

# ANNUAL REPORT 2021



*Nurturing Positive Lifestyles*

Bath ● ● ●  
Recreation

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Photograph on the front of the annual report:  
Bath Schools Girls Cricket Festival at the Glasshouse Academy grounds

Bath Recreation is an emerging local charity that seeks to provide opportunities for everyone in our community to enjoy recreation in its broadest sense. Primarily through our property, working with key partners such as Bath Festivals, we aim to sustainably promote activities that encourage happy, active and healthy lives.

Despite the disruptive impact of the pandemic and lockdowns we are immensely proud to have used this period to grow our charity with new partnerships, activities and the development of the Glasshouse Academy pavilion and grounds in Combe Down. Our management team has grown to include Matt Banahan as the Glasshouse Academy Manager and Sports Ambassador who is based at the new site.

Matt needs no introduction in Bath and he brings a positive energy and enthusiasm to all that he does. Matt will lead the delivery of key activity as the Glasshouse Academy pavilion and grounds become the focus for much of our community outreach work, especially with primary schools.

We also used this period to take stock of where we were as a charity and commissioned the CEO of Wesport, Steve Nelson, to undertake an independent review of our charity, partnerships and activities. The Board of Trustees also had an independently facilitated away day that focused on future strategy. The output of the key insights is a clear understanding of what we do; in essence we aim to nurture positive lifestyles.

The Impact Assessment report from Wesport highlighted our strong partnerships and the depth of critical support we give to a broad range of organisations. It did however highlight a key weakness across all we do and that was a lack of clarity about who we are and our purpose; we have started work to raise the profile of our impact on the community.

We are delighted that our senior management team has been joined by Mark Cadbury as Chief Marketing Officer who is leading the work to grow our partnerships and tell our story to the wider community. Mark brings a wealth of experience both in the philanthropic sector as a trustee of the George Cadbury Trust and professional experience as a leading Marketing Director.

As a Board of Trustees we recognise the growth of the charity and the need for strong governance at all times. In order to provide greater support to our management team we have developed a trustee working group approach with a focus on four areas; Governance and Staffing, Finance and Investment, Property and Education.

We look forward to the future with great excitement and will endeavour to live our purpose as we seek to nurture positive lifestyles. This report is a summary of what we have been doing and provides a window to our aspirations. I hope you will enjoy reading about our work and if you are inspired to support our efforts we will be delighted to hear from you.



**Jason Dalley**

*Chair on behalf of the Board of Trustees*



Bath Recreation's mission is:

***'Sustainably providing opportunities for our community to lead healthy, active and happy lives'***



The mission is to enable people of all ages within our community to have the opportunity to lead healthy, active and happy lives through recreation. The element of sustainability is that Bath Recreation is here to stay and will continue to provide these opportunities over the following decades.

Bath Recreation has relationships with clubs, organisations, partners, other charities, schools, pupils and parents throughout the community. Our values are that we are committed to doing good, compassionate (family first), and positive and enthusiastic about what we do and the difference we make.



Our brand essence, our DNA if you like, is encapsulated in three words:

## *Nurturing Positive Lifestyles*

It's about supporting, looking after, promoting, stimulating and developing our communities' productive, practical, optimistic outlook on their lives and how they choose to lead and evolve their lives.

***"Ultimately, Bath Recreation is here for people to enjoy recreation and be part of the community."***



**Mark Cadbury**  
Chief Marketing Officer

Mark has many years' experience of working with charities, as well as marketing management at Microsoft and Vodafone, and is a trustee of the George Cadbury Trust.



Bath Recreation has expanded from our traditional offering at The Recreation Ground, to a new site at Combe Down – the Glasshouse Academy pavilion and grounds, as well as Broadmoor Orchard. This section explains our strategic programmes; the Glasshouse Academy and Buds programmes which are key to nurturing positive lifestyles in the next generation, and our major events calendar of activity.

## THE GLASSHOUSE ACADEMY

The Glasshouse Academy works with schools in Bath to raise aspirations and create opportunities for children. The first year will start with Years 5 and 6 and they will move up a year every 12 months. This will continue on to Year 13, so that there will be nine years in total when the original Year 5s will finish the academy experience.



