



Annual Report 2025

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Foreword

2025 marked a truly momentous milestone in HASSRA's history as we celebrated our 90th Anniversary — nine decades of community, creativity, and camaraderie. Throughout the year, national, regional and clubs came together to honour the organisation's rich heritage. The anniversary celebrations were woven through every part of HASSRA life creating a year of fun, connection and pride.

At the heart of this landmark year were **our volunteers** – the countless helping hands who gave their time and energy to create the world-class member experience HASSRA is known for. From Stornoway to Penzance volunteers ensured that our 90th year wasn't simply a commemoration of the past, but a vibrant celebration of the present-day HASSRA community. Their commitment is extraordinary and the successes of the last nine decades would not have been possible without them.

To honour the anniversary, we delivered a programme of special initiatives designed to create memorable moments across the country. These included:

- **A member-voted 90th Anniversary logo**, now proudly featured on merchandise, engravings, presentations and commemorative materials.
- **Club Celebration Grants**, enabling local clubs to kickstart their own festivities.
- A **photo display project**, capturing nine decades of HASSRA life and culminating in an exhibition at the AGM, a slideshow and a beautifully produced photobook.
- **Free membership for 90 lucky members**, offered through online competitions throughout the year.
- **HASSRA 90th Anniversary Lottery Draw**, with an incredible *90 prizes of £1,000*.
- Special commemorative hampers sent to members celebrating their **90th Birthday**.
- **Commemorative champagne flutes and tumblers** unveiled at the Awards Dinner and used as prizes for Festival event winners.
- A bumper **90-prize Summer Draw** and a **90** themed SmartQuiz.
- Continuous coverage throughout the year in **Livelif**.

The 90th Anniversary has not only celebrated our past but strengthened our foundations for the future. It re-energised our clubs, showcased the breadth of talent in our volunteer network, and reminded us that HASSRA's success has always come from people — members supporting members, volunteers building community, and teams striving to provide opportunities, events and experiences for all.

To every volunteer, member, supporter and friend of HASSRA — thank you.

Your contributions made this anniversary year exceptional, and together we have set the tone for the next decade and beyond.

Dave Barrow
HASSRA National Chair

1. Summary

1.1 Formed in 1935, HASSRA has been providing sports and leisure opportunities to staff in DWP and DHSC and associated agencies for 90 fantastic years. It is a national organisation of nearly 63,000 members with income of **£3.8m**, and strong foundations in 317 local clubs organised in 12 regions. Operating on this scale gives HASSRA a formidable delivery capability unrivalled amongst public sector staff associations. Our aim is to provide broad range of sports and leisure opportunities at work and at home which helps members achieve a happy and healthy work-life balance. HASSRA supports DWP's vision to make DWP a great place to work.

1.2 In 2025, that included:

- benefits, discounts and offers worth **£5m**
- HASSRA Lottery paying out **£1.1066 million**
- free draws and competitions worth **£164k**
- fortnightly prize puzzles and monthly online quizzes live on YouTube
- national and regional sports and fitness, arts and crafts and cultural activities
- local office and single activity club programme of sports and leisure events
- a Development Fund awarding **£21.4k** to help members achieve their potential
- two HASSRA Festivals (July and September) hosting 1,189 members and volunteers
- and much, much more totaling **378k member participations** in 2025.

1.3 This report describes these activities in the period year ending 31st December 2025. It broadly follows the format of the 2025 HASSRA National Work Programme to help readers view outcomes against objectives.

2. National Programme



We deliver

HASSRA delivers a diverse programme of sporting and social activities at our popular Festivals, plus various regional and local events - bringing members with shared interests together to compete, network and thrive.



We care

HASSRA offers members a range of discounts including household items, holidays and days out, ensuring more money stays in their pockets. Members save even more with our Summer Promotion, plus lots of chances to win in our regular competitions and Lottery.

National Conference and Awards Ceremony

2.1 The annual AGM was held at Warwick University on Thursday, 15th May 2025. 96 delegates, officers and observers attended the meeting. Eight motions were submitted, and elections were held for BOM, FC, AC and PDC committee vacancies.

2.2 The HASSRA Awards Dinner is always the highlight of the HASSRA calendar because it is when we reward our amazing HASSRA volunteers and showcase the fantastic achievements of our regions and clubs. Our 189 guests included competition and regional winners, 17 Senior Civil Servants, and DWP Permanent Secretary Sir Peter Schofield, who presented his named award.

2.3 To celebrate HASSRA's 90th anniversary, the event featured:

- A commemorative cake
- A 90-year history photo display
- Special-edition glasses and photobooks
- A charity raffle with over 40 prizes raising £1,050 for the Charity for Civil Servants

The volunteer winners from 2024 are listed below.

HASSRA Major Awards	Winners for 2024	
The President's Trophy for Best Association	Winner:	South West
	Highly commended:	North West
Sir Philip Rogers Trophy for Best Large Club	Winner:	Sheffield & Rotherham
	Highly commended:	Sunderland
Sir Michael Partridge Trophy for Best Small Club	Winner:	Kings Lynn
	Highly commended:	Southport & Hemsworth
Rachel Lomax Trophy For Best Volunteer	Winner:	Sharon Finan
	Highly commended:	Sarah Tully & Sophie Robertson
Lesley Strathie Trophy for Best Business Sponsor	Winner:	Gareth Niblett
	Highly commended:	Marie Hull
Andy Graham Trophy for Best Newcomer	Winner:	Saraj Euden
	Highly commended:	Sarah Giles
John Nunn Trophy for Best Single Activity Club	Winner:	West Midlands Trips
Terry Green Trophy for Best Sportsman	Winner:	Pauline Long
Sir Robert Devereux Trophy for Wellbeing	Winner:	Birkenhead CSAC
	Highly commended:	Leeds Quarry House
Best Innovation Trophy	Winner:	Fylde Gardening Club
	Highly commended:	Stephen Huntley & Tyler King

Sir Leigh Lewis Trophy for Best Arts, Crafts & Non-Sporting Contributor	Winner: Liam Willis Highly commended: N/A
Neil Couling Trophy for Best Recruiting Club	Winners: Swindon North Star UCR
Cinema Society Trophy For Most New Regional Cinema Members	Winner: West Midlands

HASSRA Online Programme

National Art Competition

2.4 We received 80 entries for the National Art competition. The categories were Painting, Drawing and Mixed Media. A total of £2k in prize money was shared between 18 winners with the overall winner receiving £300.

National Photography Competition

2.5 We received 417 entries for the National Photography Competition with the themes being Celebrations, Reflections and Memories. The prize structure mirrored the Art competition with £2k being shared between 18 winners ranging between £300 for the overall winner and £50 for highly commended.

