

## FINANCIAL AND OPERATIONAL OVERVIEW

**Summary:** To provide the Executive Committee with (1) a high-level update on the year-end financial position of the organisation and (2) an overview of the Key Performance Indicators [KPIs] for 2024/25.

**Recommendation:** That the Executive Committee notes the report

**Report by:** Magda Glanowska – Head of Finance

### 1. YEAR-END FINANCIAL REPORT (DRAFT RESULTS)

- We are currently finalising year-end results and therefore the presented results are only indicative. These will be presented and discussed by the Finance and Governance Committee during their next meeting on 16<sup>th</sup> June 2025, before being presented to the Board for their full approval of the 2024/2025 Annual Accounts.
- I am pleased to report that total revenue for the year is in line with the forecast, at £4.18million, this is an excellent result for the organisation.
- In terms of grants paid, we have paid total of £2.22million against forecasted £2.45million. The slight variance here is due to Cotswolds Champions where we were unable to distribute £200k grants. FiPL alone we have paid over £1.8million which means there is only very small underspend to be returned to DEFRA, again excellent results thanks to the FiPL and the wider team. We now have had a confirmation that the FiPL programme is extending for another year, therefore we will be revising the Budget for 2025/2026 to accommodate this change along some other major developments.
- We have also managed to keep our costs down this year, saving £30k in overheads against the forecast of £1.62million.
- Overall, these are very positive results for the organisation as a whole and put us in a good starting position for this financial year.
- The balance sheet is in healthy position with no concerns. Total capital assets and reserves stood at £1,255,634 at 31 March 2025 compared to £1,244,787 at the start of the financial year. This is in line with the Board's Reserves Policy.

### 2024/25 Reserves (DRAFT)

- 2024/25 Year-End draft position is showing **total reserves of £1,256k** (vs £968 forecast, £1,633k budget and £1,245k prior year)
- Made up of:
  - **General Fund £78k** (forecast £77k, budget £71k, prior year £79k)
  - **Designated Funds £245k** (forecast £198k, budget £287k, prior year £158k)
  - **Restricted reserves £930k** (forecast £693k, budget £1,275k, prior year £1,008k)
- The above is in line with the Board's Reserves Policy adopted in February 2024.
- Capital / Revenue Uplift from DEFRA (£382k) – we have spent the total £382k allocated to us by DEFRA therefore we will not be reporting any underspend of capital to DEFRA.

## 2. PROGRESS AGAINST KEY PERFORMANCE INDICATORS (Q4 2024/25 reported by Caroline Regan)

Overall, KPI results have been relatively consistent, and in line with expectations.

The Business Plan 2023-2026 is being reviewed and the work programme for 2025-26 is being developed. This will be a great opportunity to review and revise the KPIs to ensure they can provide a good measure of progress against the Business Plan objectives.

- **KPI1 (People)** – this was a new KPI for 24/25 focussed on Health and Safety has replaced the KPI related to Board attendance. Whilst accidents are reported, the definition of incidents and near-misses are not fully understood and inconsistently reported. It has been a useful KPI in as much as it has helped think in more detail about people are educated about near misses and incidents and how they are recorded.
- **KPI2 (IT services)** – this is the second year for this KPI. It was put in place when the SLA started with Orbits. They have consistently resolved cases in a timely way and therefore fulfilling their obligations.
- **KPI 3 (FiPL grant)** – this has been the fourth year for this KPI, and again, FiPL performance has been consistent. Over the four years, the team has been able to utilise all FiPL budget by the end of the financial year. It's harder to manage during the year as it's very dependent upon projects completing without delays, and potential underspend typically surfaces from January onwards. However, again this year, the team has been successful in anticipating potential underspends and therefore over-programming.
- **KPI 4 (Statutory Consultee – consultations)** – this KPI has been in place for five years, and always performed well. It only considers planning applications where we are pro-actively consulted by local authorities. Depending on resources, we may just provide 'standard' responses in some instances, although the level of information provided in our 'standard' responses is still sufficient to constitute a 'substantive' response.
- **KPI5 (Climate Action)** – this KPI has been revised. The purpose of this KPI was to measuring progress against the climate action areas identified by 3Keel. To ensure achievable progress, a total of six action areas (out of 14) had been identified to get underway in 2024-2025.
- **KPI6 (16-25 year olds engaged)** – another KPI that has been running for a few years. Typically, it has performed well, but numbers are down this year due to the following:
  - Everyone's Evenlode stopped taking new entrants into the Duke of Edinburgh award because the project is coming to an end. It wound down during the year and completed in Dec.
  - On Caring for the Cotswolds, we postponed the Youth Panel until the new funding was approved
  - It was too soon for the Outdoor Learning Officer to contribute to the figures
- **KP7 (Development fund)** – the final figure for Q4 (and therefore the overall figure) can only be accurately calculated once year end is fully reconciled.

### Supporting documents

- Appendix A - Key Performance Indicators (2024/25)

MAY 2025