▶ Mark Gunning, Programme Director for Glasshouse Academy and Schools' Sports Coordinator. Well-known around Bath, having been born and bred here, as well as being a teacher in Bath.

Mark leads the relationship with teachers and headteachers in a number of Bath schools and they have been working in collaboration to recognise and select the children that will most benefit from and contribute to the experience.

Matt Banahan, Glasshouse Academy Manager and Sport Ambassador. Former Bath and England Rugby player. ◀

***"It's all about being positive, team building and self-respect as well as respecting others"***

*Matt Banahan*





## YEARS 5, 6 & 7

- It's about fun and enjoyment
- Focusing on empathy, communication and teamwork
- Building trust and developing relationships

***"My daughter, Maisie, is in Year 5 and loves coming to the Glasshouse Academy each week. It's a real highlight and an opportunity for her to blossom in a different environment"***

*Katie Ball, Parent*

## YEARS 8, 9 & 10

- It's about supporting the children
- Supporting them through a transition in their lives both in and out of school
- Creating opportunities for their continued development

## YEARS 11, 12 & 13

- It's about helping them with the next step in their lives
- Kick starting the next phase, developing a springboard
- Helping with further education, work experience, apprenticeships or getting a job

*Matt Banahan with the Glasshouse Academy children*



## THE GLASSHOUSE ACADEMY GROUNDS

Located in Combe Down and let out to community groups and sports teams – fulfilling the mission of sustainably providing opportunities for our community to lead healthy, active and happy lives.

There is a huge variety of recreational activity that takes place:

**Palladian Academy**  
Trust Sports Festivals



**B&NES School Sport Partnership**  
Competitions



**Threeways School**  
Physical Education



**Midford Road Nursery**  
Outdoor Activities



**No Regrets Running Club**  
Social Recreation



**SENse Learning**  
Venue



## SPORTS TEAMS

The following teams currently use the pitch throughout the cricket season:

### **Somerset CC** Disability Cricket



### **Bear Flat Cricket Club** All Stars & Bear Cubs



### **Combe Down Cricket Club**



## GLASSHOUSE ACADEMY BUDS PROGRAMME

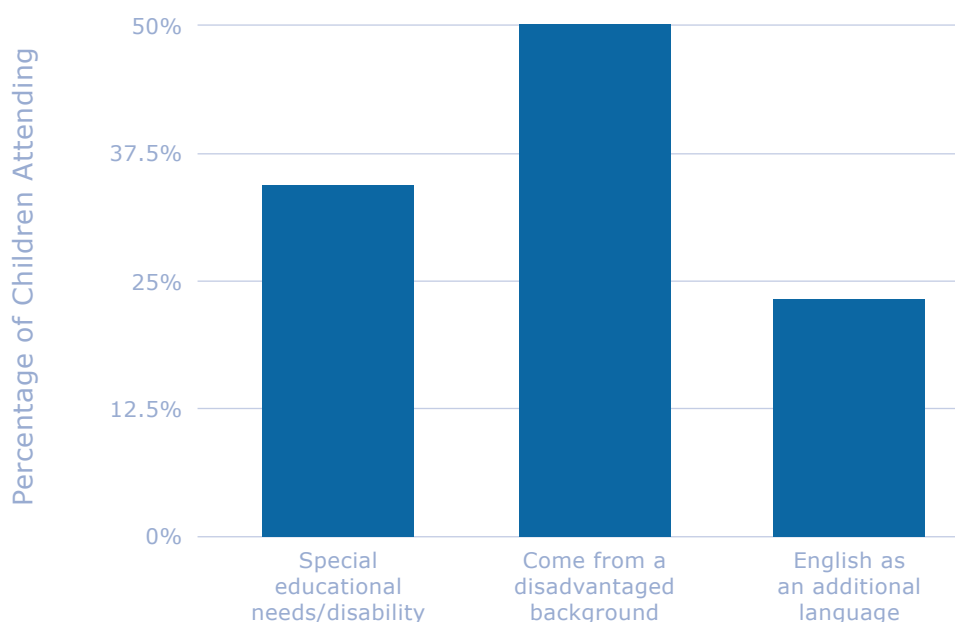
This is Bath Recreation's schools programme, and is about creating a level playing field, raising aspirations, being supportive, engaging, progressive and collaborative.

