

Bath ● ● ●  
Recreation

# ANNUAL REPORT 2023/24

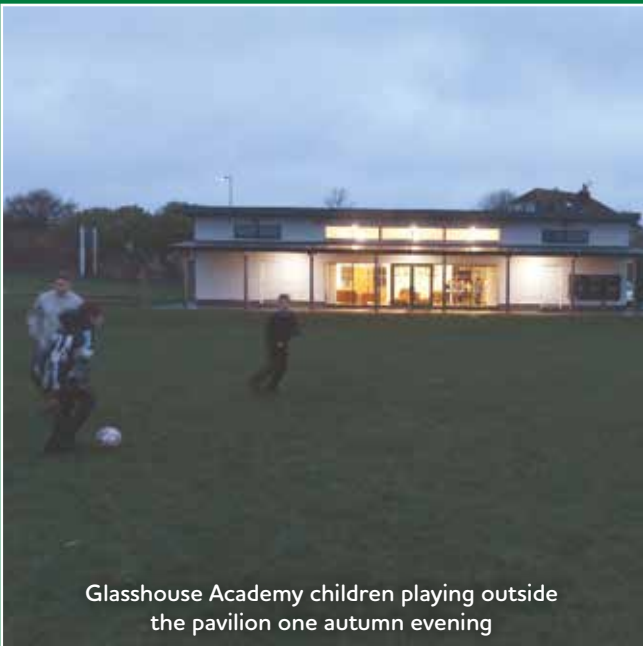


Nurturing  
Positive  
Lifestyles

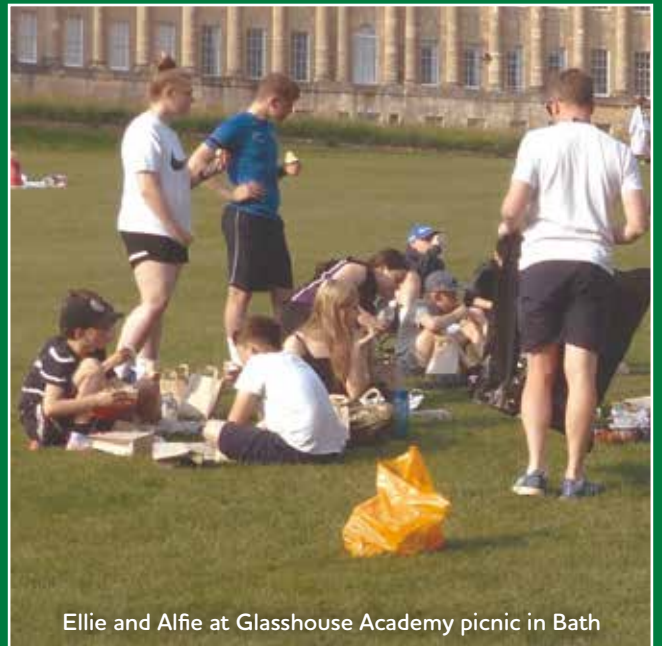




Schools Sports Partnership Cross Country at the Glasshouse Academy grounds



Glasshouse Academy children playing outside the pavilion one autumn evening



Ellie and Alfie at Glasshouse Academy picnic in Bath

# > Contents

	Page
Introduction .....	1
Strategic Direction.....	2
Influence .....	3
Stability .....	9
Growth.....	13
Impact.....	14
The Future .....	27
Governance & Finance .....	29







# ➤ Introduction



Bath Recreation is a financially sustainable charity that is pursuing three strategic goals to demonstrate that we can prove a model for the future of recreation, that can be replicated by other organisations to have recreational facilities for their communities.

Our three goals are; Influence – to be recognised as a trusted partner for recreation in and near Bath over the next five years. Stability – financially stable and diversified funding stream to continue our charitable work. Growth – to investigate opportunities to protect, maintain and develop sites in and near Bath.

Ultimately, Bath Recreation provides property for use as recreational facilities for the benefit of the public. This is our purpose, so that our community can lead healthy, active and happy lives.

The impact we have on the people of Bath is a key measurement of our success and this report details many of the achievements as well as the effect that Bath Recreation is having in and near our city.

We welcome the addition of a key member of staff, Alicia John, who has joined us from the University of Bath, who will be reviewing all our charitable activity including the Glasshouse Academy and Buds programmes with local schools and developing ongoing plans for our future.

Last, but not least my thanks go to Angela Lewis, one of our long-standing trustees, who has just completed 9 years of service to our charity. There is a tribute to Angela's influence at the back of the report.

Personally and as a team, we are looking forward to the future with real enthusiasm so that we can grow, become financially stable and be a trusted partner for recreational facilities in our community, with the premise of nurturing positive lifestyles.

**Jason Dalley**

Chair on behalf of the Board of Trustees



# › Strategic Direction 2022 – 2027

Having spent the last five years building foundations and new recreational sites, this new strategic period, beginning in the autumn of 2022, will focus on the impact that Bath Recreation has on the community.

Our enduring purpose is Nurturing Positive Lifestyles.

Our vision, over the next five years, is to create a model for the future utilisation of recreational properties. Bath Recreation want to demonstrate and share the model that we are developing that enables other organisations to learn from and put into practice in their communities, so that they can sustainably provide opportunities for their community to lead healthy, active and happy lives.

Our strategic intent is to be recognised as a trusted partner for recreation in or near Bath over the next five years through impact.

