to bring underused sites back into the grassroots community. Notably a prime site in Newcastle, which was struggling with poor quality pitches, has a new junior club taking up residence alongside open age teams, with associated funding in place to ensure these pitches are retained and brought back to full life.

Several of our National League System clubs have benefited from funding recently, with new dugouts, kitchens and changing facilities installed at locations including Prudhoe's Essity Park, thanks to applications for the Premier League Stadia Fund.



## **OBJECTIVES AND ACTIVITIES**

We work closely with all our grassroots partners to ensure there are enough artificial grass pitches to meet both current and future demand. We are currently working on potential projects across our area in Newcastle, North Tyneside and Northumberland - with a robust pipeline of at least 5 new 3G pitches planned for the next 3 years. This will increase both training and matchday capacity for clubs across our area.

This season has seen the opening of two Newcastle Hub sites at Blakelaw and Bullocksteads, which will greatly improve capacity in the city. And our new development at St Peter's in North Tyneside will transform facilities for local teams in this area. We have worked closely with our partners at North Tyneside Council, the Football Foundation and a range of local clubs and other sports to ensure the new site will provide first rate facilities to help the community become more active.

### **Compliance & Inclusion Overview (by Dean Buckle - Head of Compliance & Inclusion)**

The number one priority for Northumberland FA is safeguarding, and this work continues to be led, shaped and monitored by the compliance team. Northumberland FA's safeguarding work is underpinned by The FA's Safeguarding Operating Standard for County FA's and the work we do in this area is externally audited by the NSPCC. Since last year's AGM report, we have been audited on 2 occasions, firstly in September 2022 and then again in July 2023. I am delighted that, on both occasions, Northumberland FA not only achieved the standards required, passing both audits, but received excellent feedback on the work we do in this area. The Compliance team were described by the NSPCC in 2022 as 'the most coherent team in the Country', while in our most recent audit of 2023, assessors commented;

"Safeguarding is clearly embedded in the CFA, the CEO, Chair and team as a whole should be congratulated on an excellent assessment. The culture within Northumberland FA and the care for their community is extremely inspiring."

Within the Compliance team, we always have an eye on the future, using a data led approach to inform our practices and to support our aim to be proactive wherever we can. Therefore, we were also pleased that this was recognised by the NSPCC, who said;

"The assessors noted the team are extremely close and bonded, they work very well together in sharing ideas, challenging each other and are all extremely passionate and committed to safeguarding. Since the last assessment (2022) the CFA has progressed even further and on the day of the assessment the team showcased their impressive plans to continue to drive safeguarding forward."

The 22/23 season also marked the first full season for our DSO, Gill Upperton. Gill has been a fantastic addition to the compliance team and her technical knowledge of safeguarding has been a real asset to the department. Gill, along with our discipline officer Adam and football services assistant Louise, has built some excellent relationships across the game and we are keen to continue this proactive approach as we move forward. All of the team have played key roles in helping us to deliver our 'create your own football club' initiative in schools, an innovative project which has helped us to truly hear and understand the voice of the child, informing our practices.

### **Safeguarding reviews**

## **OBJECTIVES AND ACTIVITIES**

In 22/23, the compliance team challenged ourselves to complete more safeguarding reviews than ever before, setting an internal target of conducting a safeguarding review on 33% of our clubs with youth teams (the FA's requirement is that this is done on 13% of clubs). We also wanted to expand our matchday reviews that were trialled in March 2022 and bring these into a safeguarding cycle that would ensure uniformity and consistency year on year.

In total this year, we conducted 65 safeguarding reviews (this figure is above our 33% target), including desktop, matchday and training ground as referenced in the above model. This was a really stretching target for the team but one I'm proud we were able to deliver. Ultimately, we view each of our visits as possible safeguarding interventions which enable us to identify what's working well at a club and importantly, to support clubs in the development of their practices when we find there is development required. The aim of the team and purpose of these visits is very simple; 'to make football in our area as safe as it can be.'

In addition to this, we also reserved space in the schedule for any teams or clubs with whom concerns appeared throughout the season. This meant that we were able to supplement the proactive safeguarding visit plan with the ability to complete reactive visits and audits as and when needed. This reactive practice was required on 2 occasions during the season.

### **Compliance**

The safeguarding reviews and practices listed are supplemented by the ongoing monitoring and management of qualifications, with the team seeking to ensure that non-playing participants in the game always meet the minimum qualification criteria. In 2022, we implemented a proactive strategy for this to support individuals and clubs, with a 90-day warning letter sent to urge people to renew their DBS or Safeguarding Children, for example. This approach helped us achieve over 99% compliance for coach compliance, one of the highest in the country. However, to support grassroots football even further, in March 2023 we entered into an agreement with the FA's shared services, meaning that this proactive approach is managed by a dedicated central team, with clubs and individuals now receiving 90, 60 and 30-day warning letters to give people every opportunity to ensure their qualifications do not expire. This service very much supports individuals and clubs to ensure qualifications are renewed in good time, helping to prevent expiration.

In addition to this and to support clubs and individuals in more rural areas, members of the compliance team have trialled travelling out to some of these locations, saving people from having to travel to Whitley Park as and when required. We will continue to offer this service in the coming season.