Monthly Quiz

2.6 Our partner Redtooth delivered 11 on-line Quizzes from January to November. Additional funds were added to the budget for the 90th year to award £90 to 90 members for January, February and March. 2198 Members participated in the monthly Quizzes with 355 beneficiaries. Total spend was £23,917.

Fortnightly Puzzles

2.7 A new puzzle launched every two weeks throughout 2025 with a mixture of formats including Emojis, Dingbats, Answer Smash, 1% Club and Picture Puzzles. With over 20,000 entries and £10,088 spent on prizes to 373 beneficiaries.

Christmas Cracker

2.8 To mark HASSRA's 90th Anniversary, the enhanced Christmas Cracker Competition, offered a total of 90 cash prizes worth £30,650 - including a top prize of £5,000 - alongside 90 gifts, gadgets, and vouchers valued at £29,346.

2.9 Insights from our member mini-survey informed the addition of several new prizes, including luxury watches, Pandora vouchers, and Ticketmaster vouchers, enhancing our traditional selection of Fortnum & Mason hampers, electrical items, and tech products.

2.10 To give members more opportunities to win, this year's competition was split into two separate draws: a dedicated Cash Competition and a Gift Competition. This approach proved effective, attracting 16,620 entries for the cash prizes and 16,343 entries for the gifts.

Fun ‘n’ Free Competitions

2.11 In 2025, HASSRA delivered thirteen fun and free competitions for members. A key innovation this year was the “Jump into July: Win It Wednesdays” campaign. Every Wednesday, £100 was awarded to five winners over five consecutive weeks. The response was exceptional, with 31,159 entries, and all 25 winners were able to choose where to redeem their vouchers.

2.12 Building on the popularity of the weekly format, we reintroduced the 12 Days of Christmas Competition in December and received an outstanding 51,000 entries. We also repeated the Advent Competition, offering high-end advent calendars and gifts. This was our second most-popular individual competition ever, attracting over 17,000 entries.

2.13 Through effective budget management, we were able to launch a Holiday Competition in December, offering a total prize package of £12,000. This competition has already received over 17,000 entries, with two weeks remaining.

2.14 Another new feature for 2025, delivered in partnership with Fred. Olsen Cruises was the giveaway of three pairs of tickets for a five-day cruise. This collaboration not only delighted the winners but also boosted sales for Fred. Olsen. Members booking a place on the cruise also benefitted from savings against brochure prices.

2.15 Across all thirteen HASSRA-funded competitions £44,430 was awarded to winners. Collectively, the competitions generated 201,170 entries and created 181 beneficiaries. In addition to these competitions, several partners—including Merlin, The Cinema Society, Warwick Castle, and LEGOLAND—generously provided free tickets for theme parks and cinemas.

Summer Giveaway

2.16 As part of the in-year celebrations marking HASSRA’s 90th Anniversary, a special £22,000 Summer Giveaway was launched. The competition offered 90 prizes, including a top cash prize of £3,000 alongside a wide selection of technical gadgets and electrical items.

2.17 The Giveaway generated strong member engagement, attracting 14,159 entries, with 90 beneficiaries overall. This initiative played a key role in sustaining the momentum of the anniversary celebrations and delivering added value to members throughout the summer.

Development Fund

2.18 At the start of 2025 the National Team took over administration of the Development Fund so that we could try and boost applications and awards. Members received awards totaling £21.4k (including £8.1k kindly provided by The CSiS Charity Fund). This represented an increase in the value of awards of £8.2k (+61%) over the previous year. A breakdown of awards by region can be found at Appendix 12.

Easter Promotion

2.19 Our first Easter Promotion ran from 7th to 30th April delivering 2,500 discounted tickets and providing £40k in savings to members at a cost of £12.5k. The offering was more limited than our usual Summer promotion, as several of our regular attractions were not yet open or were unable to offer discounted tickets.

2.20 As this was our inaugural Easter offer, accurately forecasting demand proved challenging. However, we now have valuable insight to assist planning for future Easter campaigns.

Summer Promotion

2.21 Our annual Summer Promotion, offering heavily discounted theme park and attraction tickets nationwide, ran from 1st June to 31st August. During this period, we sold 20,000 tickets and provided £325k in member savings at a cost of £132k. This represents a 20% decrease in tickets sold compared with the previous year. However, despite the reduction in volume, the number of orders increased – suggesting members are purchasing in smaller quantities.

2.22 Several factors may have contributed to this shift. Anecdotal feedback indicates some members had unused tickets from the Easter Promotion, reducing the need for tickets over the summer. Additionally, rising retail prices mean that even a 50% discount may not make larger purchases affordable. We will consider increasing the discount in 2026 as a result.

2.23 Regions were invited to contribute additional subsidies to further reduce ticket costs for their members. North East, North West, Wales, and Yorkshire & Humber regions opted in, collectively saving their members a further £23k.

Lottery

2.24 The HASSRA Lottery experienced another successful year in 2025, reflecting sustained growth and continued engagement across the membership. During the year, 8,834 applications were received for new or increased lottery tickets.

2.25 The total annual prize pot increased to over £1 million in 2025, allowing for more monthly prizes than ever before. For the fourth consecutive year, we held our hugely popular Double-Money Draw in October, and this time it delivered something historic – our first ever £40,000 winner! As the prize pot continues to grow year on year, the Double-Money Draw has firmly established itself as a highlight of the HASSRA calendar.

2.26 In addition to our regular draws, to mark HASSRA's 90th Anniversary, an additional draw was held in May with a dedicated £90,000 prize pot, awarding 90 prizes of £1,000. This special anniversary draw gave many members an extra reason to celebrate.

2.27 With growing participation and an expanding prize structure, the HASSRA Lottery continues to represent an important and highly appreciated benefit for members.

Details of all membership benefits can be found at [Appendix 7](#).

HASSRA Festivals

2.28 Two Summer Festivals were held at the University of Warwick in July and September, attracting 579 and 621 guests respectively - the largest festival attendance to date.

2.29 To mark HASSRA's 90th year, attendees received branded goodie bags, commemorative glasses were presented to winners, and volunteers were given 90-year

backpacks.

2.30 A new addition for 2025 was the introduction of street-food vans for Friday evening meals, offering a wider choice and creating a relaxed festival atmosphere. Feedback on this change was excellent.

2.31 New festival activities included Boccia, Pickleball, and a Bhangra Dance workshop - all receiving strong post-event feedback.

Inter-departmental Swimming

2.32 On 9th October 2025, the HASSRA National Swimming Team competed in the second Inter-Departmental competition. All 12 regions were represented, with 24 swimmers competing across Open and Masters categories. The team welcomed six new members. HASSRA dominated the relays, winning 11 of 12 events and narrowly missing the final mixed relay. They finished second overall behind HMRC. The Dartington Crystal '90 year' commemorative glasses were awarded to swimmers for exceptional performances, long service, record achievements, and dedication.

