

Bath ●●●  
Recreation

# 2024/25 ANNUAL REPORT



Nurturing  
Positive  
Lifestyles 



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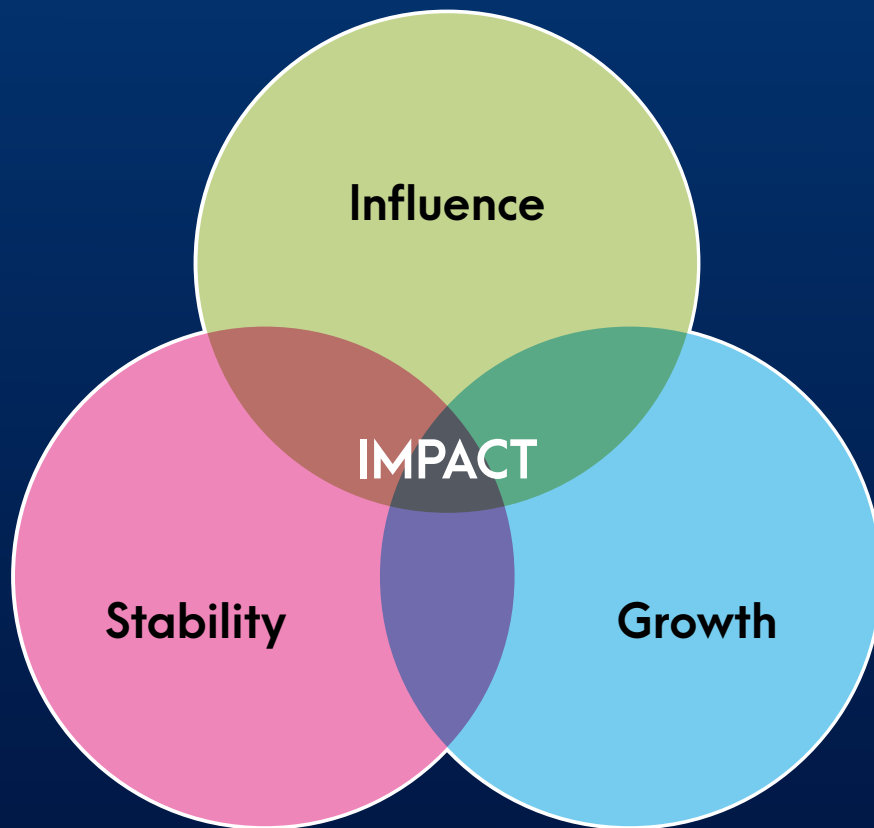
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# › Strategic Direction 2022 – 2027

Our vision is to create a model for the future of provision of recreation property, our mission is sustainably providing opportunities for our community to lead an active, healthy and happy life.

Our strategic intent is to be recognised as a trusted partner for recreation in or near Bath, and our enduring purpose is **Nurturing Positive Lifestyles**.



## **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.

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**The objectives of the charity are the provision, with or without charge, of property in or near Bath for use as indoor and outdoor recreational facilities for the benefit of the public.**

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# ➤ Introduction

There is a real need for the provision of recreational facilities in and around Bath, as there has been a greater pressure and demand on funding for these services. There has been a significant decrease in funding for sports and arts facilities, and locally Bath Recreation Limited is committed to supporting this provision where it can.

The last year has seen a number of exciting developments for Bath Recreation, that have enhanced our reputation as a key enabler in and around Bath in the recreational landscape.

Our strategic goals of influence, stability and growth are being realised and we are becoming a trusted partner for recreational facilities in our community.

We have set up a trading company that not only diversifies our income stream and creates more financial stability but enables us to retain key skills and create jobs for the future generations through the Glasshouse Academy. Earlier this year, the Trading Company merged with a tree surgery and landscaping operation, Samler Landscapes Ltd, significantly enhancing our overall grounds maintenance proposition.

The impact that we have generated through our three strategic aims is demonstrated by the continued success stories of the Glasshouse Academy and Buds programmes.

I am also delighted to report that Dave Cobb, who has been with us for 10 years as Head of Grounds, has been promoted to Managing Director of the Trading Company, and his story is one that we are proud to be part of. You can read more about his journey in this report.

Our core purpose is the provision of property for recreational use, to allow people to lead healthy, active and happy lives. With this in mind, we are very much looking forward to the redevelopment of the Stadium for Bath and our emerging partnership with Odd Down AFC.

## **Jason Dalley**

**Chair on behalf of the Board of Trustees**



## ➤ Property

Bath Recreation provides property for recreational use for the benefit of the public, that enables us and our partners to fulfil the core of what matters to us – nurturing positive lifestyles.