There are three strategic themes:

## **Influence**

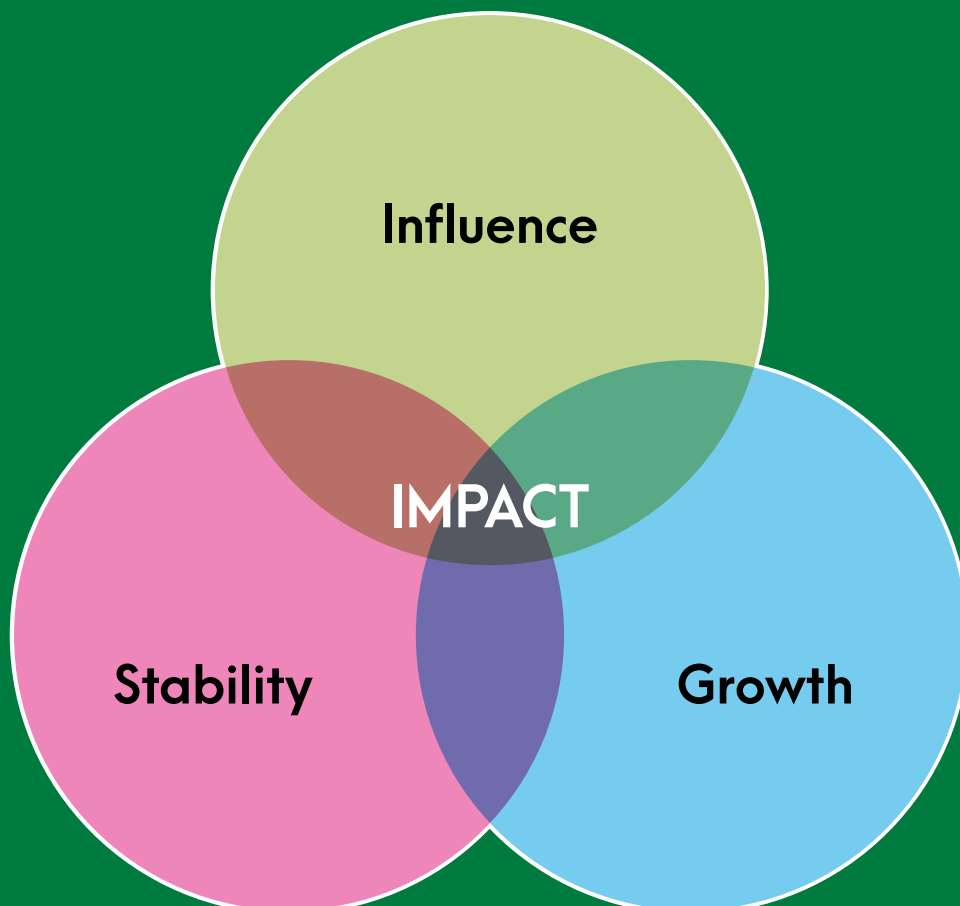
To broaden the range of partners that we work with, including local schools, businesses, organisations and charities. And reach out to the wider public to communicate the impact of our charitable work.

## **Stability**

To secure the future by ensuring that we have a financially stable and diversified income revenue stream in order to continue to do the good work we do through the Glasshouse Academy and Buds programmes.

## **Growth**

To measure the impact each site and each activity has on the community, and to investigate the opportunities for managing new sites in or near Bath.



# › Influence

Becoming a trusted partner is how we can help influence the future landscape of recreation in and near Bath.

We currently work with a number of partners, which includes the academic sector – namely schools and the University of Bath, charitable trusts – that share our values and can see the impact we are having over the longer-term, sporting charities including Bath Rugby Foundation and Bath City FC Foundation, and other charitable organisations that contribute to engaging and inspiring people across Bath.

# › Our Partners

## Charitable Trusts



Working in partnership with Bath Recreation to build communities where children can grow into happy, healthy and educated members of society. Every aspect of their work is built upon the values of trust, kindness and courage and inspired by their purpose:  
**To change lives. For good.**



The trust works with charities, including Bath Recreation, supporting the young, elderly, disabled and vulnerable through education, healthcare, housing, sport, arts and culture, environmental initiatives, community services and training and employment schemes.

### Medlock Charitable Trust Apprenticeships

Ellie Goold and Alfie Kelsey are talented sports people from Bath and both coach at the Glasshouse Academy and Buds programmes, supported as Bath Recreation apprentices through the Medlock Charitable Trust.

Ellie says she can relate to the children as ***“we were brought up in the same area, the same community and have the same understanding”***. She also said Bath Recreation and the Medlock Charitable Trust ***“have given me a great opportunity to develop getting the girls engaged, creating opportunities and enabling***

***them to gain the confidence to get involved”***. Ellie is in her final year of a Sports Performance degree at the University of Bath.

Alfie leads some of the activities at the Glasshouse Academy and has ***“developed strong relationships with the kids while being a consistent presence there”***. He acknowledges that both Bath Recreation and the Medlock Charitable Trust have ***“helped massively”***. Alfie is also gaining additional experience with another of our key partners, Bath City Football Club Foundation, and their programmes.



# › Our Partners

## Academy Trusts



Bath Recreation is a valued local partner and the children from 11 schools in and around Bath benefit directly through the partnership work that we do across the schools to develop active lifestyles.



Palladian Academy Trust 'Olympics' at the Recreation Ground.



UNIVERSITY OF  
**BATH**

Another key employer and provider of recreation and one that Bath Recreation has close ties to.



Bath Recreation is working with the trust in partnership and collaboration to improve the outcomes for young people. We also manage the grounds for Roundhill Primary School and the Abbot Alphege Academy.