Fundamental Movement Skills are taught in six schools, for ages 4 to 7 years old for pupils who get free school meals and some of which have English as an additional language.

Fundamental Movement Skills are active in six schools in Bath:

Twerton Infants, St Michael's Junior Church School, St Martin's, St Andrew's, Roundhill Primary and Oldfield Park Juniors.

### 690 children each week have received a high-quality PE session



- >34% have a special educational need/disability
- >50% come from a disadvantaged background
- >23% have English as an additional language

The programme is also the Physical Education lead for the Palladian Academy Trust including Combe Down, St Martin's, St Philip's, Oldfield Park Juniors and Infants, Widcombe Juniors and Infants, Fitzmaurice and Winsley Primary schools.

## PROGRAMME FEEDBACK

*"It is successful for several reasons: The children really do love the lessons. All children make progress – some making phenomenal progress. The coaches have clear expectations for demonstrating respect and the children respond positively"*

George Samios, Headteacher  
**Twerton Infant School**

*"The work with the children has had a significant impact on emotional and physical development, has led to a direct increase in positive attitudes and self-esteem and your commitment to making a difference is invaluable"*

Sue Adams, Headteacher  
**Roundhill Primary School**



## EVENTS

Bath Recreation host a number of events in our three locations, from music festivals to hot air ballooning, from family-oriented events to sports days. There are large events attracting thousands of people over weekends to everyday use of our grounds by Midford Road Nursery staff and children.

The Recreation Ground is situated in the centre of Bath and is host to the following key events:



### **Bath Festivals Finale Weekend**

Date: May/June

Visitors: ~12,000

Cross-section of people of all ages

“The invaluable support we receive from our partnership with Bath Recreation, plays a very significant part in enabling us to develop opportunities that engage and inspire young people from different parts to come together in an inclusive environment.”

Ian Stockley, CEO Bath Festivals

*Billy Ocean performing at The Bath Festivals Finale*

*Photo courtesy of Nick Spratling*



## *Bike Bath*

### **Bike Bath**

Date: August  
Visitors: ~ 1000 riders  
Local family-oriented event

“Bike Bath has been grateful to Bath Recreation for accommodating the event at the Rec and for their continued support in promoting grassroots cycling.”

Richard Best, Chief Executive Breathingspace



### **Bath Marches**

Date: September  
Visitors: ~500 people  
Local walkers, businesses, charities and schools

## *Relish Running*

### **RELISH RUNNING**

Date: July  
Visitors: ~500 people  
Family friendly, participation focused

Unfortunately due to the COVID pandemic the following events did not take place:

- Bath Half
- Rotary Club Fireworks
- Bath Food Festival



Alex is Operations Manager at the Recreation Ground and handles all our bookings, users, tenants and events. She is also a qualified tennis coach.

## GLASSHOUSE ACADEMY EVENTS

The Glasshouse Academy pavilion and grounds host a multitude of events and two formal cricket clubs are based here. Somerset Disability Cricket and local pub teams also use the pitch. The Glasshouse Academy, run by Matt Banahan, is based here during school term times. There are sports festivals, the Palladian Academy Trust use the grounds as playing fields, as well as PE for Threeways school.



*Hot air balloons taking off from the Glasshouse Academy grounds*



## TENANTS

Bath Recreation has a number of tenants, that are charged at commercial and charity rates including:



**Bath Rugby** - has played at the Recreation Ground since 1894 and welcome a loyal band of supporters to "The Rec" for their home matches.



**Bath Croquet Club** - has an active membership, playing every day of the year on four lawns. The club welcomes new members and has a programme of taster sessions and lessons for beginners.