**The Recreation Ground is one of our key property assets, with tenants that include Bath Rugby, the Leisure Centre, Bath Croquet Club and Bath Rugby Foundation.**

One of our key tenants is Bath Rugby that has put forward a planning application for the Stadium for Bath and we're working on the potential future uses of The Rec. The East Stand has stayed up for the summer period and created the opportunity to host a wide range of activity over the summer.

The Rec has seen an increase in community activity which had been severely impacted by the pandemic. The Rotary Club fireworks was a notable success as was Bath Carnival and a host of school sports activities. We also hosted a number of local resident association events including PERA summer tea party. In keeping with its varied history the Rec also hosted new activity including the Graduation celebrations for both University of Bath and Bath Spa University and even a day of resident parking alongside film crews for a forthcoming Netflix series that used the grand setting of Great Pulteney Street.



Bath Spa University graduation at Bath Recreation Ground



Local residents' car parking at The Rec

## GLASSHOUSE ACADEMY

The Glasshouse Academy pavilion and grounds in Combe Down are currently part of our property portfolio and the number of activities continues to grow and serves the local community.

The pavilion is used twice a week for Sense Learning, and at other times by B&NES Carers Centre, Connecting Families and school workshops along with a host of other activities.



Glasshouse Academy Grounds & Pavilion

## > The Glasshouse Academy

The grounds are used by the Palladian Academy Trust schools for sports meetings, including the School Sports Partnership (up to 50 schools are involved) athletics and cricket festivals, the Power of Play nursery and Threeways School. Elevate uses space for their rehabilitation and sports performance consultancy.

The primary use of the grounds in the summer is for cricket, with Bear Flat CC and Combe Down CC playing league matches here, while Saturday mornings see the hugely successful All Stars Youth cricket programme using the grounds.



Bear Flat Cricket Club



Combe Down Cricket Club

Other social cricket teams include The Star, The Ram and The Bell.

**Broadmoor Lane Orchard and Play Park** in Weston provides space for local residents to enjoy an area for fun, relaxation and enjoyment.



Broadmoor Lane Play Park, Weston



## › Bath Recreation Trading Company

Our trading company has been established to support organisations by maintaining their recreational facilities, therefore fulfilling the purpose of the charity. It aims to generate diversified income streams while creating employment opportunities for the next generation from the Glasshouse Academy with work experience, internships, apprenticeships and training in our grounds and tree surgery organisation.

The range of services that the trading company provides include grounds maintenance, sports facilities and tree surgery in community, commercial and residential settings.

Grounds maintenance includes hedge management, grass cutting and leaf clearance, sports facilities include football, cricket, rugby and croquet pitches, while tree surgery includes tree removal, crown reductions, trimming, crown lifting as well as tree and shrub planting.



Grounds Team on the Croquet lawns, The Recreation Ground

We have contracts with academic organisations, clubs and individuals and can do one-off specialist work when required. Our growing team of grounds specialists and trainees are operating on grounds in and around Bath.



Grounds Team on the Croquet Lawns



Some of the Grounds Team and their vehicles



LAMBER  
LANDSCAPE

SAFETY  
EQUIPMENT

CANTER

MITSUBISHI FUSO

IX06  
BXV

# › In conversation with Charlie Samler

## Why did you decide to join up with Bath Recreation?

I've been running my tree surgery business since 1985, and I have never been able to find the right people to change and grow the business. However, when talking to Bath Recreation I could see that there was the management structure to take it to a different level. I have built a base for it to grow, and it will give me a great deal of pleasure and satisfaction to see it transition to a bigger structure and deliver the legacy for all the hard work I have put in over the years.

When I delved into Bath Recreation, I could see that it was the perfect match, as I have always appreciated the benefits that sport and recreation have on people, especially on children and can help those that have come from difficult backgrounds to find their position in the workplace.

## Where do you think that together as a team, we can take the tree business?

I have been able to find solutions to people's problems regarding trees and that has meant the business has grown organically and through word of mouth. I have always ensured that our customer service has been of the highest quality, with attention to detail.

I think that with the right people and the same ethos of quality ensuring our reputation, we can grow the business beyond what I have been able to achieve.

## What are the challenges for the tree surgery business?

The key challenge is the transition from a small organisation and a small pyramid to a management structure that is set up for growth.

It's about the next generation of workers and for me to balance their responsibilities and leadership with allowing them to make mistakes and learn. Joining Bath Recreation has made me realise the importance of mentoring and teaching and investing time and energy into the next level of people to build relationships and trust.

## What do you think the future holds for tree surgery in and around Bath?

People have become much more aware of trees and their health, in the past there was a complacency but now people are far more proactive rather than reactive to trees.