One key area of concern in terms of compliance is where we discover a coach who has not been named by the club on the system. This means that, on the surface, a club appears to have excellent compliance, but the reality can be somewhat different. Examples of this are where the individual is not named at all by the club, but is then found coaching, or the individual has been named as a team secretary but is then found to be coaching. As we continue to scale up the volume of matchday and training ground reviews we complete, we have come across this instance on more than one occasion.

I want to be absolutely clear that, where we find coaches operating without the minimum qualifications, these individuals and clubs face the strongest possible sanctions. Moving forward, we are also developing a notification system that will ensure parents are made aware when we discover a coach without an in-date DBS. To be clear, we maintain a zero-tolerance approach to non-compliance.

## **OBJECTIVES AND ACTIVITIES**

### **Health and Safety**

In 21/22 season, we carried out a comprehensive review of our Health and Safety provision, with staff members undergoing significant training including Fire Safety and IOSH Safety for Executives and Directors. This has continued to support our internal obligations during 22/23 season, but moving forward we are keen to offer additional support and advice to clubs. In 23/24, we plan to develop a service that will enable us to support clubs with risk assessments for home matchdays and tournaments that they plan to host. This service is for the benefit of everyone involved in grassroots football and we hope will be utilised by clubs throughout the season and in preseason.

### **Inclusion**

In March 2023, we were delighted to launch our Inclusion Strategy, '100% Inclusive' which seeks to address inequalities and eliminate barriers to participation in football. The formation of 100% Inclusive included over 20 external organisations including schools, mental health organisations, other charities with similar aims and sports injury clinics. Ex Newcastle United and England defender, Steve Howey, was appointed as our Inclusion Ambassador and we launched a range of projects to support both people in football, and those who may want to join in the game but have been, or have felt, excluded in the past.

In 2022, Northumberland FA achieved the Foundation level of the Equality Standard for Sport. An application for the Preliminary level is imminent. This is an externally moderated standard that measures our work and practices in the space of Inclusion. One key change as part of this is in our recruitment practices, with significant changes due to be implemented before the end of 2023.

In August 2023, our newly formed Inclusion Advisory Board met for the first time. The board consists of individuals with excellent professional experience and the key skills and expertise to help critique our work and create innovative solutions to problems faced by our communities. The calibre of applicant to the advisory board was of the highest standard and I am excited to work with and learn from the group.

2023 has been a pivotal year for us in terms of the work we do in our communities, with 'Grassboots', 'Create your own football club' and our partnership work with several mental health organisations particular highlights. The reason we launch these initiatives and projects is because we believe in helping our communities and making a real difference to people's lives, but a great bonus this year was to see our work recognised externally, as we won the North East Chamber of Commerce Award for Inclusion and Diversity. In addition to that, we are delighted that '100% Inclusive', 'Create your own football club' and 'Grassboots' have reached the finals of the County FA recognition awards in their respective categories. This recognition means a lot as ultimately, it helps to shine a spotlight on the work we are doing to support our communities, something that is hugely important to us.

## **OBJECTIVES AND ACTIVITIES**

### **Discipline**

Overall, in season 22/23, we have raised 226 Misconduct charges. This is a rise from last year where we recorded 168. A breakdown of these charges is as follows;

Youth Football - Of the 226 charges, 140 relate to matters in Youth Football. This equates to 62% of all charges raised, which is a rise from last season's total of 55%. While we appreciate that youth football is the predominant type of football in our County, to see that the majority of charges are in this category is disappointing when, for most age groups, youth football should be about fun and development.

Club failure to control - 89 charges have been raised in relation to a Club's failure to ensure that personnel and/or supporters conducted themselves in an orderly fashion at games. This equates to 39% of all charges raised, a slight increase from last season's 36%.

Aggravated language - 24 charges have been raised in relation to discriminatory language, so 11%. This is a much larger percentage than last Season's, which was 5%. As you can imagine this is quite alarming but doesn't necessarily mean there is more cases, it could (and hopefully does) mean that more and more people feel encouraged to report, which is something we'll be actively encouraging during the pre-Season.

Referee abuse - 24% of charges raised related to Improper Conduct against a Referee, a slight increase from last Season's 22%. In essence, a quarter of all charges raised relates to referee abuse.

Results at hearings - In terms of hearings and our proven/not proven record, of the 226, only 7 were found 'not proven', which means we have a 97% conviction rate for all charges heard in season 22/23. We hope this figure will encourage people to keep reporting unacceptable behaviour and demonstrates how seriously we take these matters.

This season we utilised a case management system for discipline matters. This has been a huge success, helping us to spot trends in charges and behaviour, along with highlighting particular clubs where there may have been a spike in incidents, allowing us to tailor appropriate proactive interventions in addition to the discipline process.

Overall investigations - we investigated 321 matters of alleged misconduct in football this year. Of these, 70% resulted in charges.

Time taken to close each case - this averaged at around 1 month. FA Disciplinary Regulations for 22/23 stated that in the majority of cases we have 90 days to investigate with a further 90 days to hear any charges (therefore, a total of 180 days for most cases). Any cases from abandoned matches had 28 days to raise a charge followed by 14 days to hear the charge. This demonstrates that cases reported into Northumberland FA are handled as 'urgent' and these figures show that we are achieving a level of efficient and prompt sporting justice.

### **Safeguarding case work**

Safeguarding case work continues to be a key priority of the County FA. This ranges from low level concerns through to higher level concerns and an array of cases in which multi-agency work is required, including LADOs (Local Authority Designated Officer), the Police and FA case management.