# > Our Partners

## Charitable Trusts



Bath Rugby Foundation on the Recreation Ground

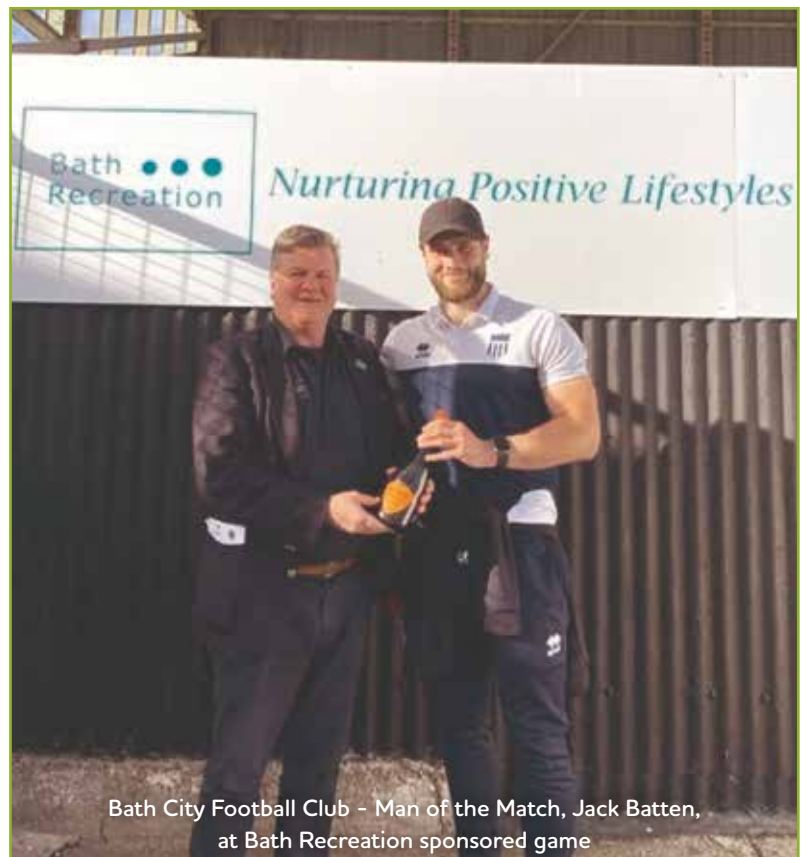


Charitable  
arm of  
Bath Rugby

As the landlords of Bath Rugby Foundation, Bath Recreation has supported the Foundation through some transitions. We share the same aims of enhancing the lives of young people to motivate them, raise self-esteem, increase confidence and improve life skills.



Bath Recreation works with the foundation to make a positive impact on thousands of people's physical and mental well-being every year. The Glasshouse and The Rec playing areas are used by the foundation throughout the year, and the Active Zone at St Martin's Garden School is an all-weather facility, that we provided, that is used by the foundation especially for girls' and women's weekly football activity. We also manage the grounds at Twerton Park as part of our Trading Company activity.



Bath City Football Club - Man of the Match, Jack Batten,  
at Bath Recreation sponsored game

# › Our Partners

## Charitable Organisations



Bath Recreation has supported Bath Festivals for the last four years in developing opportunities that engage and inspire young people from different parts of Bath. We have always recognised that recreation is not just about sport, but also the arts, and the similarities in nurturing positive lifestyles between art and sport are building confidence, emotional development, inspiring them, learning new skills and making new friends, developing teamwork and group dynamics.



Not only do we host the annual Rotary Club fireworks display on The Rec, raising money for local charities, but we have developed a relationship whereby we can learn and work together on school projects and utilise the considerable expertise that the Rotary Club members have.



Fireworks at the Recreation Ground



# › Interviews

The most influential third sector organisations in Bath include many of our key partners, with whom we have developed trusted relationships.

David Medlock of the Medlock Charitable Trust, and Louise Harvey and David Hobdey of St John's Foundation, were interviewed on the more topical elements of our times in the charitable sector in Bath and here are some of their observations, insights and comments.

## Louise Harvey

Executive Director for the Foundation Fund



Louise has been with St John's Foundation for over 20 years and has helped shape and enhance the charitable delivery and impact of the Foundation.

St John's Foundation's ambitious ten-year strategy from February 2020 focussed on supporting children aged from birth to 12 years old to develop their foundational reading, writing, oracy and numeracy skills, and to ensure they have access to nutritious food and safe places every day. The over-arching ambition of the Foundation is to narrow the attainment gap for Key Stage Two children within Bath and North East Somerset by 2030.

Louise said that ***“through the work of the Glasshouse Academy, the Foundation can see how the children are being supported to develop their oracy and communication skills, and importantly how to regulate their emotions and behaviours”***.

Louise ended by saying how ***“inspiring it is to see the staff at the Glasshouse Academy walk beside the children and lift them up”***.

## David Medlock

Chair of the Medlock Charitable Trust



David, whose community and charitable interests span over 40 years, is a businessman, entrepreneur and philanthropist. The trust and David's philosophy is to focus on ***“issues that can be changed”*** and urges charities to ***“help me spend the trust's money”***, typically grants of £5,000 to £15,000 to organisations that the money will have a transformative impact. He is clear that the trust will ***“never create a dependency”*** so that organisations are financially sustainable in their own right and look and act the same way as a business does.

The Medlock Charitable Trust is geographically focused on Bath, Bristol and Boston in Lincolnshire, and will donate a third to a particular project, the other two-thirds fundraised from other institutions and individual giving.

David believes that if people are passionate about what they are doing to help the community, then funds will ***“go to people who need the help”***, however quite often money does not go towards ***“people that don't shout or can't shout”***.

The Medlock Charitable Trust supports Bath Recreation Limited with two apprenticeships (see page 3) for Alfie and Ellie, who are young people that have grown up in Bath and are role models for Bath Recreation's educational initiatives – the Glasshouse Academy and Buds programmes. David sees them as ***“enthusiastic leaders who have been given the opportunity to have an impact”*** and will develop their people skills to influence the children on both programmes and said, ***“kids recognise a kindred soul”***.

David has seen many impactful and positive activities in and around Bath and insists that we should make this the objective of all our efforts. He also understands that young people need a purpose and when they are able to ***“look into the mirror and feel that they can make a difference”***, then we have made a real impact.



# › Interviews

## David Hobdey

CEO, St John's Foundation



**ST JOHN'S**  
FOUNDATION EST. 1174



The Foundation was established in 1174 and 2024 will be the 850th anniversary of the charity and David said, *"We are here to serve the community as there is always a need"*.

A key focus is to address the education attainment gap with an emphasis on the younger age groups, focusing on the causes of inequality rather than treating the symptoms – *"Education is a ticket out of deprivation, to raise aspirations and show the next generation new possibilities"* observed David.

Supporting communities is core to the Foundation's efforts and being part of the community of Bath is fundamental to long-term outcomes. As a central element to that David said that crucially it's about *"creating safe spaces where people feel they can come together and find connection, while nurturing and building new ways of thinking – Bath Recreation is very much in synergy with us on this"*.