A lot of my working life I have been educating people about trees and imparting my knowledge, and now they appreciate the ecological and aesthetic benefits of trees, such as producing oxygen and habitats for wildlife.

All that means that people are more interested in trees and therefore plan ahead for tree management and maintenance. The whole landscape of duty of care has changed and the outlook is more proactive towards trees.

Over the years the standard of work has improved, and plant physiology has become better understood. The equipment has also improved leading to a safer and more productive work environment.

Over the years our remedial tree surgery has been a larger part of the business than the removal/felling of trees, and our extensive tree planting programmes have ensured the continued health of trees in and around Bath.

# > Spotlight on Dave Cobb

Managing Director, Bath Recreation Trading Limited

Dave Cobb is well known character in the sports and recreation landscape having been born and bred in Combe Down, Bath and now lives in Southdown.

Dave went to Beechen Cliff school and is an experienced, award-winning Grounds Manager. He is a Pitch Advisor for Somerset Football Association, Committee Member of Somerset Cricket Grounds Association and Member of the Grounds Management Association (GMA) and was the GMA national award winner for Professional Multi-Sports Grounds in 2018.



## Why did you decide to join Bath Recreation ten years ago?

I joined the charity, Bath Recreation Ground Trust – which is now Bath Recreation Limited, in 2014.

Dave observed “I had been working on The Recreation Ground from a young age and I felt that when the Trust took over from B&NES Council there was a synergy of vision of running The Rec as a sports ground and venue for the community.”

That synergy manifested itself as ‘making it a better place for all’.

“I had a natural attachment to The Rec, having worked there for years and wanted to see it through to ensure that the grounds were suitable for purpose” – the provision of a recreational space that was properly organised with the right level of investment and belief in making it better for the community of Bath to use it to lead healthy, active and happy lives.

“It was a new and an exciting time of change and a bit of a risk that I was willing to take”

## How is the Trading Company different from Bath Recreation, the charity?

There is a difference between the Trading Company and the charity Bath Recreation, in

that the trading arm is a business, however it does enhance and grow what the charity does for the community of Bath.

The commercial value of the Trading Company has a big impact on the charity.

It’s a virtuous circle – we provide a service, charging a reasonable amount, and that is reinvested into the community.

We do have influence beyond the three properties that the charity owns and runs (The Rec, Glasshouse Academy pavilion and grounds and Broadmoor Lane) and as such the Trading Company is a reflection of Bath Recreation.

## What is the Trading Company’s vision?

It’s not only about the now, what’s happening today, but it’s also about the future, it’s about what we can offer and how as an organisation we can benefit local community groups.

From a wider perspective ‘It’s not about commercial gain, but community gain’.

I always ask myself the question why; why take on more – is it practical, is it about income generation, influence, growth, stability and how it may enhance our reputation?

Ultimately, it’s about being part of something, the future where we can take on apprentices from the next generation.

## What do you think success will look like for Bath Recreation Trading Company?

It's people – good people in the organisation. It's important to have a pathway for current staff as well as the next generation.

**'People = Growth.'**

Success will be about the longevity and sustainability of the Trading Company, not just now but in the future. Passing on the skills and experience that the current team have to the next generation and stepping up to the challenges ahead.

Having the right skilled people = better results, not only for the Trading Company but also importantly for our customers.

Any success that we have is influenced by the aims and purpose of the charity.

## What is your key motivation in your role and your values?

What motivates me is seeing people grow and getting better at whatever they do, being the best they can be.

My values are based on helping people, giving them purpose to achieve their goals. I've been here from the beginning, cutting the grass and managing the grounds, and I have been lucky enough to progress to the position of Managing Director.

Again Dave feels that he wants to give people help and support and reiterates the point that "if you do the right things for the right people, then you get the right results".

## What is your leadership style?

You have a vision for the team for them to understand, to buy into, to partake in and share that vision. I believe in getting everyone involved, with collective ideas and two-way communication.

I also think it's about providing resources and support, building relationships (both internally and externally) and being honest.

## What are the challenges ahead?

We have as many challenges as any other organisation, and many of them are struggling and we have to understand that.

The one key area is finding the next generation of leaders.

*A quote from one of Dave's team:*

**He's great, he knows our strengths and limits and recognises our achievements.**

## What does the future hold for the Trading Company?

We need to work with other organisations to achieve what's possible and to ensure that grounds are available for recreation.

We're only in our first year so we're at the early stages and we will see what that brings."

In the short-term we will conduct a brand exercise for the Trading Company, which will be a collaborative project that will enable us to have a shared vision and mission.

It's been a great learning curve for me, and I do like bouncing ideas off other people.

Next year we will have a better idea of how to grow the Trading Company, given staff and cost restraints, and I would also like to have all the functional elements in place, getting the right things in place, so we have a solid platform for the future.