## **OBJECTIVES AND ACTIVITIES**

Season 22/23 represented the first full year of utilising safeguarding software for case recording and ongoing case management. There is absolutely no doubt whatsoever that utilising this case management software has been hugely beneficial to effective safeguarding within our county area, something which has been recognised as best practice during our NSPCC audits. The software provides a host of benefits and insights, helping to shape everything from our visit schedule to demonstrating how decisions are reached and evidencing the action taken at every single step of a safeguarding case.

This season, we have handled 47 new safeguarding cases and 17 new 'general safeguarding advice' cases. A breakdown of case type and volume is as follows;

- 17 - General Advice
- 29 - Low Level Concern
- 6 - Sexual Abuse
- 4 - Grooming
- 3 - Physical Abuse
- 2 - Neglect
- 1 - Bullying
- 1 - Child Criminal Exploitation
- 1 - Emotional Abuse

The serious cases listed above are demonstrative of the scope and breadth of Northumberland FA's work to ensure the safety of participants in the game. Reports are categorised as per 'best fit' and in the majority of serious cases, it's important to note that the alleged offence has happened outside of football.

I'm incredibly proud of the professionalism, diligence and care taken by the team on every single case. Safeguarding will continue to be our number one priority and moving forward, we have ambitious plans in place which will ensure the game in our area is safer than ever before.

### **Football Development (by David Jones - Head of Football Development)**

In 2021, Northumberland FA launched its new Grassroots Football Strategy. Within this were key focus areas for Football Development, covering players, coaches, referees, and facilities. In 2022/23 work has continued to achieve our strategic objectives. Note, that after securing additional funding at the start of 2022/23 season, from the Football Foundation and our three Local Authorities, we were able to employ a Facility Officer with the remit for facilities moving to the Business Development.

### **Player Pathways**

#### **Strategic Aim: Creation of accessible and inclusive football pathways through the support and/or commission of excellent and appropriate playing formats.**

As context, season 2021/22 was the first season online player registration was compulsory for all leagues and their teams. This has given us a more accurate picture of how many people are playing football, in addition to those taking part in FA Programmes such as FA Wildcats, Squad Girls, and FA Just Play. Prior to 2021/22 'Proxy measures' were used based on affiliated teams.

### OBJECTIVES AND ACTIVITIES

Because of this, player numbers pre-21/22 aren't comparable, so Table 1.0 shows player numbers across Male, Female, and Disability pathways over the previous two seasons, and against Northumberland FA's target set by The FA. To provide more historical comparison, Table 2.0 shows the number of affiliated teams across the County over the last nine seasons. Table 2.0 doesn't include programmes such as FA Wildcats.

PATHWAY	PLAYERS 2021/22	PLAYERS 2022/23	22/23 FA TARGET	ACTUAL Vs TARGET
MALE	19,026	21,351	17,806	+3,545
FEMALE	3,609	4,246	3,081	+1,165
DISABILITY	311	282	380	-98
TOTAL	22,946	25,879	21,267	+4,612

Table 1.0 Player numbers by pathway against FA targets

SEASON	YOUTH (U5-U11)	YOUTH (U12-U16)
2014/15	555	468
2015/16	544	461
2016/17	588	470
2017/18	634	477
2018/19	638	471
2019/20	784	526
2020/21	756	544
2021/22	827	607
2022/23	837	593

SEASON	TRANSITION (U17-U23)	OPEN-AGE/SENIOR	TOTAL
2014/15	83	380	1,486
2015/16	78	369	1,452
2016/17	76	379	1,513
2017/18	81	360	1,552
2018/19	79	319	1,507
2019/20	92	383	1,785
2020/21	111	408	1,819
2021/22	126	415	1,975
2022/23	88	432	1,950

Table 2.0 Team numbers by age category per season

After a peak in team numbers following the return of football after the pandemic, overall team numbers fell slightly, however still showing significant overall growth against previous seasons. Player numbers did increase significantly, with a combination of teams registering more players and the growth of FA Recreational programmes like FA Wildcats (for 6-11 year olds) and the launch of Squad Girls (for 12-14 year olds). Thanks must go to the Leagues and Clubs who organise, facilitate, and deliver the opportunities that continue to allow more people of all ages to play football.

## **OBJECTIVES AND ACTIVITIES**

The largest gap in provision within our County is Youth Disability Football. Prior to 21/22 season a child or young person with a disability had no opportunities available to play disability football within a community club. This led Northumberland FA to launch the Inclusion Hub Project, providing funding and support to set up recreational sessions for children with special educational needs (SEN) aged 7-11 and/or 12-16. Four were part of the programme in 2022/23. Participation from these sessions isn't included in the figures shown in Table 1.0, however the FA Events Platform will allow this in 2023/24. The aim of the project is to support Accredited Clubs become an even more integral part of their community and create complete player pathways in disability football from youth sessions, through to the existing pan-disability open-age Northumberland Football Leagues Participation League.

Northumberland FA has continued to support Walking Football, hosting 4 events in 22/23 providing social and competitive playing opportunities for Walking Football Clubs and groups in the region.