St John's are halfway through their 10-year strategy and the core is the Key Stage 2 attainment gap and the educational inequality, with some challenges for the future – *"How can we expand what we do, how can we reach more children?"*. It cannot be just St John's running with this, part of the strategy is *"how to influence change at a national level and influencing change in the way communities are led has to be done collaboratively"*.

David said that *"St John's and Bath Recreation are doing complementary things, creating community spaces to come together"*, building relationships, learning and contributing to the beneficial development of Bath's communities.

Ultimately David is hopeful and optimistic about the future and feels that St John's Foundation and Bath Recreation can work together to nurture positive lifestyles and change lives, for good.



# > Stability



Twerton Park, home of Bath City FC

To enable security of the future of recreation in Bath on our properties by delivering a financially stable and diversified funding stream.

The **Bath Recreation Trading Company** has been established to broaden the base of income received by the charity - Bath Recreation Limited. It will also provide a vehicle to conduct more diverse activity that supports our charitable objectives.

Bath Recreation has expanded the grounds maintenance business, from our three core properties – Bath Recreation Ground (The Rec), Glasshouse Academy grounds and Broadmoor Lane - to Sulis grounds (part of the University of Bath grounds), The Partnership Trust schools including Roundhill Primary School and Abbot Alphege Academy grounds, and Odd Down and Bath City Football Club pitches.



Painting the lines at  
Odd Down Football Club



Grounds team at Sulis Sports Club



Grounds team at Abbot Alphege School

In all, the Trading Company looks after 9 different areas, from school and university sporting facilities to general grounds maintenance.

Our tenants on our properties are a key source of income and we support them as much as possible to deliver recreation to the community.

It's important that not only do we have a number of different revenue streams, but we also look after the local community. To this end the Trading Company will look to employ local grounds people and start apprenticeships in the future.

# › Tenants

## Bath Rugby



### Support for the Stadium for Bath

We believe that a redeveloped stadium can provide enhanced year-round impact and secure income for the charity to support other recreation facilities in and near Bath long into the future.

Bath Rugby's aspiration to improve its facilities is public knowledge. As the landlord, Bath Recreation supports these aspirations in principle, and we are excited about the possibilities.

Architectural and design considerations are for agreement between the tenant (Bath Rugby) and

the local planning authority (B&NES) and we are working closely with Bath Rugby to gain a deep understanding of the community impact the redevelopment will deliver.

Our purpose is to provide land and facilities that create opportunities for the local community to lead healthy, active and happy lives. To deliver this we must optimise all of our land and facilities and generate income. An improved stadium and lease terms will support this charitable purpose both operationally and financially.



The Recreation Ground, home of Bath Rugby



# > Tenants

Other tenants and regular users of our recreational facilities include:

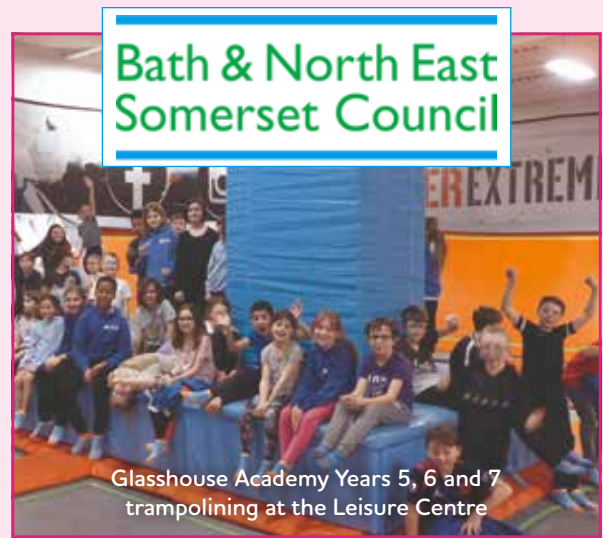
## Bath Croquet Club

Bath Croquet Club has an active membership, playing every day of the year on four lawns.



## Leisure Centre

Bath Sport and Leisure Centre provides the city and surrounding areas' residents with the opportunity to take part and experience a variety of sports and activities.



Privately-owned, working with charities and sports clubs to promote healthy activity and bodily wellbeing.



A registered charity producing three shows every year. Demonstrating our belief in recreation as something you do to enjoy yourself in your spare time.



Working with professional and amateur sports men and women at The Glasshouse Academy grounds. It specialises in the end stage of rehab of injured athletes, the development and transfer of speed and agility, and sports performance.

Also, No Regrets Running, Three Ways School, SENse Learning, Somerset CC Disability Cricket, Mencap, Tai Chi, Local Touch Rugby, PERA Seniors, Book Clubs, Drama, Bath Rotary and Youth Cricket.





## > Tenants

We offer our property at commercial or charity rates for one-off events or frequent use.

The Glasshouse Academy grounds and pavilion for sporting events including Palladian Academy Schools sports days, league cricket for Bear Flat (and junior club - The Cubs) and Combe Down cricket clubs, and social cricket teams, The Star, The Bell and The Ram. We also host and prepare the grounds for the All Stars Cricket Club (juniors).