Inter Association (IA) Competitions

2.33 The HASSRA Indoor Cricket event took place in Derby on 1st November 2025, welcoming 78 members from 10 regions. Spread over two nights, the tournament had a friendly, relaxed atmosphere. West Midlands claimed victory in the final against Yorkshire and Humber after a competitive match.

Holidays – Eurocamp

2.34 Just a handful of members took up the offer of more than 50% off a Eurocamp holiday at October half term. Although we were disappointed with the take up, Eurocamp was not. We will work with Eurocamp to look at different types of holidays and discounts for members.

Membership Benefits Forum

2.35 The Membership Benefits Forum has now been running for twelve months and includes representation from all 12 HASSRA regions. The forum reviewed 96 suggestions with 10 benefits now live and three in progress.

3. Building Membership

3.1 2025 was a strong year for membership growth and engagement across HASSRA, underpinned by a range of initiatives designed to strengthen recruitment, support inclusivity, and broaden our reach. Our approach combined targeted recruitment activity, refreshed promotional materials, and new engagement forums to ensure that the association continues to evolve in line with member needs.

Buddy Draw

3.2 A major driver of new joiners this year was the Buddy Draw programme, which distributed £30,000 in prizes to existing members and the new members they successfully introduced to HASSRA. This grassroots approach rewarded enthusiasm, encouraged peer-to-peer promotion, and helped build awareness across workplaces.

Members' Biennial Survey

3.3 To guide future improvements, the Biennial Members Survey was relaunched in 2025, capturing insight from across the whole membership. Early results have already highlighted opportunities to enhance support for retired members, leading to the development of a Retired Members Grant and a new Retired Members Forum to strengthen connection and inclusion.

Recruitment Forum

3.4 The newly formed Recruitment Forum, with representatives from all 12 regions, played a key role in sharing best practice and identifying areas with lower reach, helping to target recruitment activity more effectively.

3.5 Seventeen clubs achieved 20% or more growth and received certificates recognising their success, with the top two clubs invited to the Awards Dinner and the overall winner receiving the Best Recruitment Trophy.

Recruitment Materials

3.6 To support this work, HASSRA refreshed its full suite of recruitment materials. Updated posters, leaflets, pop-up banners and a new promotional video aligned with 90th Anniversary branding ensured a consistent, modern look, while accessibility improvements — including an audio-transcription QR code and an accessible video version — helped make our message available to all.

3.7 Together, these initiatives strengthened grassroots activity, boosted visibility, and reinforced HASSRA's commitment to growing an inclusive, vibrant membership community.

Details of membership figures are shown at [Appendix 8](#).

4. Supporting Clubs and Volunteers



We Work Together.

With an active network of 12 Regions and 325 Local Clubs run by hundreds of volunteers, we support and supplement Wellbeing initiatives with additional resources that help to make DWP a great place to work.

Quarterly Finance Reports

4.1 Our Regional Finance Managers provided each region with detailed quarterly finance reports, including up-to-date balances and itemised income and expenditure. These reports enabled regions to monitor their spending effectively and manage their budgets with confidence. Throughout the year, our Regional Finance Managers also offered ongoing financial guidance and support to volunteers.

Monthly Regional Catch-Ups

4.2 Our monthly regional calls provided a forum to review initiatives, progress, and update on membership benefits and events. Discussions included constitutional and governance requirements, initiatives such as the 90th anniversary and the Easter promotion, along with various demonstrations of HASSRA Live functionality. Presentations from the Civil Service Retirement Fellowship and CSiS were well received and regions shared best practice and their

views with each other.

BOM and Chairs Meeting 2025

4.3 November saw the annual meeting of the national board and regional chairs held in Nuneaton. Topics discussed included.

- 2026 budget, subscription rate and lottery review
- Retired members fund
- Conduct and discipline policy
- HASSRA's five-year strategy

Conduct and Discipline

4.4 Last year, we undertook an extensive review of our Conduct and Disciplinary Procedures to ensure they remain aligned with DWP policy and continue to be relevant and fit for purpose. A key objective of the review was to improve the overall flow and clarity of the guidance. This work was completed earlier this year.

Charity Collections

4.5 During the year, members, regions and clubs found many ways to support their favourite charities and collected a fantastic total of £77,759. As in previous years, this figure is likely to under-report the actual sum because not all clubs submit returns.

Details of charity figures are shown at [Appendix 13](#).

5. Promoting Equality and Diversity



We value everybody.

Members' feedback is key to making HASSRA a better organisation for everyone. Our Development Fund helps members overcome financial barriers to reach their goals, and our Diversity & Inclusion Policy aims to provide something for everyone.

5.1 Diversity and Inclusion remained at the forefront of HASSRA's work throughout 2025. Our focus this year was to ensure every member feels welcome, valued and able to take part fully in our activities. Volunteers, committees and regional teams continued to embed inclusive practice across events and communications, helping strengthen our culture of belonging. Progress was made in improving accessibility, broadening representation and ensuring fairness in how we operate, reinforcing our belief that a diverse HASSRA benefits everyone.

Activity Alliance Partnership

5.2 Our ongoing partnership with the Activity Alliance played a key role in promoting inclusive participation. At the September Festival, the Alliance delivered a well-received boccia session designed for members of all abilities, including wheelchair users. The relaxed, welcoming format encouraged wide participation, with medals awarded to all involved. This collaboration continues to support our efforts to make HASSRA festivals and activities accessible and enjoyable for all.

Inclusion and Wellbeing Competition

5.3 The autumn saw the launch of the Inclusion and Wellbeing Competition, run in partnership with the National D&I Committee. We received 22 entries, each showcasing innovative ways clubs are fostering inclusion and supporting colleagues.

5.4 Neath HASSRA and the Central People Group (HASSRA Wales) were selected as winners for their accessible Wellbeing Walks, designed to ensure colleagues of all abilities could participate comfortably. By focusing on connection, accessibility and wellbeing, their initiative strengthened belonging and community spirit. Their story later featured in *LiveLife Magazine*, inspiring others across the organisation.

5.5 2025 saw meaningful progress in advancing Diversity and Inclusion across HASSRA. Through inclusive event design, strong partnerships and member-led initiatives, we continued to build a culture where everyone can participate and feel they belong. Our volunteers remain central to this work, and their commitment ensures D&I continues to thrive across the association.

6. Building Sponsorship

6.1 In 2025, we strengthened our sponsorship relationships with both DWP senior leaders and the CSiS Charity Fund, helping to secure continued support for HASSRA's work and member benefits. The Business Unit Grants scheme played an important role in engaging DWP leadership, particularly as more managers are now responsible for geographically dispersed teams. Increasing numbers of senior leaders attended the Annual Awards Dinner, gaining first-hand insight into HASSRA's positive impact on staff wellbeing and the extraordinary contribution made by volunteers.