Northumberland FA once again delivered the Women's Summer 7's Series. This provides local open-age female teams the opportunity to continue playing over the summer, along with teams' development/recreational groups being able to play semi-competitive football in a social environment. 12 teams took part in 22/23 with feedback saying the series has helped retain existing players, and bring new players into clubs. Although at the start of 23/24 season, 22/23's Summer Series culminated in a 5-a-side 'World Cup' event in-line with the FIFA Women's World Cup.

To support youth teams transitioning from 7v7 to 9v9 football, and the introduction of offsides, the annual Transition Series was delivered at the end of the 22/23 season, with entries hitting capacity. This programme was also used to support new referees gain experience ahead of 23/24.

### **England Football Accreditation**

England Football Accreditation is The FA's kitemark awarded to Clubs who meet good practice criteria and rewards clubs for doing so, as well those who support opportunities across the player pathways. 22/23 season was the first season since 18/19 where Clubs were required to go through renewals process due a pause on renewals during the pandemic effected seasons. 96% of Northumberland FA's Accredited Club's retained their accreditation, this was the 6th highest rate across all County FA's. At the end of 22/23 season, 93.3% of Youth Teams are part of an Accredited Club, and 56% of Adult Teams are part of an Accredited Club.

### **Coach Development**

**Strategic Aim: Establishment of a first-rate coaching development programme to drive coaching standards in all formats of the game.**

#### **FA Recognition Awards 2022: Coach Development Programme of the Year**

In its second season, the Coach the Coach programme continued to offer a range of support to clubs and their coaches to help develop coaches beyond their formal coaching qualifications. In November, Coach the Coach was recognised as the best County FA Coach Development programme in the country at the FA Recognition Awards held at Wembley Stadium.

## **OBJECTIVES AND ACTIVITIES**

In 2022/23 Coach the Coach included 22 face-to-face events and 2 online events. 5 of the events were delivered in partnership with Newcastle United FC's Academy, in addition to events delivered by FA Coach Developers, Northumberland FA staff, and guest deliverers, such as former Manchester United coach Paul McGuinness. This provides local coaches opportunities to experience and learn from the best as well as network with other grassroots coaches.

In addition to Coach the Coach events, the programme has also continued its podcast series 'From the Sidelines' and an online Hub. Both providing content to support coaches whenever they want it. The Podcast has received over 7,000 listens from Spotify. The Lionesses Coach the Coach project also continued into its second season, providing a series of workshop for female coaches including a Match Day observation experience with Newcastle United Women at Kingston Park. 60 coaches were part of the 22/23 cohort.

### **Referee Development**

Referee coverage across affiliated league games is vital to support the growth of teams. In previous seasons the growth of team numbers far outweighed the growth in referee numbers, resulting in demand being greater than supply to service the game. Following on from last season's Northumberland FA record of training 146 new referees, 2022/23 saw a further 153 new referees complete the FA Refereeing Course. To support new referees, the County FA run monthly 'Call-Back' sessions during the season. These provide opportunities for newly qualified referees to develop together and discuss any challenges and successes they have had.

Northumberland FA's Centre of Referee Excellence (CORE) continues to grow with 30 officials looking to develop and progress through The FA's Referee Pathway. The partnership with Newcastle United FC's Academy has also continued, providing new referees aspiring to progress quickly with opportunities to officiate in a high-performance environment.

To monitor the enjoyment and experience of referees, Northumberland FA conducted a Match Official Survey at the start and end of the 22/23 season. Overall enjoyment increased over the course of 22/23 with 83% of referees scoring their enjoyment 7+ out of 10 in September, compared to 88.5% at the end of the season.

In addition, Northumberland FA introduced the Respect & Reward scheme in 22/23. This enabled referees to give Respect Marks to teams' players, coaches, and spectators giving the fullest possible picture of behaviour in grassroots football. 1,091 different teams were scored across 874 matches, by 102 different referees. The results showed how the vast majority of football is played in a positive environment with the average Match Respect Score being 9.1 out of 10, and 86.6% of matches having a Respect Score of 8-10, compared to 0.7% of matches with a Respect Score of 5 or less. The scheme also allowed NFA to provide rewards and recognition to the best scoring teams, to promote positive behaviour, and reward match officials who had engaged with the scheme.

SEASON	TEAMS	REFEREES
2016/17	1,513	359
2017/18	1,552	411
2018/19	1,507	406
2019/20	1,785	372
2020/21	1,819	375
2021/22	1,975	437
2022/23	1,950	553

Table 3.0 Total team and referee numbers per season



## **OBJECTIVES AND ACTIVITIES**

### **Public benefit**

The charity has read the Charity Commission guidance on public benefit and is satisfied that the activities outlined above clearly demonstrates that the charity is providing a benefit to the public.

## **FINANCIAL REVIEW**

### **Financial position**

The results for the 12 months ending 30 June 2023 show a surplus of £14,879 compared to the surplus of £14,943 for the 12 months ending 30 June 2022. The surplus in the year represents 2.43% of total income which is consistent with the 2.64% in the previous year.

The County FA cash holding was £391,034 at the end of June 2023 compared to £320,332 at the 30 June 2022. For the season 2023/2024 the club insurances were collected by the County. This resulted in an inflow of £44,800 in June which has been subsequently paid to the insurance company.

The financial management of the County FA has ensured the cash position has continued to improve. The County consistently maintains a cash balance representing at least 6 months of operating cost which is consistent with the FA guidelines for the size of the operation.