Tai Chi at the Recreation Ground

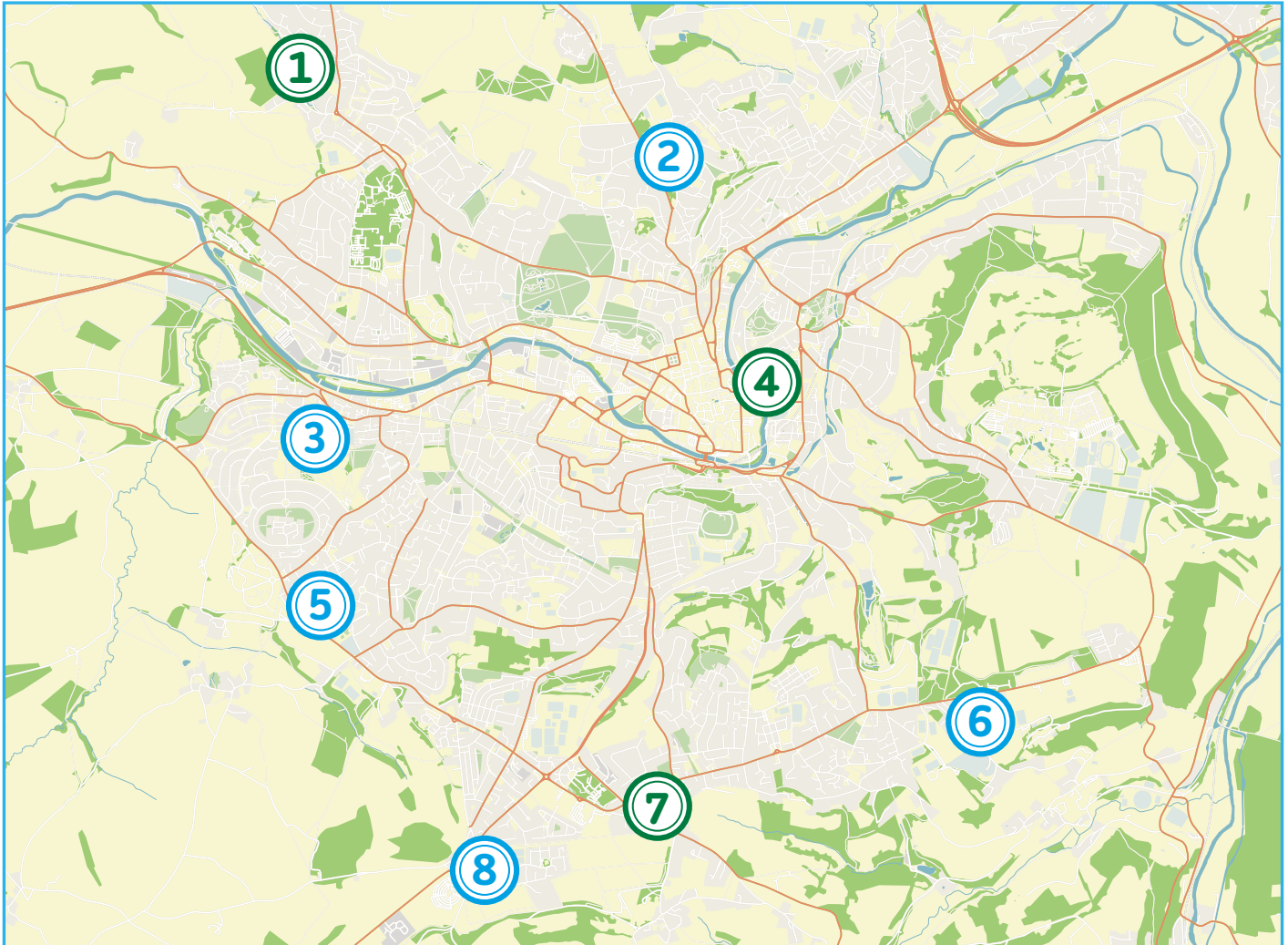


# > Growth

Bath has plenty of spaces for sports recreation, however it is difficult to make ends meet when costs are so high, when there is little local government funding and the model for recreation is under so much pressure. Bath Recreation is developing the model to create stability while helping community projects to develop opportunities.

## Where we are

Bath Recreation grounds where we are either the landlord or we manage the grounds.



- |                             |   |
|-----------------------------|---|
| ① Broadmoor Lane            | ⑤ Roundhill School                      |
| ② Abbott Alphege School     | ⑥ Sulis Sports Club                     |
| ③ Twerton Park Bath City FC | ⑦ Glasshouse Academy Pavilion & Grounds |
| ④ The Recreation Ground     | ⑧ Odd Down A.F.C.                       |

Key: ● Landlord & Ground Management ● Ground Management

# > Impact – Sharing Our Story



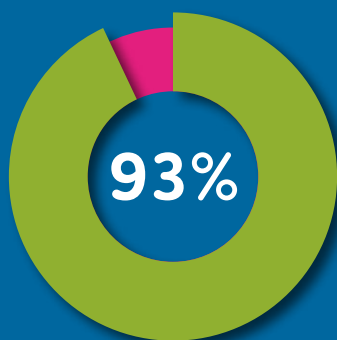
## Glasshouse Academy Children

The Glasshouse Academy has increased by a third in the past school year from two year groups to three year groups. It now includes Years 5, 6 and 7 and 8 as of September 2023.

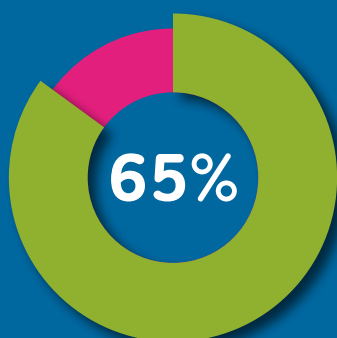
The key themes have included **Respect, Trust, Resilience, Friendship** and **Excellence**.

Top numbers for Glasshouse Academy children last school year – Years 5,6 and 7:

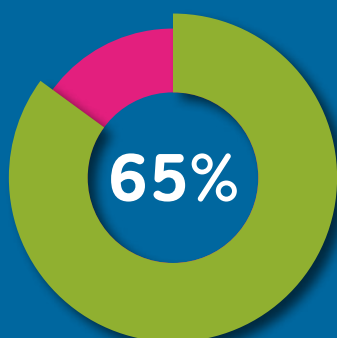
**THE ATTENDANCE FIGURE FOR THE PAST YEAR AVERAGED OVER 93%**



**65% QUALIFY FOR FREE SCHOOL MEALS**



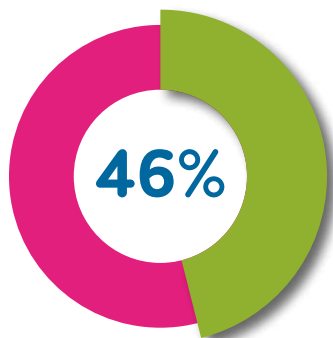
**65% PUPIL PREMIUM**



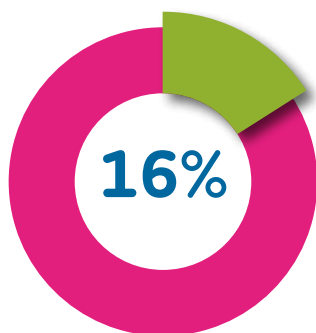


# > Impact – Sharing Our Story

46% HAVE SPECIAL EDUCATIONAL NEEDS AND DISABILITY



16% HAVE ENGLISH AS AN ADDITIONAL LANGUAGE



Over the last year we have delivered 90 sessions (of more than 3 hours each) to over 40 different children per week.