6.2 Our long-standing partnership with the CSiS Charity Fund continued to make a meaningful difference, including a £3,000 grant to support disabled and disadvantaged members through the Development Fund. Together, these relationships provide a strong foundation for sustaining and expanding HASSRA's offer in the years ahead.

Business Unit Grants

6.3 2025 marked the first full year of the Business Unit Grant Scheme, launched in September 2024 to strengthen engagement within geographically dispersed teams across our Sponsor Departments. The scheme is designed to help Business Units connect with existing members while showcasing the value of HASSRA to potential new joiners.

6.4 During the year, we received 43 applications, approving 39, with only four declined. Since launch, a total of 51 applications have been supported, awarding more than £7,000 and benefiting over 2,000 staff. Most grants funded refreshments and prizes for team meetings and away-days, while others enabled more creative activities such as escape rooms, indoor golf, crafting sessions, rounders events and even a canal trip. All successful applicants are reminded to actively promote HASSRA at their events and to provide feedback for use on our website.

Financial Sponsorship

6.5 We continue to be grateful for the support of the CSiS Charity Fund, who generously awarded HASSRA a £3,000 grant in 2025. Their long-standing contribution helps us provide

financial support to disabled and disadvantaged members through the Development Fund and remains an important part of our wider sponsorship activity.

7. Building our Business



We adapt

As members continue hybrid working, the HASSRA programme constantly evolves to provide a vibrant mixture of face-to-face and online events to increase engagement with colleagues and promote wellbeing and inclusivity.

HASSRA Live

7.1 2025 was a year of significant progress for HASSRA Live, as we continued to strengthen the digital tools, training, and support available to our volunteers, regions and clubs. Our focus has been on improving accessibility, enhancing system performance, and ensuring that members and volunteers alike have a consistent, secure and user-friendly online experience.

HASSRA Live Regional & Club Support

7.2 A major development this year was the introduction of the Regional Help Desks, mirroring the successful National Help Desk and allowing non-departmental and retired volunteers to play an active role in supporting local activity. Alongside this, we expanded our programme of training, coaching and digital resources to help volunteers confidently manage newsletters, competitions, events, raffles, and day-to-day regional administration.

HASSRA Live Developments

7.3 Investment in infrastructure — including a new server — improved the performance and reliability of the HASSRA Live platform. Security also remained a priority, with another successful penetration test and enhanced protection for regional pages requiring members to sign in before viewing content.

7.4 Across the year, we continued to refine the Cash for Clubs initiative, expand video tutorials, and work behind the scenes on new digital improvements. These developments ensure that HASSRA Live remains a robust, modern platform that supports engagement, promotes volunteering and enables clubs and regions to deliver the best possible experience for members.

See [Appendix 9](#) for visitation statistics.

Communications

7.5 In 2025, four editions of the HASSRA LiveLife Magazine were published, featuring a wide range of content including coverage of the Festivals, the Annual Conference, HDF recipients, competitions, and wellbeing initiatives. Members are actively encouraged to contribute articles, sharing personal insights and experiences that may inspire and motivate others.

7.6 The 90th Anniversary celebrations featured prominently throughout the year, highlighting the impact of the 90th Anniversary Club Grant. A total of 240 grants were awarded, with a combined value of £34,920, benefiting 38,223 members across the association. These grants supported a wide range of club activities and events, helping to mark

this milestone year with meaningful engagement and participation.

7.7 Our communications are carefully planned and scheduled throughout the year to maintain engagement while avoiding information overload, which we recognise can be off-putting for some members. This structured approach ensures that key messages are delivered effectively and at the right time.

8. Managing our Business

HASSRA National Accounts

8.1 The Association's auditors *Dafferns* conducted an audit of the financial statements of the HASSRA National Revenue and Lottery accounts for 2025. The results are as follows:

- the national revenue account had an excess of expenditure over income of £600,182
- the national lottery account had an excess of income over expenditure of £595,576

8.2 As is usual, the excess income from the lottery was used to offset expenditure from the revenue accounts. This left an excess of expenditure over income of £4,606 resulting in a commensurate reduction in national reserves, which now stand at £1.944m.

Regional Finances

8.3 At 31st December 2025, aggregate funds held by regions stood at £1.040m - a reduction of £333k or 24% over the previous year. Special thanks to all our volunteer auditors – at both regional and club level – whose hard work ensures the Association's accounts remain accurate and in good order.

Investment Accounts

8.4 National and Regional investments delivered healthy returns during the year, reflecting prevailing interest rates. Our investments are reviewed regularly to maximise returns.

Ticket Sales

8.5 During 2025, activity on the HASSRA online shop remained extremely strong. We fulfilled over 9,500 orders for 26,000 theme park and attraction tickets worth £650k, delivering members an impressive 42% saving on normal admission prices.

8.6 Cinema e-codes continued to be a major contributor to member savings throughout the year. Once again, sales were administered by our partners at The Cinema Society, whose support remains invaluable. In 2025, a further 4,000 HASSRA members registered with them, bringing the total number of registered members to over 41,000. Across the year, HASSRA members made 46,000 transactions for 120,000 cinema e-codes worth £700k, saving on average 43% against standard cinema admission costs.

8.7 We also continued our campaign offering new HASSRA members a free cinema ticket when placing their first order, with the initiative concluding in December 2025. Several regions also delivered additional value for their members by running their own cinema discount campaigns. The North West, Scotland, Wales, West Midlands and Yorkshire & Humber regions all took part, providing extra checkout savings that delivered a combined additional benefit of £40k to their members.

8.8 Our ongoing collaboration with The Cinema Society continues to enhance the value of the HASSRA membership offer, and we are grateful for their continued support.

HASSRA National Team

May 2026



Appendix 1: National and Regional Management Committees

The organisation charts below show HASSRA's National and Regional Committees and the names of their Chairs. Members of these decision-making bodies are at Appendix 2.