The County FA financial controls are aligned to The Football Association's County FA Financial Management Operating Guidance Manual all of which are reviewed, improved, and updated on a regular basis in line with the FA guidance. Each month a full set of Management Accounts are presented to the Board of Directors for review to ensure we are on track to deliver the 2023-2024 Budget target surplus of £19,090 representing 3% of total income.

The team have delivered another strong financial year, delivering on the surplus and cash targets. The next 12 months will provide new challenges, no more so than the establishment of the new Northumberland Football Association Community Hub but the company is in a strong position to deal with those challenges and deliver on all the targets for the new year.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

Northumberland Football Association Limited ("NFA") is a company limited by guarantee. Incorporated under the Companies Act on 28th October 1999 (registration number 03867559) and registered under the Charities Act 2011 on 30th April 2018 (registration number 1178164).

NFA was formed under a Memorandum of Association (dated 28th October 1999) that established its objects and powers. It is governed under its Articles of Association (amended 21st September 2022) by a board whose members are directors for the purposes of company law and trustees for the purposes of charity law. The names of the members of the board who served during the year and up to the date of this report are set out on page 7.

Members of the company guarantee to contribute an amount not exceeding £10 to the assets of the company in the event of winding up.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Recruitment and appointment of new trustees**

As set out in the Articles of Association the Trustees shall comprise the following; the President, up to 2 Vice Presidents, the Chief Executive, Elected Trustees, up to 4 Independent Trustees, up to 2 Council Elected Trustees, up to 2 Trustee Elected Trustees and the Finance Director. The President is nominated by the Council and elected at the AGM, Vice Presidents are nominated by Council and appointed by the Board. The Trustees have the power to appoint the Finance Director and can elect up to two further Trustees.

## **REFERENCE AND ADMINISTRATIVE DETAILS**

### **Registered Company number**

03867559 (England and Wales)

### **Registered Charity number**

1178164

### **Registered office**

Whitley Park  
Whitley Road  
Newcastle Upon Tyne  
Tyne and Wear  
NE12 9FA

### **Trustees**

D A Booth Vice President  
L A Chandler Finance Director  
W Holmes Council Trustee  
A J Jenkins Independent Trustee  
S Ord President  
C S Ball Independent Trustee  
J Callaghan Trustee Elected Trustee  
P Cullerton Independent Trustee  
J L McMinn Independent Trustee  
S D Swinyard Trustee Elected Trustee  
A Rose-Cook (appointed 21.9.22)

### **Independent Examiner**

P.S. Hutchinson BSc FCA  
Harrison Hutchinson Limited  
246 Park View  
Whitley Bay  
Tyne and Wear  
NE26 3QX

Northumberland Football Association  
Limited

Report of the Trustees  
for the Year Ended 30th June 2023

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 28th September 2023 and signed on its behalf by:

A Rose-Cook - Trustee

Independent Examiner's Report to the Trustees of  
Northumberland Football Association  
Limited

**Independent examiner's report to the trustees of Northumberland Football Association Limited ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30th June 2023.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

P.S. Hutchinson BSc FCA

Harrison Hutchinson Limited  
246 Park View  
Whitley Bay  
Tyne and Wear  
NE26 3QX

Date: .....

Northumberland Football Association  
Limited

Statement of Financial Activities  
for the Year Ended 30th June 2023

	Notes	Unrestricted fund £	Restricted fund £	<b>30.6.23 Total funds £</b>	30.6.22 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
<b>Charitable activities</b>	4				
Football development		<b>65,901</b>	<b>213,055</b>	<b>278,956</b>	249,101
Football operations		<b>89,889</b>	<b>41,053</b>	<b>130,942</b>	131,843
Other trading activities	2	<b>183,074</b>	-	<b>183,074</b>	166,743
Investment income	3	<b>19,580</b>	-	<b>19,580</b>	18,773
<b>Total</b>		<b>358,444</b>	<b>254,108</b>	<b>612,552</b>	566,460
<b>EXPENDITURE ON</b>					
Raising funds	5	<b>224,711</b>	-	<b>224,711</b>	204,483
<b>Charitable activities</b>					
Football development	6	<b>71,366</b>	<b>213,055</b>	<b>284,421</b>	253,781
Football operations		<b>47,488</b>	<b>41,053</b>	<b>88,541</b>	93,253
<b>Total</b>		<b>343,565</b>	<b>254,108</b>	<b>597,673</b>	551,517
<b>NET INCOME</b>		<b>14,879</b>	-	<b>14,879</b>	14,943
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<b>294,225</b>	-	<b>294,225</b>	279,282
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>309,104</b>	-	<b>309,104</b>	294,225

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities.