Glasshouse Academy trip to Odd Down Cycle Track

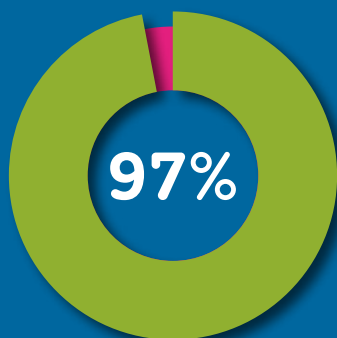
# ➤ Impact – Sharing Our Story

## Glasshouse Academy Children

The children went on an away day to Cadbury World in Birmingham, paid for by the George Cadbury Trust, which was a historical trip not only discovering the origins of Cadbury but also of the business philanthropy model that Cadburys put in place for their workers. The philosophy of Cadbury was to have a happy, active and healthy workforce, by building affordable housing while creating recreational facilities for all the workers with 13 football and 3 rugby union pitches, 16 cricket and 8 hockey pitches, 45 tennis courts, 4 bowling greens and 4 netball courts. This certainly fits with the mission of Bath Recreation which is sustainably providing opportunities for our community to lead healthy, active and happy lives.

While on the coach to and from Birmingham the children were asked a number of questions on a one-to-one basis and here are some of the results of those answers:

**97% STRONGLY AGREE OR AGREE THAT THEY FEEL HAPPY WHILE ATTENDING THE GLASSHOUSE ACADEMY**



**100% FEEL SAFE WHILE ATTENDING THE GLASSHOUSE ACADEMY AND ON TRIPS**

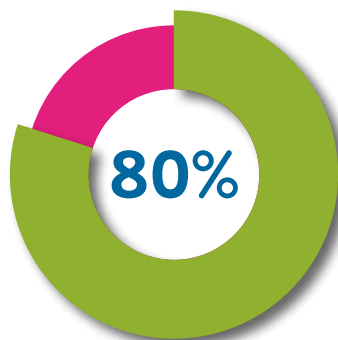




## OVER 60% FEEL MORE CONFIDENT AS A RESULT OF ATTENDING THE GLASSHOUSE ACADEMY



## OVER 80% FEEL THAT THEY DON'T GIVE UP AS EASILY AS THEY USED TO AS A RESULT OF ATTENDING THE GLASSHOUSE ACADEMY



When asked what they feel about the Glasshouse Academy here are some of the comments:

*"It's amazing..."*

*"It makes you more confident"*

*"Very good and fun"*

*"It's fun to explore and do things that I don't normally get to do"*

*"I enjoy making new friends"*

*"It's better than school"*

*"It's good being outside"*



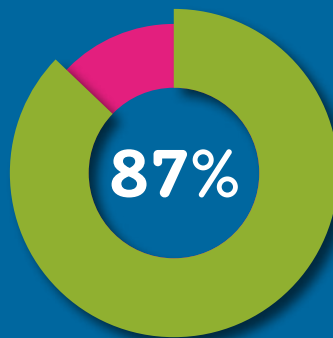
Glasshouse Academy trip to Cadbury World

# Glasshouse Academy Parents

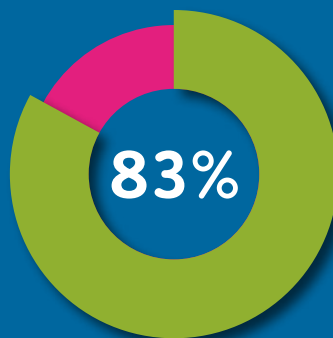
It's very important that the children's parents are engaged with the Glasshouse Academy and what we are trying to achieve. Each time the children attend we try to give some feedback to the parents on how their children are doing.

## The Parents:

**87% STRONGLY AGREE OR AGREE THAT THE GLASSHOUSE ACADEMY AND THE TEAM ENGAGE EFFECTIVELY SO THAT YOU KNOW HOW THEIR CHILD IS GETTING ON.**



**83% STRONGLY AGREE OR AGREE THAT THEIR CHILD'S CONFIDENCE HAS IMPROVED AS A RESULT OF ATTENDING THE GLASSHOUSE ACADEMY.**



**100% STRONGLY AGREED OR AGREED THAT THE GLASSHOUSE ACADEMY HELPS THEIR CHILD'S WIDER PERSONAL DEVELOPMENT THROUGH A RANGE OF EXPERIENCES.**



# Glasshouse Academy Parents

» My son has the best time at the Academy. «

» He absolutely loves it. «

» He looks forward to the Academy every week. «

» Having the opportunity to make new friends has really helped with their confidence. «

» She loves all of the activities. «

» He's enjoying the Glasshouse Academy more than anything else. «

» She always comes home happy. «

» He has done some activities that he never thought he would take part in. «

» The activities and experiences that are arranged are brilliant. «

» The twins just love it. «

» When he first started he struggled with emotions and dealing with anger but he seems to have been able to control this in a much better manner. «



Wessex Water talking to Year 7s about interests, opportunities and apprenticeships



# Glasshouse Academy Summer Activity

We have also arranged for activities throughout the summer with swimming, Bath City Football Club holiday club, trampolining, Sporting Sensations holiday club and sessions at the Glasshouse Academy pavilion and grounds.

One of the parents said:



It's amazing that you are planning to do things for the kids over the summer. The Glasshouse Academy is going from strength to strength.



Another parent said:



Just a quick note to all those who put in so much effort for the Glasshouse Academy. Many thanks for all the amazing activities you guys arrange for the children. It has a profound positive effect...Your dedication and commitment doesn't go unnoticed.