***"I am positive about the future and believe that as a team we will contribute to the impact that the charity has on the community."***

## > People

Our people are our most important asset, and we have recently taken three youngsters, Olly, Ellie and Alfie (18, 21 and 19 years old respectively) who have been born and bred in Bath. Olly is at Lackham College (Land Management) and works two days a week for the Trading Company, helping and learning with the tree surgery business, and hopes in the future to be a tree surgeon.

The Medlock traineeship programme has developed Ellie and Alfie, Ellie Goold has been taken on full time and will be part of the team that manage the Glasshouse property in Combe Down (pavilion and grounds) as well as the Glasshouse Academy programme. Ellie is developing her skills and qualifications following graduation from the University of Bath in Sports Performance and is responsible for taking bookings and managing the Glasshouse Academy pavilion property.



Andrew, Alfie and Ellie at Ralph Allen School

Alfie Kelsey is also a graduate of the Medlock traineeship, and we are all very grateful for the support that the Medlock Charitable Trust and particularly David Medlock gives individuals and programmes. Alfie has gained experience, skills and qualifications while part of the scheme and this has enabled him to pursue his

passion for football with a career with Bristol City Football Club Elite Athletes Programme as a coach and mentor for Years 7 and 8 bursary students at Clifton College in Bristol. We wish Alfie all the best and feel that we have been able to give him the springboard that he needed to go on to the next level.



The Recreation Ground

The Grounds Team covers a large area of properties from Royal Wootton Bassett to Bradford-on-Avon, Bristol to Devizes with a focus in and around Bath itself, and have gained a reputation for quality grounds maintenance, whether residential or commercial property, and looks after over 50 sites at any one time, including half-a-dozen sports grounds.

The Trading Company will, in the future, recruit willing trainees from the Glasshouse Academy, and creating a good team spirit and morale is an important part of the role for Dave Cobb. The team are always willing to go the extra mile, often out-of-hours to ensure grounds are ready and able to support recreational activity.

Whilst our core purpose is to provide property and facilities for recreation it is critical we have a strong understanding of the needs of the community who will use the facilities. With that aim in mind Alicia John now leads our strategy, activity and partnerships focus. She works with Mark Cadbury in building our network and key partnerships including the management of a team of contracted coaches for our out-of-school Glasshouse Academy, in-school Buds programmes and a wide range of school sports festivals.

We have grown exponentially in terms of staff enabling our communities to enjoy recreational areas in and around Bath. The growth will also put us in a strong position to assist the fast-changing recreation landscape as traditional funding streams come under increased pressure.

## › Strategic Partnerships

As our Chair of Trustees said, we are an enabler within the recreational ecosystem, and we have been successful at inclusivity and collaboration in creating opportunities to develop properties for recreation.



**Bath & North East  
Somerset Council**

**Improving People's Lives**

We recognise that B&NES is the cornerstone of Bath and while budget cuts are never easy to manage, we have worked together to deliver recreation to the communities in and around Bath. We are fully committed to strengthening our working relationship across the Council to ensure that recreation plays its vital part in community wellbeing.



**medlock**  
charitable trust

The Medlock Charitable Trust and particularly David Medlock have been a great supporter and partner in so many ways, not least giving us their time and wisdom to create what is Bath Recreation today – ‘Young people need a purpose when they are able to look in the mirror and feel that they can make a difference, then we have made an impact’.



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

We have worked with St John's Foundation for over four years and share so many values and an understanding of how we can make a difference for the people of Bath and near environs and will continue to work together in partnership.

The charities that we work with and support with safe spaces are important partners in delivering the great work for the people of Bath including Bath Rugby Foundation, Bath Rotary Club and Bath City Football Foundation.

On a sporting level, we work closely with our key partners Bath Rugby and the University of Bath. We are delighted to be a key partner with Team Bath netball pathway to ensure there are opportunities for girls to develop in a sport that has a rich heritage in Bath.



**Rotary**  
Club of Bath



**UNIVERSITY OF  
BATH**



## > Activity

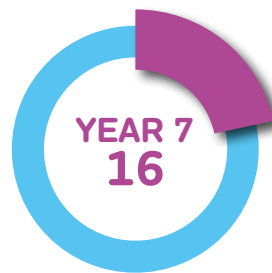


### The Glasshouse Academy by Numbers

In 2021-2022 the Glasshouse Academy consisted of Years 5 and 6, in 2022-2023 Years 5,6 and 7, and in 2023-2024 Years 5,6,7 and 8.