Northumberland Football Association  
Limited

Statement of Financial Position  
30th June 2023

	Notes	Unrestricted fund £	Restricted fund £	<b>30.6.23 Total funds £</b>	30.6.22 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	12	<b>222,671</b>	-	<b>222,671</b>	230,131
<b>CURRENT ASSETS</b>					
Debtors	13	<b>43,471</b>	-	<b>43,471</b>	37,427
Cash at bank		<b>391,034</b>	-	<b>391,034</b>	320,332
		<b>434,505</b>	-	<b>434,505</b>	357,759
<b>CREDITORS</b>					
Amounts falling due within one year	14	<b>(252,184)</b>	-	<b>(252,184)</b>	(193,565)
<b>NET CURRENT ASSETS</b>		<b>182,321</b>	-	<b>182,321</b>	164,194
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>404,992</b>	-	<b>404,992</b>	394,325
<b>ACCRUALS AND DEFERRED INCOME</b>	15	<b>(95,888)</b>	-	<b>(95,888)</b>	(100,100)
<b>NET ASSETS</b>		<b>309,104</b>	-	<b>309,104</b>	294,225
<b>FUNDS</b>	16				
Unrestricted funds				<b>309,104</b>	294,225
<b>TOTAL FUNDS</b>				<b>309,104</b>	294,225

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30th June 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30th June 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Northumberland Football Association  
Limited

Statement of Financial Position - continued  
30th June 2023

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 28th September 2023 and were signed on its behalf by:

S Ord - Trustee

Northumberland Football Association  
Limited

Statement of Cash Flows  
for the Year Ended 30th June 2023

	Notes	30.6.23 £	30.6.22 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>71,902</u>	<u>70,045</u>
Net cash provided by operating activities		<u>71,902</u>	<u>70,045</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		<u>(1,200)</u>	<u>-</u>
Net cash (used in)/provided by investing activities		<u>(1,200)</u>	<u>-</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>70,702</u>	<u>70,045</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>320,332</u>	<u>250,287</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>391,034</u></u>	<u><u>320,332</u></u>

The notes form part of these financial statements



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

	<b>30.6.23</b>	30.6.22
	£	£
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	<b>14,879</b>	14,943
<b>Adjustments for:</b>		
Depreciation charges	<b>8,659</b>	9,859
(Increase)/decrease in debtors	<b>(6,043)</b>	883
Increase in creditors	<b>54,407</b>	44,360
	<hr/>	<hr/>
<b>Net cash provided by operations</b>	<b>71,902</b>	70,045
	<hr/> <hr/>	<hr/> <hr/>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.7.22	Cash flow	At 30.6.23
	£	£	£
<b>Net cash</b>			
Cash at bank	<b>320,332</b>	<b>70,702</b>	<b>391,034</b>
	<hr/>	<hr/>	<hr/>
	<b>320,332</b>	<b>70,702</b>	<b>391,034</b>
	<hr/>	<hr/>	<hr/>
<b>Total</b>	<b>320,332</b>	<b>70,702</b>	<b>391,034</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## 1. ACCOUNTING POLICIES

### **Basis of preparing the financial statements**

Northumberland Football Association Limited is a charitable company registered in England and Wales. The registered office is Whitley Park, Whitley Road, Newcastle upon Tyne, NE12 9FA. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Northumberland Football Association Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared on a going concern basis, are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

### **Income**

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

Income in respect of restricted and unrestricted funds included all amounts receivable in the period, including members affiliation fees and disciplinary income, coaching course income and grant income received from the Football Association.

### **Expenditure**

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

### **Allocation and apportionment of costs**

Support costs are allocated by charitable activity in proportion to the budgeted costs for each area.

### **Tangible fixed assets**

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

Freehold property	- 2% on cost
Plant and machinery	- 25% on cost
Fixtures and fittings	- 25% on cost
Computer equipment	- 33% on cost
Trophies	- 25% on cost

**1. ACCOUNTING POLICIES - continued**

**Taxation**

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

**Fund accounting**

General funds are unrestricted funds, which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees at their discretion for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**2. OTHER TRADING ACTIVITIES**

	<b>30.6.23</b>	30.6.22
	<b>£</b>	£
FA grants released	<b>4,214</b>	4,920
Marketing, communications & PR	<b>25,820</b>	36,923
FA Annual grant	<b>22,752</b>	8,969
Disciplinary income	<b>80,131</b>	67,254
Ground maintenance	<b>50,157</b>	48,677
	<b>183,074</b>	166,743

**3. INVESTMENT INCOME**

	<b>30.6.23</b>	30.6.22
	£	£
Rents received	<b>19,321</b>	18,765
Interest received	<b>259</b>	8
	<hr/> <b>19,580</b> <hr/>	<hr/> 18,773 <hr/>

**4. INCOME FROM CHARITABLE ACTIVITIES**

	<b>30.6.23</b>	30.6.22
	£	£
Coaching income	<b>39,939</b>	36,136
Development income	<b>14,568</b>	12,160
Refereeing activities	<b>13,590</b>	18,939
Workforce funding	<b>210,859</b>	181,866
Members affiliation fees	<b>58,040</b>	41,888
County cup competitions	<b>28,169</b>	26,999
Refereeing activities	<b>3,680</b>	14,485
Workforce funding	<b>41,053</b>	47,137
Government grants	-	1,334
	<hr/> <b>409,898</b> <hr/>	<hr/> 380,944 <hr/>

**5. RAISING FUNDS**

**Other trading activities**

	<b>30.6.23</b>	30.6.22
	£	£
Purchases	<b>66,328</b>	73,779
Staff costs	<b>125,086</b>	86,571
Bad debts	<b>(3,900)</b>	6,400
Support costs	<b>37,197</b>	37,733
	<hr/> <b>224,711</b> <hr/>	<hr/> 204,483 <hr/>

**6. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 7) £	Totals £
Football development	<b>24,994</b>	<b>259,427</b>	<b>284,421</b>
Football operations	<b>29,883</b>	<b>58,658</b>	<b>88,541</b>
	<u><b>54,877</b></u>	<u><b>318,085</b></u>	<u><b>372,962</b></u>