National



Regional



Appendix 2: 2025/2026 National HASSRA Decision Making Bodies

National Officers		Subject to Election
Chair	Dave Barrow	n/a
Operations Director	Dawn Crow	n/a
Finance Director	Harvey Clarke	n/a
Board of Management		
Chair	Dave Barrow	n/a
Operations Director	Dawn Crow	n/a
Finance Director	Harvey Clarke	n/a
Elected Member	Nicki Stowe	May 2026
Elected Member	Vacant	May 2027
Elected Member	Sean Mulgrew	May 2028
Elected Member	Alex Chaplin	May 2028
Elected Member	Di Grossey	May 2027
Co-opted Member	DWP Wellbeing	n/a
Secretariat	Jenny Richardson	
Finance Committee		
Chair	Harvey Clarke	n/a
Elected Member	Vacant	May 2026
Elected Member	Helena Whitehead	May 2028
Elected Member	Willie Hunter	May 2027
Elected Member	Martin Gale	May 2027
Elected Member	Jay Saleem	May 2026
Elected Member	Sarah Fairclough	May 2028
Co-opted Member	Dave Lees	
Co-opted Member	Julie Hanley	
Awards Committee		
Elected Member (Chair)	Tina Earp	May 2028
Elected Member	Irena Gorbun	May 2027
Elected Member	Marilyn McGinty	May 2026
Programme and Delivery Committee		
Chair	Laura-Jade Cox	n/a
Elected Member	Simon Jowitt	May 2027
Elected Member	Jo Jones	May 2027
Elected Member	Paul O'Donovan	May 2028
Elected Member	Dave Philp	May 2028
National Team	Ann Cook	
National Team	Claire Metcalfe	
Diversity and Inclusion Committee		
Chair	Gary Thorogood	n/a
Elected Member	Nishan Jeyasingam	May 2027
Elected Member	Karen Sinden	May 2027
Elected Member	Nikki Densham	May 2027
Elected Member	Jason Foley-Doherty	May 2026
Elected Member	Ann Nash	May 2026
Co-opted Member	Laura Ononye	
Co-opted Member	Andrew Ridal	

Appendix 3: Report from Awards Committee

As always, I will begin with my sincere thanks to Irena Gorbun and Marilyn McGinty, my AC partners in crime! This year has been a little different for the Awards Committee. As you know, the HASSRA Development Fund is now managed centrally, which has given us the welcome opportunity to focus fully on the National Awards. As I write this, I am eagerly awaiting this year's nominations and very much looking forward to hearing about our fantastic members and everything they have achieved over the past year.

National HASSRA Awards

Last year, we saw a real increase in both the number and quality of National Award submissions, and I would like to thank everyone involved for the time, care and commitment that goes into preparing these. Your efforts make a real difference and help ensure that members' contributions are properly recognised and celebrated.

Following the second successful year of the Wellbeing Inclusion Award, which recognised activities delivered during Wellbeing Inclusion Week in September 2025, we are pleased to introduce a new award for 2026 focusing on Diversity and Inclusion. For 2026, the submission period for this award will run from 1 June to 31 December, before aligning with the standard submission period of 1 January to 31 December in future years.

We continue to be impressed by the high standard of HASSRA Heroes submissions, which highlight the invaluable contributions made by our volunteers. Nominations are submitted quarterly by regions, with the Awards Committee selecting a winner and runner-up each quarter. All nominees will be featured on HASSRA Live, and twelve overall winners (one from each region) will be invited to attend the awards dinner.

Acknowledgements

In addition to Irena and Marilyn, I would like to extend my sincere thanks to Dawn Crow for her significant contributions during 2025. I am also grateful to Gary Thorogood and Ann Nash for their support and collaboration in developing the new Diversity and Inclusion Award. I would like to thank the National Board of Management and the National HASSRA team for their continued support of the Awards Committee's work. Finally, I want to recognise and thank our regional committees and volunteers at both regional and local levels. Your hard work, enthusiasm and commitment are what make the National HASSRA Awards such a success. I wish everyone the very best of luck.

Tina Earp
Committee Chair

Appendix 4: Report from Programme and Delivery Committee

The Programme and Delivery Committee (PDC) consist of six members, including two newly elected members at the 2025 AGM. Representing a broad range of HASSRA experience, the committee has met several times in 2025 to plan and review events for the 2026 festivals.

Discussions have been informed by post-event survey feedback, regional comments, organiser input, attendance figures, event capacity, and logistics at the university venue. The PDC works very well together as a committee to fairly and impartially review and consider member interests when shaping proposals for event activities.

Laura-Jade Cox
Committee Chair

Appendix 5: Report from Finance Committee

The Finance Committee has continued to provide strong financial oversight throughout the last year, with significant work undertaken to review key policies, maintain financial stability, and ensure that HASSRA continues to offer good value to members despite increasing cost pressures.

One piece of work this year was a review of the Reward and Recognition (R&R) Policy, which had become outdated. The Committee recommended streamlining the policy, removing obsolete references, clarifying the process for National awards, and adding a requirement for awards to appear in year-end accounts. It also endorsed raising the award limit to £150, available in £25 increments, to keep pace with inflation. These changes were approved by the National Board of Management, and the Staff Clubs Guide has been updated accordingly.

The Committee also considered proposals for a regional bidding fund, referred by the National Board. After reviewing regional finances and potential impacts, the Committee concluded that national reserves should continue to benefit all members, not specific regions, and therefore did not recommend establishing a bidding fund. However, it reaffirmed that national funding should remain available for special one-off regional projects supported by a business case.

The Committee also held its regular autumn meeting in November, where it undertook its core annual responsibilities, reviewing the 2026 budget, subscription rate and lottery prize fund. It recommended maintaining the current lottery prize structure and to freeze subscriptions at £2.45, reflecting cost-of-living pressures and healthy reserves. Beyond the core financial work, the Committee reviewed operational matters including the administration of lottery prize notifications and regional cinema ticket subsidies.

In 2026, the Committee also began exploring new options for introducing variable regional funding uplifts, following a remit from the Board of Management to develop alternative funding models. Early work has centred on designing a Region Performance Score that would tailor uplifts based on measurable factors such as reserve levels, membership growth, and governance compliance. This work is currently ongoing.

My thanks go to all the volunteer Committee members for their professionalism and commitment throughout the year. Their work continues to ensure sound financial planning and strong support for the Association and its members.

Harvey Clarke
Committee Chair

Appendix 6: Report from Diversity and Inclusion Committee

The Diversity and Inclusion (D&I) Committee have had another busy year communicating regularly via online Team meetings, e-mail and What's App messages.

The core membership of Nikki Densham, Jason Foley-Doherty, Nishan Jeyasingam, Ann Nash and Karen Sinden was augmented this year by two co-opted members, Laura Ononye and Andrew Ridal, to assist in vital policy development work.

My thanks go to them all for their unstinted enthusiasm, expert insights and invaluable contributions throughout the year. It is a pleasure to work with such a fantastic and committed group of people.

This year we have continued to build on the excellent relationship we have established with both the National HASSRA Team and DWP's Centre of Expertise for Equity, Diversity, Inclusion and Wellbeing. The collaboration and partnership working has borne fruit in many ways. For example, with their guidance and support, we once again celebrated National Inclusion Week in 2025 with a competition to promote inclusion and resultant wellbeing.