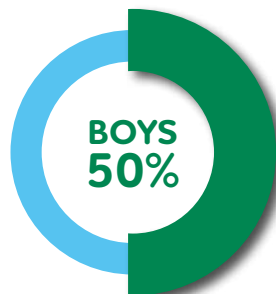
#### > Current total number of Children – 74

Year 5 = 25 / Year 6 = 19 / Year 7 = 16 / Year 8 = 14



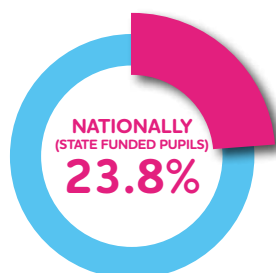
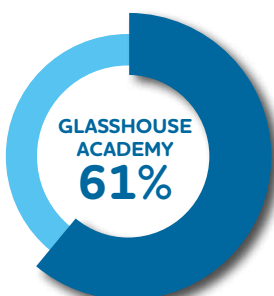
#### > Gender Ratio – 50% Girls : 50% Boys

Exact split is a happy coincidence!



#### > Glasshouse Academy Children eligible for Free School Meals (FSM) - 61%

Nationally 23.8% of all State Funded Pupils \*1



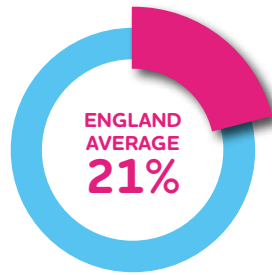
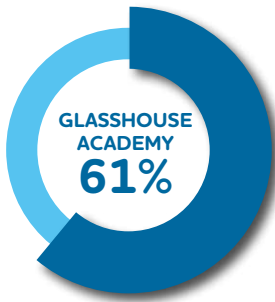
\*1 House of Commons Research Briefing 'Food poverty: Households, food banks and free school meals'. 24 August 2023



## The Glasshouse Academy by Numbers

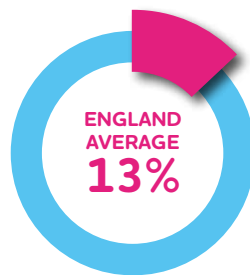
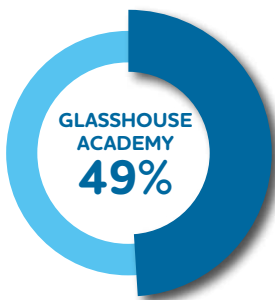
### > Pupil Premium (PP) - 61%

The national average is 21% \*2



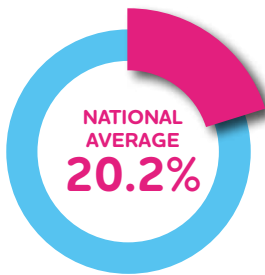
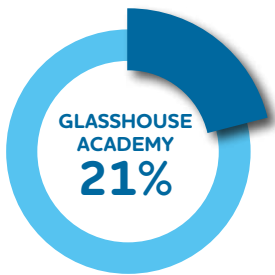
### > Special Educational Needs (SEN) – 49%

SEN in England 13% \*3



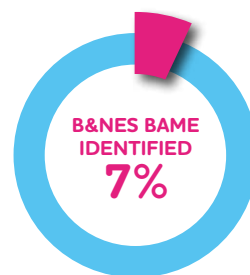
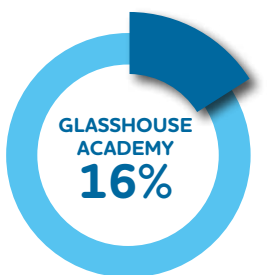
### > English as an Additional Language (EAL) – 21%

20.2% of pupils were recorded as having a first language known or believed to be other than English \*4



### > Black, Asian or Mixed/Multiple Ethnic Groups (BAME) - 16%

7% of people in B&NES identified their Ethnic Group within BAME \*5



\*2 - House of Commons Research Briefing 'The Pupil Premium (England)'. 8 September 2023

\*4 - Gov.uk Schools, Pupils and their Characteristics. 8 June 2023

\*3 - Gov.uk Special Educational Needs in England. 22 June 2023

\*5 - Office for National Statistics, Census 2021, released 18 May 2023

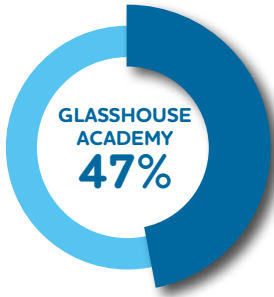


In the Glasshouse Academy Pavilion

## The Glasshouse Academy by Numbers

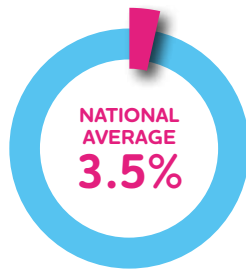
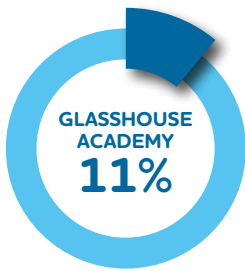
### Single Parent Family – 47%