Two trainees (Alfie and Ellie) at Roundhill School



Glasshouse Academy nature trip to Rainbow Woods

# > The Glasshouse Academy Buds Programme

The Buds programme was set up in 2018 in order to address a need for specialist Physical Education sessions in schools in under-served areas of Bath. The programme complements the statutory two hours per week of PE that each school gets from a potentially non-specialist PE teacher (a qualified teacher).

The in-school Physical Education programme delivers a high-quality PE session each week to, on average, 630 children each week in term time.

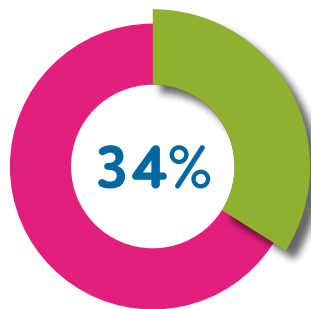
The cost is £30k per year, over 39 weeks of term time, £770 per week. That's just £1.22 per child per week.

## The Buds Programme Children:

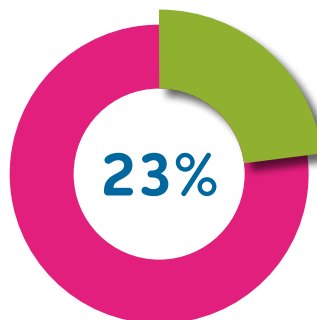
50% COME FROM A DISADVANTAGED BACKGROUND



34% HAVE SPECIAL EDUCATIONAL NEEDS AND DISABILITY



23% HAVE ENGLISH AS AN ADDITIONAL LANGUAGE



The programme develops more than just fundamental movement skills. The team create **trust**, build **teamwork** and develop **relationships** that enable the children to improve their **mental wellbeing, resilience** and **positivity** while inspiring the children to participate and breaking down the barriers to learning.

# Glasshouse Academy Buds Programme

Here are some quotes from two headteachers that benefit from the Buds programme:



*Mark and the coaches have formed strong professional working relationships with staff and the school, and have truly become part of the team... encouraging and nurturing positive attitudes both in sport and in their daily interactions with others... The needs of the individual children are taken into account and activities are modified to support all children to be able to participate”.*

Louise Lund,  
Deputy Headteacher, Roundhill Primary School



*“Tom Bryan [one of our coaches] has been a wonderful role model and educator for the children... He has worked with many year groups and the children have benefited from his expertise and enthusiasm for physical activity... Many of our children live in flats and have limited access to outside space... These sessions have inspired them to keep active and learn many new skills, and has supported them socially... The work Tom has done has made a significant difference”.*

Jayne Rochford-Smith,  
Headteacher, St Andrew’s Church School





# > Impact

## Bath Rugby Foundation Impact



Charitable  
arm of  
Bath Rugby

There is a great deal of synergy between Bath Recreation and the Bath Rugby Foundation, based on the premise that every child deserves a fair start in life and that we are here to nurture positive lifestyles.

### **We both:**

---

Provide opportunities for young people to gain confidence and skills necessary to succeed.

---

Change the lives of young people by being active in their communities and schools.

---

Provide the emotional, practical and physical support they need.

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**» We would never have been in the space to support children and young people without the consistent support of Bath Recreation. «**

Lynne Fernquest,  
CEO, Bath Rugby Foundation

## Bath City FC Foundation Impact



We work together; Bath Recreation providing the recreational facilities for Bath City FC Foundation to deliver a number of programmes in and around Bath, at the Glasshouse Academy grounds, the Recreation Ground and at St Martin's School.

**» We are delighted to partner with Bath Recreation to improve the physical and mental wellbeing of hundreds of people across Bath. With their support we have been able to use the St Martin's School Active Zone for our Wildcats, Squad girls and adult women's football sessions. We have also been able to use the venue to offer low-cost courses for children to stay fit and active over the holiday period. We also work closely with the school to offer lunchtime sessions for girls that wouldn't otherwise have access to football. Every week we also run four inclusive football sessions at the Bath Recreation Ground working with Bath Mind, Julian House (homeless), Bath Welcomes Refugees and female only sessions to make sure everyone has the opportunity to play and enjoy football. «**

James Carlin,  
CEO, Bath City FC Foundation

# Bath City FC Foundation at the Active Zone, St Martin's Garden Primary School



Bath Recreation, with the huge support of the **Medlock Charitable Trust**, was able to put in an all-weather pitch for the school to use, and following the success of England's Lionesses at the Football Women's Euros and World Cup, Bath City FC Foundation have been running female training sessions every Wednesday evening:

## **Wildcats**

31 individuals have attended (5-11 year old girls)

## **Squadgirls**

12 individuals (12 – 14 years old girls)

## **Women Only**

11 individuals

## **Holidays and half-term sessions:**

Averaging ~ 40 participants, and girls only sessions with average of 20 participants

# > Impact

## Bath Festivals Impact



Bath Festivals engages thousands of people with the arts in and around Bath through their main festivals, the Bath Festival in May, celebrating books and music and the Children's Literature Festival in the Autumn.

Bath Recreation's support for Bath Festivals includes the schools' programme – Schools Voices, and bringing primary school children into live author events with the digital Reading is Magic festival. Both take place in September and October with the digital festival remaining available to download for months afterwards. Bath Recreation is involved in the months leading up to and including the festivals themselves.

The Schools Programme in 2022 saw 15 events with 36 schools and over 3500 children attending in-person. The outreach programme saw 10 author visits to 8 secondary schools with over 1400 students in attendance. The digital Reading is Magic Festival featured 25 events that were watched by over 80,000 people online.

### Feedback included:



It's not always easy for schools to attend the events in Bath, so outreach is a great way of making the events inclusive for all.



We brought 10 disadvantaged children to each event and we were all blown away by their excitement, engagement and enthusiasm for the day.



In addition to the digital festival and schools programme, the Schools Voices project in June featured 11 secondary schools and over 100 students in Bath writing, creating, collaborating and performing their own songs (around the theme of journeys).



I have never seen a class return from a school trip "buzzing"! They loved their day yesterday and cannot wait for the next rehearsal. An amazing opportunity for them.