As before, the competition was open to all HASSRA members and in the spirit of inclusivity, we invited entries at every level - whether from an individual HASSRA member, a group of HASSRA members, a HASSRA Club or even a HASSRA Region.

Submissions needed to describe an event or activity which clearly demonstrated how it promoted inclusion and resulted in wellbeing. Entries needed to cover the What, When, Where, Who and How, the outcome and any feedback received; the event or activity could include one or more of the following:-

- Promoted physical health and a healthy lifestyle
- Supported mental wellbeing and resilience
- Promoted collaboration and team working and drove greater engagement and social connection
- Encouraged collaboration and team spirit
- Built social connection and shared purpose
- Fostered a sense of belonging and inclusivity
- Celebrated the diversity of HASSRA members
- Encouraged HASSRA members to be their authentic selves

And we were not disappointed. We were blown away by fantastic examples from over 20 entries from across the country.

A special mention to the winners, Neath HASSRA, for their outstanding commitment to improving colleague inclusion through the development and delivery of regular Wellbeing Walks; to runners up, Wakefield HASSRA, for their EID breakfast celebration, a wonderful example of bringing people together; and to the two Highly Commendeds - JCP Southend - whose Cultural Contribution event was a great way of celebrating heritage diversity within the office and HASSRA South East whose ongoing series of Inclusion and Wellbeing Taster Days connected colleagues in new and innovative ways.

We have also forged a strong partnership this year with the Civil Service Retirement Fellowship (CSRF), leveraging each others' strengths and maximising the synergies between our two organisations. In particular, around volunteering and 'befriending', becoming CSRF donors and using HASSRA members to identify retired colleagues who could benefit from the "befriending service".

We have used LiveLife articles to promote the Fellowship and to highlight the many benefits of volunteering.

We have also strengthened our links with the now 14.5K strong Civil Service Wellbeing community network led wonderfully by one of our Committee members, Nishan. By using its online channel and taking part whenever we can in their twice weekly calls we have been able to promote HASSRA and explore potential areas of mutual support.

The reach of this community is extraordinary, with over 400 colleagues attending each week, 1100 in the Wellbeing App and 3106 in HASSRA's it is a great way of cross-pollinating information.

A spectacular success of this collaboration with the Community - and with the CSRF - has been the development and publication of a new Colleague Cookbook, which brings together delicious, and diverse recipes from all around the world, with individual Network, CSRF and Committee members providing their favourite dishes. We are hoping to publish an on-line version on HASSRA Live soon.

We have also been busy looking at ways we can better support HASSRA members who would like to attend festivals but have told us they can't because of caring responsibilities. We have also been working with Activity Alliance colleagues to see how we might be able to make festivals and events more inclusive for colleagues with disabilities. Watch this space for more details.

Going forward we will be looking at how we can provide even greater support for retired members, refreshing the current HASSRA D&I Statement to ensure it remains up-to-date and relevant to our members and also working with National colleagues on the criteria for a new HASSRA D&I Award, hopefully to be launched this year.

Our immediate attention will also be focused on the answers HASSRA members have given us in the D&I section of the 2025 Member Survey. The rich insights this survey feedback provides will help shape the focus and priorities for the D & I committee for the rest of the year.

It's going to be a busy, fun and hopefully impactful 2026!

Gary Thorogood
Committee Chair

Appendix 7: Membership Benefits

English Heritage membership sales	2024			2025		
	Quantity Sold	Member Savings		Quantity Sold	Member Savings	
English Heritage Annual Membership - Family 1 Adult	91	£5,278	80%	84	£5,628	80%
English Heritage Annual Membership - Family 2 Adults	1,542	£157,284	80%	1,504	£177,472	80%
English Heritage Annual Membership - Individual Adult	153	£8,874	80%	147	£9,849	80%
English Heritage Annual Membership - Individual Senior	65	£3,510	80%	66	£3,696	80%
English Heritage Annual Membership - Joint Adult	666	£67,932	80%	576	£67,968	80%
English Heritage Annual Membership - Joint Senior	286	£23,166	80%	289	£26,588	80%
TOTAL	2,803	£266,044	80%	2,666	£291,201	80%

CADW membership sales	2024			2025		
	Quantity Sold	Member Savings		Quantity Sold	Member Savings	
CADW Annual Membership- Individual Adult	9	£437	81%	11	£567	80%
CADW Annual Membership- Joint Adult	60	£4,380	81%	66	£5,115	80%
CADW Annual Membership -Family	81	£5,751	81%	84	£6,342	80%
CADW Annual Membership-Joint Senior	8	£476	81%	11	£694	80%
CADW Annual Membership- Individual Senior	3	£122	81%	3	£129	80%
CADW Annual Membership- Senoir 1 Adult Family	0	£0	81%	1	£50	80%
CADW Annual Membership- Senior 2 Adult Family	5	£285	81%	7	£529	80%
TOTAL	166	£11,450	81%	183	£13,424	80%

Tastecard sales	2024			2025		
	Quantity Sold	Member Savings		Quantity Sold	Member Savings	
Tastecard	765	£61,200	88%	762	£53,340	88%
TOTAL	765	£61,200	88%	762	£53,340	88%

Coffee Club sales	2024			2025		
	Usages	Member Savings		Usages	Member Savings	
Coffee Club	111,419	£152,644	25%	207,980	£355,645	25%
TOTAL	111,419	£152,644	25%	207,980	£355,645	25%

Wetlands Centres	2024	2025	variance	
Tickets	3,557	5,100	1,543	43.38%

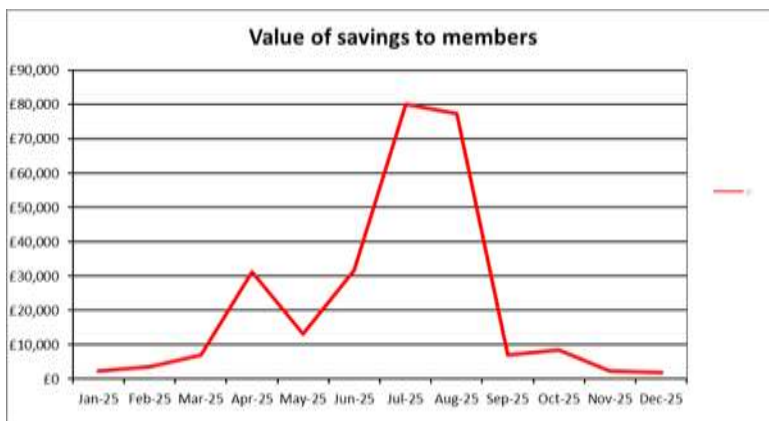
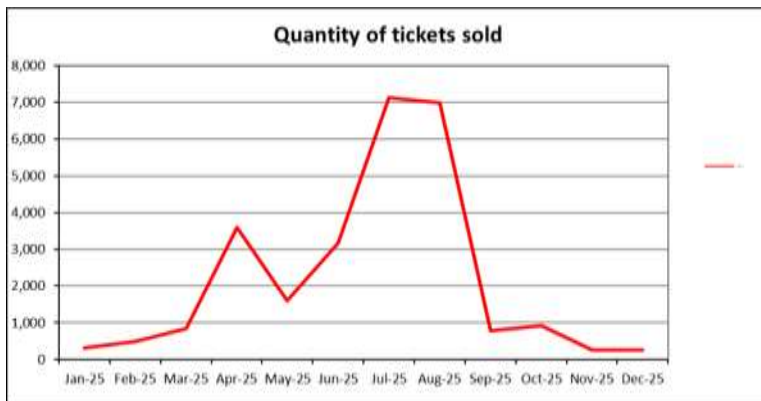
HASSRA Online Shop ticket sales	2024	2025	variance	
Number of orders	9,348	9,511	163	1.74%