**7. SUPPORT COSTS**

	Management £	Finance £	Governance costs £	Totals £
Other trading activities	<b>30,687</b>	<b>609</b>	<b>5,901</b>	<b>37,197</b>
Football development	<b>250,930</b>	<b>794</b>	<b>7,703</b>	<b>259,427</b>
Football operations	<b>55,585</b>	<b>287</b>	<b>2,786</b>	<b>58,658</b>
	<u><b>337,202</b></u>	<u><b>1,690</b></u>	<u><b>16,390</b></u>	<u><b>355,282</b></u>

Activity	Basis of allocation
Management	Support Costs
Finance	Support Costs
Governance costs	Support Costs

**8. NET INCOME/(EXPENDITURE)**

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

	<b>30.6.23</b>	30.6.22
	<b>£</b>	£
Depreciation - owned assets	<b>8,660</b>	9,860
Other operating leases	<b>17,200</b>	17,950
	<u><b>25,860</b></u>	<u>27,810</u>

## 9. TRUSTEES' REMUNERATION AND BENEFITS

In accordance with Article 28.2.5 of the Company's Articles of Association, the Chief Executive Officer is required to be a trustee of the charity. As Chief Executive Officer, Andrew Rose-Cook has an employee contract with the Company, and was paid a salary of £42,932 since his appointment as a trustee on 21st September 2022. No payments were for acting as a trustee for which he received no remuneration or benefits.

No other trustees received remuneration or other benefits for the year ended 30th June 2023.

### Trustees' expenses

	<b>30.6.23</b>	30.6.22
	£	£
Trustees' expenses	<b>1,141</b>	1,263

## 10. STAFF COSTS

	<b>30.6.23</b>	30.6.22
	£	£
Wages and salaries	<b>376,998</b>	315,574
Other pension costs	<b>7,368</b>	6,395
	<b>384,366</b>	321,969

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

	<b>30.6.23</b>	30.6.22
	14	14
.	<b>14</b>	14

No employees received emoluments in excess of £60,000.

## 11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
<b>Charitable activities</b>			
Football development	59,520	189,581	249,101
Football operations	84,706	47,137	131,843
Other trading activities	166,743	-	166,743
Investment income	18,773	-	18,773
<b>Total</b>	<b>329,742</b>	<b>236,718</b>	<b>566,460</b>
<b>EXPENDITURE ON</b>			
Raising funds	204,483	-	204,483

**11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>Charitable activities</b>			
Football development	64,200	189,581	253,781
Football operations	46,116	47,137	93,253
<b>Total</b>	<u>314,799</u>	<u>236,718</u>	<u>551,517</u>
<b>NET INCOME</b>	14,943	-	14,943
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	279,282	-	279,282
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>294,225</u>	<u>-</u>	<u>294,225</u>

**12. TANGIBLE FIXED ASSETS**

	Freehold property £	Plant and machinery £	Fixtures and fittings £
<b>COST</b>			
At 1st July 2022	<b>380,064</b>	<b>59,573</b>	<b>28,609</b>
Additions	-	-	-
At 30th June 2023	<u><b>380,064</b></u>	<u><b>59,573</b></u>	<u><b>28,609</b></u>
<b>DEPRECIATION</b>			
At 1st July 2022	<b>151,517</b>	<b>59,573</b>	<b>28,609</b>
Charge for year	<b>7,585</b>	-	-
At 30th June 2023	<u><b>159,102</b></u>	<u><b>59,573</b></u>	<u><b>28,609</b></u>
<b>NET BOOK VALUE</b>			
At 30th June 2023	<u><b>220,962</b></u>	<u>-</u>	<u>-</u>
At 30th June 2022	<u><b>228,547</b></u>	<u>-</u>	<u>-</u>

**12. TANGIBLE FIXED ASSETS - continued**

	Computer equipment £	Trophies £	Totals £
<b>COST</b>			
At 1st July 2022	<b>39,637</b>	<b>5,161</b>	<b>513,044</b>
Additions	<b>1,200</b>	-	<b>1,200</b>
	<hr/>	<hr/>	<hr/>
At 30th June 2023	<b>40,837</b>	<b>5,161</b>	<b>514,244</b>
	<hr/>	<hr/>	<hr/>
<b>DEPRECIATION</b>			
At 1st July 2022	<b>38,053</b>	<b>5,161</b>	<b>282,913</b>
Charge for year	<b>1,075</b>	-	<b>8,660</b>
	<hr/>	<hr/>	<hr/>
At 30th June 2023	<b>39,128</b>	<b>5,161</b>	<b>291,573</b>
	<hr/>	<hr/>	<hr/>
<b>NET BOOK VALUE</b>			
At 30th June 2023	<b>1,709</b>	-	<b>222,671</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 30th June 2022	1,584	-	230,131
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>30.6.23</b>	30.6.22
	<b>£</b>	<b>£</b>
Trade debtors	<b>16,787</b>	14,681
VAT	-	1,278
Prepayments	<b>26,684</b>	21,468
	<hr/>	<hr/>
	<b>43,471</b>	<b>37,427</b>
	<hr/> <hr/>	<hr/> <hr/>