Nationally 2.9 million lone-parent families in 2022, accounting for 15% of all families <sup>\*6</sup>

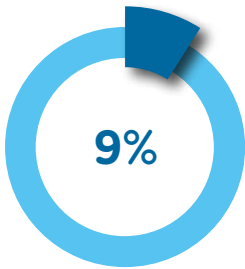


### Significant Family Bereavement – 11%

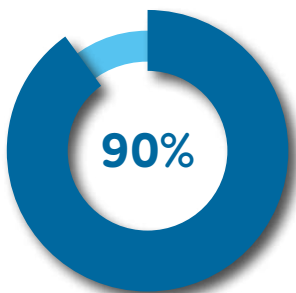
National Average 3.5%, 1 in 29, 5 to 16-year-olds has been bereaved of a parent or sibling <sup>\*7</sup>



### Part of an External Sports Club - 9%



### Attendance for this School Year - 2023/24 - was over 90%



<sup>\*6</sup> - Office for National Statistics, census 2021, released 18 May 2023

<sup>\*7</sup> - House of Commons Research Briefing 'Support for bereaved children'. 27 March 2023



Hot chocolate after ice-skating

## > Challenges

As with any new programme the bedding-in period was a learning curve; this was anticipated and a 'review and learn as we go' mantra was followed from day one, with input from staff, parents and the children. One of the key challenges we have recognised is the natural turnover of children attending the Glasshouse Academy, especially the transition from primary to secondary school, from Year 6 to Year 7. This transition sees the numbers attending decrease in those two year groups, however we have been able to replace children as the Glasshouse Academy is always popular and the positive reputation of the Glasshouse Academy has ensured a steady influx of new children.

We also get direct referrals from primary schools (class teachers), secondary schools (Heads of Year), social care professionals and parents requesting whether their child can become part of the Glasshouse Academy; so the overall numbers remain consistent.

One of our trustees, a respected educationalist, made the point that there would be 'natural' turnover as the children in Years 7 and 8 would find other activities or clubs on the date of the Glasshouse Academy evening and that was 'a positive outcome', as they felt confident enough 'to do their own thing'.

## > Successes

Having consistent coaches and staff at the Glasshouse Academy has enabled real trust between the Bath Recreation team and the children and parents. Beyond receiving positive feedback, true success is evident in the transformative impact witnessed among children facing academic and behavioural challenges, including those with histories of poor school attendance.

As about 50% of the first cohort of children that first attended Year 5 and Year 6 are still coming back, the team has been able to see real change in behaviours. This is only observable over a period of years and manifests itself in the children trying activities they 'would never thought they would take part in', and another example - 'having struggled with emotions and dealing with anger they have been able to control this in a much better manner'.

# Teachers' views on the Glasshouse Academy Children

Have you seen an improvement as a result of their attending the Glasshouse Academy?

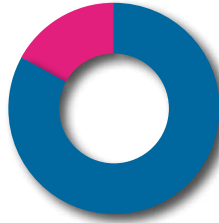
## CONFIDENCE

100%  
STRONGLY AGREE



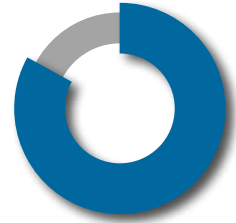
## RESILIENCE

83% AGREE  
17% STRONGLY AGREE



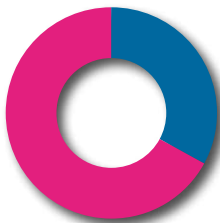
## BEHAVIOUR

83% AGREE  
17% DON'T KNOW



## TALK ABOUT GLASSHOUSE POSITIVELY

33% AGREE  
67% STRONGLY AGREE



## MADE A DIFFERENCE TO THEM

100%  
STRONGLY AGREE



Teachers' comments on; "Has the Glasshouse Academy had a positive impact?"

Both children have felt a sense of belonging and have really benefited from the support.

A very positive impact as it has been a great place for that child to have a sense of community and being a part of something.

Both boys' behaviour is changeable; in the middle part of the year I could see positive improvements.



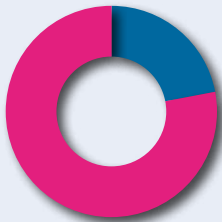
# › Parents' views on the Glasshouse Academy

My child is .... while attending the Glasshouse Academy?