Theme Park tickets:	2024	2025	variance	
Quantity of tickets sold	27,678	26,364	-1,314	-4.75%
Total face value	£704,361	£641,480	-£62,881	-8.93%
Total savings to members	£267,383	£266,583	-£800	-0.30%
% savings to members	38.00%	41.50%	3.50%	9.21%

HASSRA Lottery	2024	2025	variance	
Number of New Lottery Applications	9,335	8,834	-501	-5.67%
Annual value of prizes	£819,000	£1,106,600	287,600	25.99%
Breakdown of Lottery Shares purchased	Dec-24	Dec-25	variance	
Ashworth Hospital	£34	£34	0	0.00%
Broadmoor Hospital	£5	£5	0	0.00%
CHDA	£7	£23	16	228.57%
CSP	£7,382	£8,279	897	12.15%
DWP	£115,361	£129,213	13,852	12.01%
DHSC	£584	£660	76	13.01%
FSA	£231	£307	76	32.90%
GLD	£57	£46	-11	-19.30%
HSE	£223	£264	-184	-82.51%
HEE	£38	£39	-36	-94.74%
HFEA	£7	£2	-5	-71.43%
MHPRA	£62	£70	8	12.90%
NHS Resolution	£8	£30	22	275.00%
NHS Property	£147	£159	12	8.16%
ONR	£7	£6	-1	-14.29%
Rampton Hospital	£3	£1	-2	-66.67%
SSCL	£160	£148	-12	-7.50%
UKHSA	£98	£107	9	9.18%
NAMS Annual	£209	£224	15	7.18%
NAMS Monthly	£303	£396	93	30.69%
TOTAL	£124,926	£140,013	£15,087	12.08%

Summer Promotion	2024	2025	variance	
Number of orders processed	4,005	4,732	727	16.72%
Number of tickets sold	24032	19760	-4,272	-17.52%
Total savings to members	£397,967	£325,109	-£72,858	-18.55%
Easter Promotion	2024	2025	variance	
Number of tickets sold	n/a	2467	n/a	
Total savings to members	n/a	£39,389	n/a	

On-line shop ticket sales breakdown	Total Quantity	Total Walk-up Price	Total Savings	% Savings
Adventure Island Southend Big Adventure	387	£10,062	£5,418	53.85%
Auchingarrich Wildlife Adventure Park	209	£2,534	£2,633	103.92%
Blackpool Zoo Adult	117	£3,041	£725	23.86%
Blackpool Zoo Child (3-15 yrs)	37	£777	£178	22.87%
Blackpool Zoo Family (2 Adult 2 Child)	23	£1,955	£465	23.77%
Blackpool Zoo Family (2 Adult 3 Child)	11	£1,133	£321	28.35%
Blackpool Zoo Senior/Student	24	£576	£144	25.01%
Blair Drummond Adult	1,381	£30,382	£3,038	10.00%
Blair Drummond Child (3-15yrs)	778	£12,059	£1,050	8.71%
Call of the Wild Zoo Adult	30	£480	£96	20.01%
Call of the Wild Zoo Child (3-15yrs)	22	£308	£62	20.01%
Call of the Wild Zoo Senior (65+ yrs)	7	£105	£21	20.01%
Camel Creek Adventure Park	600	£12,275	£4,505	36.70%
Colchester Zoological Society Adult	68	£1,938	£408	21.05%
Colchester Zoological Society Child (3-15yrs)	25	£525	£94	17.86%
Crealy Theme Park & Resort	1,032	£24,768	£8,256	33.33%
Clyde Valley Family Park Adult or Child age 3 plus	303	£5,000	£2,136	42.73%
Clyde Valley Family Park Child 2 Year's old	13	£107	£36	33.33%
Deep Sea World Adult	186	£3,534	£1,414	40.00%
Deep Sea World Child (aged 3 - 12)	81	£1,114	£446	40.00%
Dynamic Earth Adult	66	£1,294	£264	20.41%
Dynamic Earth Child (4-15yrs)	47	£564	£113	20.00%
East Links Family Park Adult or Child age 3 plus	172	£3,182	£1,316	41.35%
East Links Family Park Child 2 Year's old	12	£111	£45	40.54%
Edinburgh Zoo Adult	1,027	£30,759	£11,502	37.40%
Edinburgh Zoo Child (3-15yrs)	525	£6,006	£634	10.55%
Festive Gift Fair Thursday	16	£160	£32	20.00%
Festive Gift Fair Friday	32	£320	£64	20.00%
Festive Gift Fair Saturday	10	£140	£40	28.57%
Festive Gift Fair Sunday	40	£560	£160	28.57%
Flamingoland	2,004	£116,232	£38,076	32.76%
Go Ape	1,686	£0	£0	#DIV/0!
Gulliver's Kingdom Matlock Bath	99	£2,673	£1,757	65.71%
Gulliver's Land Milton Keynes	110	£3,190	£1,887	59.15%
Gulliver's Valley Yorkshire	255	£0	£0	#DIV/0!
Gulliver's World Warrington	1,835	£56,885	£38,220	67.19%
Heads of Ayr Farm Park - Adult or Child (aged 2 - 16)	493	£8,135	£2,219	27.27%
Heads of Ayr Farm Park - Child (aged 1)	30	£180	£0	0.00%
Hertfordshire Zoo	216	£5,616	£1,296	23.08%
Landmark Forest Adult	202	£6,666	£1,616	24.24%
Landmark Forest Child (3-14yrs)	148	£4,588	£1,184	25.81%
Lightwater Valley	1,750	£48,125	£17,500	36.36%
M&D Theme Park	316	£6,304	£3,144	49.87%
Marwell Zoo Adult	134	£2,689	£143	5.32%
Marwell Zoo Child (3-16yrs)	73	£1,168	£73	6.25%
Newquay Zoo Adult	38	£740	£266	35.93%
Newquay Zoo Child (3-15yrs)	14	£188	£48	25.60%
Newquay Zoo Senior (65+ yrs)	6	£93	£31	32.87%
Paignton Zoo Adult	89	£2,003	£846	42.22%
Paignton Zoo Child (3-15yrs)	40	£556	£166	29.86%
Paignton Zoo Senior (65+ yrs)	8	£126	£38	29.84%
Paultons Family Theme Park	1,243	£74,580	£29,832	40.00%
Pleasurewood Hills	200	£4,600	£2,713	58.97%
Treasure Trails	78	£0	£0	#DIV/0!
Twycross Zoo Adult	223	£6,679	£3,334	49.92%
Twycross Zoo Child (3-17yrs)	85	£1,866	£846	45.33%
WWT	5,100	£56,100	£48,458	86.38%
Woburn Safari Park Adult	272	£8,590	£1,731	20.15%
Woburn Safari Park Child (3-15yrs)	160	£3,598	£1,998	55.54%
Woodlands Adult and Children over 110 cm tall	319	£6,227	£3,282	52.70%
Woodlands Child 92 to 110cm tall	15	£213	£109	51.48%
Yorkshire Wildlife Park Adult	1,233	£40,060	£15,043	37.55%
Yorkshire Wildlife Park Child (3-15yrs)	609	£17,046	£5,116	30.01%
Total	26,364	£641,480	£266,583	41.56%