**Headteacher, Three Ways School**





# > Impact

## Palladian Academy Trust Impact



Bath Recreation provide a Sports Coordinator role for the Palladian Academy Trust and organises a multitude of sports events for their 11 schools in Bath.



*Mark Gunning has been instrumental in the organisation and delivery of a wide range of sporting events across a dozen schools, his leadership has led to a demonstrable increase in the number of both competitive and participatory events that our pupils have been able to take part in; many of these have taken place at The Rec with hundreds of young people from the local area using this amazing facility and many visiting for the first time despite living in the locality... We are blessed to work with Mark and to be able to access The Rec, both of which are having a tangible impact on the lives of children in Bath and beyond.*

Mr. Ross Wolverson,  
Head of School, Winsley C of E Primary School



*Mark has been a fantastic resource to call upon for us. He has supported a wide range of children in our school community from challenging our most sporty children to supporting those who struggle to feel calm at school. The sporting events which he has organised has been a fantastic way for lots of our children to take part in competitive sport.*

Adam Dorrans,  
Year 5 Teacher, Widcombe C of E Junior School



The Glasshouse Academy grounds also host the sports day for Three Ways School, a single academy school in Odd Down, Bath.



Palladian Academy Trust 'Olympics' at the Recreation Ground

# › The Future

## Nurturing Positive Lifestyles

Nurturing by definition is caring for and protecting someone while they are growing, helping, supporting and encouraging their development in order to be successful, and also cherishing a hope, belief or ambition. This is important for younger people, but also has relevance to older people in achieving their goals.

Positive is being constructive, optimistic and confident while developing someone's more practical, productive and helpful traits.

Lifestyle is the way a person chooses to live, their behaviour, attitude and habits.

Everything that we are trying to do at Bath Recreation is about helping address inequalities, raising aspirations, changing mindsets, building further on strategic relationships and being more collaborative.



Girls' Kwik Cricket at the Glasshouse Academy grounds

All that we do is focused on nurturing positive lifestyles - partnering with key influencers, ensuring stability through our trading company and tenants and pursuing opportunities to develop more places in Bath to encourage the community to lead healthy, active and happy lives.

Our vision is to be the future of recreation. By this we want to demonstrate that recreational facilities can be financially sustainable, so that other organisations can duplicate our success in managing assets with a good team of people and ultimately a strong purpose.

# Community Asset Transfer

Community Asset Transfer is an established mechanism used to enable community ownership and management of publicly owned land and buildings. These assets are often obtained at less than market value or at no cost. This can apply to public assets and some private ones.

There are three key elements that Bath Recreation has defined:

- ① We have thought about our end goal, our objectives and vision – what we are trying to achieve
- ② We have identified different, sustainable income generation streams to maintain our assets and the services that we provide
- ③ We have involved the community and partners, co-creating our mission and generating ideas and support

There are also good governance and structural organisation issues that we have put in place, such as business plans (income versus costs) and cash flow forecasts, legal and governance structures as well as risk analysis.

The blueprint that we have developed, although it will evolve over time and it does need to be flexible, can be shared with other organisations that want to manage their own recreational assets.

You also need patience, robustness and tenacity.



Glasshouse Academy Year 7s roller-skating at the Pavilion



# › Governance & Finance

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, property, financial, education and sport.

<b>Current Trustees/Directors:</b>	Jason Dalley (Chair) Martin Harman CBE Mark Powell Tim Withers	Naomi Defroand (Vice Chair) Keziah Trump Alistair Colston Helen Donovan
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Day-to-day operational activities are led by our Chief Executive, John Flinn, supported by Mark Cadbury, Head of Strategic Partnerships and Impact, they both make up the Executive team.

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:

<b>Finance &amp; Investments:</b>	Jason Dalley John Flinn	Mark Powell
<b>Property:</b>	Mark Powell Martin Harman CBE	Alistair Colston John Flinn
<b>Governance &amp; Staffing:</b>	Jason Dalley Martin Harman CBE	Naomi Defroand John Flinn
<b>Education:</b>	Tim Withers Mark Cadbury	Keziah Trump Helen Donovan

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

Current professional consultants/advisors (reviewed annually) are:

<b>Legal Advisors</b>	<b>Veale Wasbrough Vizards</b>
<b>Tax Advisors</b>	<b>Bishop Fleming</b>
<b>Auditor and Accountants</b>	<b>MHA Monahans</b>
<b>Investment Advisors</b>	<b>Investec</b>
<b>Property Valuations</b>	<b>Carter Jonas &amp; Savills</b>
<b>Bankers</b>	<b>HSBC</b>

Bath Recreation Limited, a charitable company limited by guarantee, registered in England and Wales with a company number 10735297 and registered charity number 1173521.

Registered office; Bath Recreation Ground, Pulteney Mews, Bath BA2 4DS.

Bath Recreation (Trading) Limited is a wholly owned subsidiary of Bath Recreation Limited, company number 13553734.



## Retiring Trustee

### Angela Lewis

Angela has been one of our trustees for many years and has now come to the end of her tenure, after nine years of service to our charity.

She was the Fields in Trust (Head of Programmes) nominated Trustee for Bath Recreation Limited. She joined Fields in Trust in 2011 with a focus on the charity's most successful protection programme, the Queen Elizabeth II Fields Challenge and now leads a team of Development Managers to protect parks and green spaces across the UK in areas of strategic need, as well as steward the growing number of protected spaces. Angela is also the Equal Game Ambassador for Surrey Football Association.

Angela has always worked in sport and leisure for a variety of organisations at national, regional and local level including Sport England and the London Borough of Richmond. She is also a Trustee of the Midlands Parks Forum.

*"Angela has always been able to give the Bath Recreation Limited trustees an independent view, one from outside Bath while being involved in sport and recreation. Thank you for all your insight and effort."*

**Jason Dalley, Chair of Trustees**



Christmas carols at The Rec

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Glasshouse Academy children at Cadbury World



Glasshouse Academy trip to the Theatre to see Buggy Malone



Bath ● ● ●  
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