## HAPPY

22% AGREE

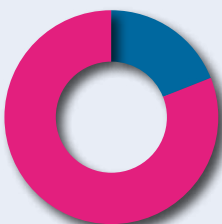
78% STRONGLY AGREE



## SAFE

19% AGREE

81% STRONGLY AGREE



## MORE RESILIENT

38% AGREE 38% STRONGLY AGREE

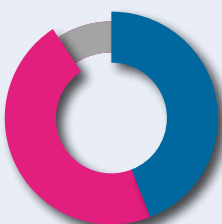
24% DON'T KNOW



## CONFIDENT

44% AGREE 47% STRONGLY AGREE

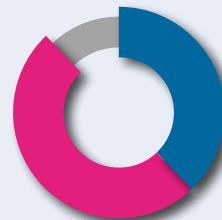
9% DON'T KNOW



The Glasshouse Academy helps my child's wider personal development:

38% AGREE

50% STRONGLY AGREE



Parents' feedback on their child's experience of the Glasshouse Academy?



It's her highlight of the week, it's really helped her with confidence and gives her a safe space to have fun, learn new skills and take time for herself.



Glasshouse offers a unique opportunity for children to grow and develop through a wide range of fun experiences and activities to prepare them for life!



His behaviour has improved vastly since attending and he has gained more confidence.



All the staff are lovely, helpful and supportive.





Cooking at Oldfield Park School

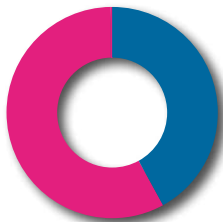
# > Children's views on the Glasshouse Academy

How do you feel about attending the Glasshouse Academy?

## HAPPY

42% AGREE

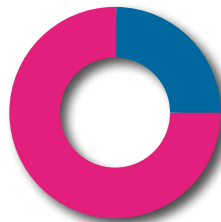
58% STRONGLY AGREE



## SAFE

25% AGREE

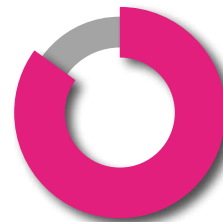
75% STRONGLY AGREE



## MORE RESILIENT

85% STRONGLY AGREE OR AGREE

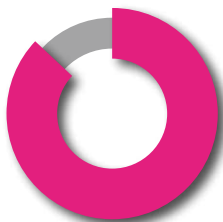
15% DON'T KNOW



## CONFIDENT

87% STRONGLY AGREE OR AGREE

13% DON'T KNOW



## I TRUST ALL THE ADULTS

100%

STRONGLY AGREE OR AGREE



## I FEEL MORE POSITIVE

AFTER A SESSION AT GLASSHOUSE ACADEMY

82% STRONGLY AGREE OR AGREE

18% DON'T KNOW



How do you feel about the Glasshouse Academy?

“It's really creative and I get involved in a lot of different things.”

“It's good because it's fun and exciting.”

“I especially look forward to it after school.”

Year 8s in the Leisure Centre



Glasshouse Academy visit to Twerton Park, home of Bath City FC



Glasshouse in the snow

## › Glasshouse Academy – Some other comments

“

I'm so grateful for Glasshouse and the variety of activities it provides. I don't think Luke would be doing anything regularly without it as he seems to struggle with having the confidence or motivation to go to any other clubs. Love Glasshouse!

Wendy, Year 7 parent

”

“

I'm incredibly proud of Maisie, she never refuses to go, and it's been nice she's been mixing more with other children, I thought it was going to be a nightmare when she started at Hayesfield, but she said to me yesterday she loves the Glasshouse.

Katie, Year 8 parent

”

“

The parent that I met at Oldfield (*Graham, Year 8 parent*) was so positive about the “island of solace” the session afforded his daughter.

Helen Donovan, Trustee of Bath Recreation.

”

Part of the Glasshouse Academy ethos has been to expose the children to different experiences - from cultural tours of the centre of Bath to the Theatre Royal & the Egg Theatre, sporting occasions such as trips to Odd Down Cycle and BMX track, Twerton Park to see a Bath City FC match, visits to Rainbow Woods, Bowood House and Bath City Farm, cooking at Oldfield Park and Ralph Allen schools, trampolining and ice-skating as well as broadening the children's employability aspects with Wessex Water and the RUH.

It's about fun and enjoyment in safe spaces, connecting with people and children from other schools, trying different things and creating opportunities for their continued development.



Year 5s at the Glasshouse



Visit to Bath City Farm

Some of the Glasshouse Academy at Bowood Park

## ➤ The Glasshouse Academy Buds Programme

The focus is on providing Physical Education and Fundamental Movement Skills for primary school children in Years 3 and 4, introducing them to fun and games while teaching resilience and positive attitudes. The impact has been on emotional and physical development.