**Bath & North East  
Somerset Council**

Improving People's Lives

**Bath Sports and Leisure Centre** (Operated by GLL) - underwent a major upgrade in 2018 and provides the city and surrounding areas' residents with the opportunity to take part and experience a variety of sports and activities.



**Bath Rugby Foundation** - Bath Rugby's charity arm who work with disadvantaged young people to assist them in life and career development.



We have also issued Room Hire Agreements to the following:



**Physioimpulse** - is a small private physiotherapy practice who works with charities and sports clubs in the city to promote healthy activity and body wellbeing.



**Speedworks, Speed Training Programme** - works with professional and amateur sportsmen and women in achieving greater fitness and achievement within their chosen sport.



**Bath Drama** - a registered charity run by volunteers, and producing three shows every year. Bath Drama celebrated their centenary in 2019.

These tenants and agreement holders enable us to sustainably provide opportunities for our community to lead healthy, active and happy lives. All have a link with our mission in that they operate within recreation to promote health and wellbeing.

## OTHER REGULAR USERS INCLUDE

- Mencap
- PERA Seniors
- Bath City Football Foundation
- Tai Chi
- University of Bath, Hawks Touch Rugby
- Local Touch Rugby Groups
- Rotary Club of Bath
- Bath Mini Rugby

## WHERE WE DO IT

Bath Recreation is fundamentally a charitable estate, with three main locations, we also work closely with schools in and around Bath.

The three locations;

- The Recreation Ground
- The Glasshouse Academy pavilion and grounds
- Broadmoor Orchard



Dave Cobb is an award-winning grounds manager and supervises all of the Bath Recreation estate, and provides key support for all our external stakeholders.

## THE RECREATION GROUND

Home to Bath Rugby and Bath Croquet Club, Bath Recreation hosts a number of events, from Bath Carnival, Bath Music Festival Finale, Bike Bath and so on.





## GLASSHOUSE ACADEMY GROUNDS & PAVILION

Our latest initiative and development in the south of Bath. Primarily for schools use in term times and community, clubs and activities.



Kai Harwood is the groundskeeper for Bath Recreation and the Glasshouse Academy in Combe Down, and has received accolades for the high standard that he has achieved.





## BROADMOOR ORCHARD & PLAY PARK

*"Bath Recreation's support means that we can make the most of the site, concentrating on community activities and events and enhancing the space for wildlife."*

Sandra Tuck,  
**Friends of the Orchard at Broadmoor Lane**





## OUR BENEFICIARIES

From young to old and everyone in between, from diverse backgrounds, genders and ethnicities – Bath Recreation believes in complete equality and is inclusive for everyone in our community.

Our brand is all about nurturing positive lifestyles, and much of our charity work is focused on the younger generation, particularly the Glasshouse Academy and Glasshouse Academy Buds programmes. We are nurturing the next generation to give them opportunities and a level playing field, so that they can have positive experiences and to enable them to become role models for the future.

*School SportsDay at the Rec*





## OUR BENEFICIARIES

Many of our events and activities cater for families and adults of all ages, for example the Bath Music Festival Finale and various clubs. One of the more recent additions is the Tai Chi class on the Recreation ground.

While we continue to support the longstanding activities on the Recreation Ground our charity is always seeking to grow new activities and events.

*Tai Chi at the Rec*



## OUR PARTNERSHIPS

St John's Foundation and the Medlock Charitable Trust are our Founding Partners, and they have committed to establish and embed the Glasshouse Academy programme. We are truly partners, working together to deliver recreation for all the community.



St John's Foundation's purpose is: Changing Lives. For Good. The Glasshouse Academy's engagement with young people and helping to bring communities together, perfectly complements the aims of the Charity's Foundation Fund.



The Medlock Charitable Trust is committed to supporting all sectors of the community and alleviating deprivation. The trustees' view is that 'we want to support what goes on in buildings rather than the buildings themselves'.



"We are supporting around 5,000 children and young people in our region. We would never have been in the space to do that without the consistent support of Bath Recreation. We will always be grateful."