**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>30.6.23</b>	30.6.22
	£	£
Trade creditors	<b>21,688</b>	59,103
Social security and other taxes	<b>10,110</b>	7,241
VAT	<b>314</b>	-
Accrued expenses	<b>220,072</b>	127,221
	<u><b>252,184</b></u>	<u>193,565</u>

**15. ACCRUALS AND DEFERRED INCOME**

	<b>30.6.23</b>	30.6.22
	£	£
Deferred FA grants	<b>95,888</b>	100,100
	<u><b>95,888</b></u>	<u>100,100</u>

**16. MOVEMENT IN FUNDS**

	At 1.7.22	Net movement	At
	£	in funds	30.6.23
		£	£
<b>Unrestricted funds</b>			
General fund	<b>294,225</b>	<b>14,879</b>	<b>309,104</b>
	<u><b>294,225</b></u>	<u><b>14,879</b></u>	<u><b>309,104</b></u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	<b>358,444</b>	<b>(343,565)</b>	<b>14,879</b>
<b>Restricted funds</b>			
Restricted Fund	<b>254,108</b>	<b>(254,108)</b>	-
	<u><b>612,552</b></u>	<u><b>(597,673)</b></u>	<u><b>14,879</b></u>

**16. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.7.21 £	Net movement in funds £	At 30.6.22 £
<b>Unrestricted funds</b>			
General fund	279,282	14,943	294,225
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>279,282</u>	<u>14,943</u>	<u>294,225</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	329,742	(314,799)	14,943
<b>Restricted funds</b>			
Restricted Fund	236,718	(236,718)	-
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>566,460</u>	<u>(551,517)</u>	<u>14,943</u>

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

	At 1.7.21 £	Net movement in funds £	At 30.6.23 £
<b>Unrestricted funds</b>			
General fund	279,282	29,822	309,104
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>279,282</u>	<u>29,822</u>	<u>309,104</u>

**16. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	688,186	(658,364)	29,822
<b>Restricted funds</b>			
Restricted Fund	490,826	(490,826)	-
<b>TOTAL FUNDS</b>	<u>1,179,012</u>	<u>(1,149,190)</u>	<u>29,822</u>

Restricted funds represent grants made to the charitable company by the Football Association which are to be specifically used as directed by the donor.

**17. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 30th June 2023.

Northumberland Football Association  
Limited

Detailed Statement of Financial Activities  
for the Year Ended 30th June 2023

	30.6.23 £	30.6.22 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Other trading activities</b>		
FA grants released	4,214	4,920
Marketing, communications & PR	25,820	36,923
FA Annual grant	22,752	8,969
Disciplinary income	80,131	67,254
Ground maintenance	50,157	48,677
	<hr/>	<hr/>
	183,074	166,743
<b>Investment income</b>		
Rents received	19,321	18,765
Interest received	259	8
	<hr/>	<hr/>
	19,580	18,773
<b>Charitable activities</b>		
Coaching income	39,939	36,136
Development income	14,568	12,160
Members affiliation fees	58,040	41,888
County cup competitions	28,169	26,999
Refereeing activities	17,270	33,424
Workforce funding	251,912	229,003
Government grants	-	1,334
	<hr/>	<hr/>
	409,898	380,944
<b>Total incoming resources</b>	<b>612,552</b>	<b>566,460</b>
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Purchases	66,328	73,779
Wages	125,086	86,571
Bad debts	(3,900)	6,400
	<hr/>	<hr/>
	187,514	166,750
<b>Charitable activities</b>		
Development activity costs	13,977	16,657
Carried forward	13,977	16,657

This page does not form part of the statutory financial statements

Northumberland Football Association  
Limited

Detailed Statement of Financial Activities  
for the Year Ended 30th June 2023

	30.6.23 £	30.6.22 £
<b>Charitable activities</b>		
Brought forward	<b>13,977</b>	16,657
Affiliation costs	<b>7,735</b>	9,542
Competitions expenses	<b>21,548</b>	13,829
Refereeing activity costs	<b>11,617</b>	8,275
	<hr/> <b>54,877</b>	<hr/> 48,303
<b>Support costs</b>		
<b>Management</b>		
Wages	<b>251,912</b>	229,003
Pensions	<b>7,368</b>	6,395
Rent	<b>17,200</b>	17,950
Water rates	<b>589</b>	1,010
Insurance	<b>6,110</b>	5,594
Light and heat	<b>7,240</b>	7,065
Postage and telephone	<b>8,329</b>	7,210
Printing and stationery	<b>1,445</b>	599
Cleaning and maintenance	<b>3,020</b>	6,147
Council expenses	<b>98</b>	1,004
County youth team expenses	<b>38</b>	2,639
Office services	<b>2,410</b>	6,392
Workforce expenses	<b>22,784</b>	16,114
Depreciation of tangible and heritage assets	<b>8,659</b>	9,859
	<hr/> <b>337,202</b>	<hr/> 316,981
<b>Finance</b>		
Bank charges	<b>1,690</b>	1,390
<b>Governance costs</b>		
Trustees' expenses	<b>1,141</b>	1,263
Accountancy fees	<b>3,000</b>	2,700
Legal and professional fees	<b>12,249</b>	14,130
	<hr/> <b>16,390</b>	<hr/> 18,093
Total resources expended	<hr/> <b>597,673</b>	<hr/> 551,517
<b>Net income</b>	<hr/> <b>14,879</b>	<hr/> 14,943

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