*The Buds programme has been an important part of our sports and SEMH (social, emotional, mental health) provision over the past few years. This has seen children fed and motivated to start the day positively at breakfast club, helped build bonds and inspire clearer communication in PE sessions and target the most vulnerable children through healthy relationship interventions.*

*Children who receive this provision arrive or return to class visibly more settled and ready to learn. Over the course of the year, our Year 3's (who have benefited from weekly sports sessions) have demonstrated their improving*

*ability to regulate their emotions and get on with their peers.*

*Above all, the consistency of community-based role models has helped stabilise how some of our pupils view and experience relationships, and a meaningful feeling that they can achieve in life and break through the barriers they face. These barriers, for around 70% of our children, include being at or below the poverty line; often, it is school who provide for or supplement their fundamental needs, and Buds remains a scheme at the core of our offer to prepare students for life now, and in the future.*

**Mark Durrant**, Associate Senior Leader, St Michael's Junior Church School



BMX at Odd Down

# › Palladian Academy Trust



Bath Recreation sponsor the position of Trust Sports Lead, Mark Gunning.

As a group of schools and services supporting children and young people across B&NES and Wiltshire, the Palladian Academy Trust is committed to providing the best futures for all through excellent and equitable opportunities.

The Trust Sports Lead will focus on enhancing the sport and PE experience for all pupils in the Trust; working with school PE Leads and leadership teams, to support and challenge the quality of PE across all Trust schools and ensure an inclusive culture of continuous engagement and development in sporting activities. The Trust Sports Lead will provide inspirational and effective development for pupil-facing colleagues to impact on the learning offer and outcomes for all pupils including an effective transition and tailored learning opportunities for pupils as they move between key stages and schools.

Mark works alongside the Educational Excellence Team to develop the Trust workforce which in turn will impact on improving educational outcomes and achievements for learners at all Trust schools and those schools we provide support for who are not part of the Palladian Family. He leads and drives the aim to ensure we have great educators in all our classrooms who deliver a high quality PE curriculum offer through excellent practices to ensure that we offer our pupils the highest quality education and experience.

Mark plays a major role in supporting schools to ensure the effective use of the PE and Sport Premium to meet the targets of 'The school sport and activity action plan' such that children and young people have access to at least 60 minutes of sport and physical activity per day. It recommends 30 minutes of this is delivered during the school day (in line with the Chief Medical Officers guidelines which recommend an average of at least 60 minutes per day across the week).

In all three children, I have seen a marked improvement in their confidence, resilience and courage which I am certain is largely as a result of them attending the Glasshouse Academy. The children are developing leadership abilities which transfer to not only their PE lessons at school but they are now able to confidently lead small group discussions and make significantly more contributions to the whole class. The children often mention the academy and it is always something they look forward to.

**John Breese, Year Five Class Teacher and PE Lead, Oldfield Park Junior School**

"I wanted to let you know the brilliant work that Mark Gunning has been doing within the Palladian Academy Trust. As a Year Two teacher, I found it invaluable to watch Mark and to learn ideas for the organisation and delivery of activities from him, as well as how to deliver high quality PE teaching, including promoting competition and sportsmanship."

**Bennath Atkinson, Year Two Teacher, Widcombe Infants School**



## ➤ Palladian Academy Trust

“Mark has consistently delivered a range of games that have successfully captivated the children’s interest and enthusiasm.

One notable aspect of Mark’s approach is the emphasis on enhancing the children’s listening skills by providing clear and explicit instructions in a fun and interactive manner. This strategy has not only improved the children’s ability to follow directions but has also allowed for the development of essential communication skills within the group.

Moreover, Mark has demonstrated a commitment to fostering a supportive environment where shy children are encouraged to mentor others. This approach has enabled these children to step out of their comfort zones, thereby nurturing their confidence and self-esteem in a positive way.

In conclusion, the PE intervention led by Mark has been instrumental in providing a comprehensive and enriching experience for the children, offering a blend of physical, social, and cognitive benefits. The positive impact of his sessions is evident in the continued growth and development of the children involved.”

**Nikki Abreu, Teacher, Widcombe Infant School**



## > Governance & Finance

Bath Recreation is governed by a Board of 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 Helen Donovan	Naomi Defroand (Vice Chair) Keziah Trump Alistair Colston
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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>	Martin Harman CBE John Flinn	Alistair Colston
<b>Governance &amp; Staffing:</b>	Naomi Defroand John Flinn	Jason Dalley Martin Harman CBE
<b>Activity:</b>	Helen Donovan Alicia John	Keziah Trump Mark Cadbury

Bath Recreation Ltd 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>Savills</b>
<b>Bankers</b>	<b>HSBC</b>

Our latest financial reports and other information is on the Charity Commission website

**[www.gov.uk/government/organisations/charity-commission](http://www.gov.uk/government/organisations/charity-commission)**

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.



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