Lynne Fernquest  
**CEO Bath Rugby Foundation**



"The invaluable support we receive from our partnership with Bath Recreation, plays a very significant part in enabling us to develop opportunities that engage and inspire young people from different parts to come together in an inclusive environment."

Ian Stockley  
**CEO Bath Festivals**



"Bath Recreation is our valued local partner - we are working together for the wellbeing of the children in the Palladian Academy Trust and the wider Bath community. Our children benefit directly through the partnership work that Mark Gunning does across the schools to develop active lifestyles."

Donna Tandy  
**CEO Palladian Academy Trust**

The hiatus caused by the pandemic has had a significant impact on all of our tenants, users and stakeholders. Most endured considerable hardship whilst activity was halted.

Fortunately, the prudent approach the charity has always taken to finances and reserves has meant we weathered the storm in a strong position. In fact, we were able to provide support directly to our network and, where appropriate, passed on Government assistance grants. In some cases, this meant the survival of some key community organisations and ensured all of our stakeholders have emerged successfully from the worst of the financial impact of the pandemic.

The Financial Statements for the year ending 31 March 2021 are available on our website and are also published on the Charity Commission's website.

The major expense during the financial year to 31 March 2021 was the construction of the Glasshouse pavilion in Combe Down. The interruption due to the pandemic did delay the planned construction but the decision was taken to persevere and the site was completed in March 2021 within budget. It is now fully operational with a wide range of activity for local schools and community clubs.

Our work with schools is now based at the site and is expanding to include our flagship Glasshouse Academy Programme led by Matt Banahan. We are grateful for the financial support from St John's Foundation and the Medlock Charitable Trust to further this investment in young people.

The Board of Trustees set the annual budget and then review management accounts at quarterly meetings. The Finance and Investment Working Group review investments and strategic finances and report to the main Board.

The accounts are audited by MHA Monahans annually and financial statements prepared in accordance with the Charities Statement of Recommended Practice.

A copy of the Latest Financial Statements and other Governing Documents can be found on the website:

<https://www.bathrec.co.uk/governing-documents/>



Bath Recreation is governed by a Board of appointed Trustees and the Charity ensures that the Board encompasses a broad range of expertise, knowledge and competencies within legal, financial, education and sport.

### **Current Trustees/Directors are:**

- Jason Dalley (Chair)
- Naomi Defroand (Vice Chair)
- Dave Durdan
- Angela Lewis
- Martin Harman CBE
- Keziah Trump
- Stephen Tanner
- Mark Powell

Further information on our Trustees /Directors can be found here:

[https://www.bathrec.co.uk/bathrec20/images/trustee\\_profiles.pdf](https://www.bathrec.co.uk/bathrec20/images/trustee_profiles.pdf)

The Board will continue to recruit further new Trustees/Directors as necessary to manage the continuity of knowledge and experience as current directors complete their terms of office and new opportunities present themselves.

Geoffrey Fairclough retired from the Board on 31 March 2021 and thanks are expressed to him for his service to the charity during his tenure since appointment in 2013. The charity benefitted greatly from his expertise in finance and he led the Board through challenging charity legal matters.

Day-to-day operational activities are led by our Chief Executive, John Flinn with support from Irene Simms, our Business Manager.

The Board of Trustees has a programme of governance, policies and procedures that are reviewed annually in accordance with the charity's Scheme and Articles of Association.

Routine board matters are conducted through a series of working groups:

## **Governance & Staffing**

- Jason Dalley
- Martin Harman CBE
- Naomi Defroand
- Irene Simms (Secretary)

## **Property**

- Mark Powell
- Martin Harman CBE
- John Flinn (Secretary)

## **Finance & Investments**

- Jason Dalley
- Mark Powell
- John Flinn (Secretary)

## **Education**

- Keziah Trump
- Matt Banahan

Professional advisors' performance is also reviewed annually.

## **Current professional consultants/advisors are:**

Charity Legal Advisors:	Veale Wasbrough Vizards
Property Legal Advisors:	Clarke Willmott
Auditor and Accountants:	MHA Monahans
Investment Advisors:	Investec
Property Valuations:	JLL
Bankers:	HSBC

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