Cinema Society e-code sales	2024	2025	variance	
Number of transactions	46,329	45,926	-403	-0.87%
Quantity purchased	125,553	120,315	-5,238	-4.17%
Total Sales Value	£709,328	£699,321	-£10,007	-1.41%
Total HASSRA Subsidy	£115,055	£106,631	-£8,424	-7.32%
Estimated total savings to members	£535,107	£527,558	-£7,549.28	-1.41%
% savings to members	43%	43%	0.00	0.00%



Appendix 8: HASSRA Membership

Membership Applications	2024	2025	variance	
Number of New Membership Applications	6,800	5,132	-1,668	-24.53%

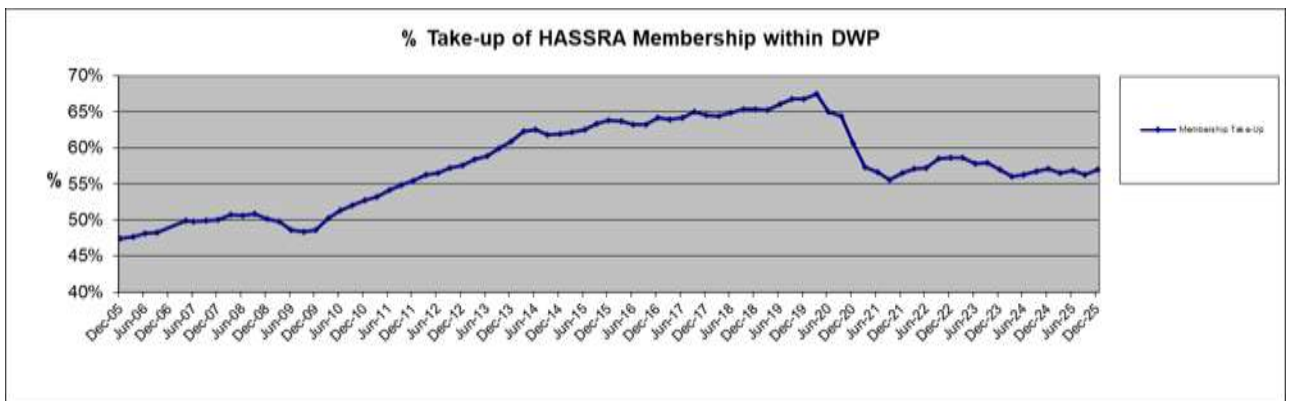
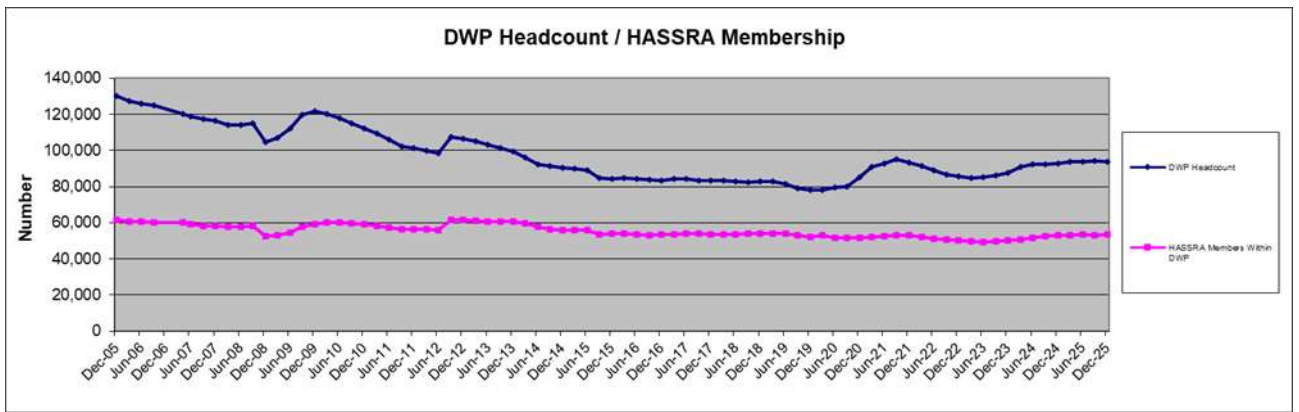
Membership breakdown at December 2025

Breakdown	EM	EofE	Fylde	Lon	NE	NW	Scot	SE	SW	UN	WA	WM	Y&H	Grand Total	Percentage Share
Ashworth Hospital	0	0	0	0	0	41	0	0	0	0	0	0	0	41	0.07%
Broadmoor Hospital	0	0	0	0	0	0	0	10	0	0	0	0	0	10	0.02%
Capita	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0.00%
Centre for Health Disability Assessment	0	0	0	0	0	4	0	0	0	0	0	0	3	7	0.01%
Department for Work and Pensions	2,465	2,770	2,929	5,034	6,243	6,779	5,435	4,089	3,719	149	3,989	4,355	5,518	53,474	85.26%
Department of Health & Social Care	3	4	0	233	1	7	0	1	2	0	0	0	245	496	0.79%
Food Standards Agency	10	14	1	25	5	4	0	6	9	0	6	7	29	116	0.18%
Fujitsu	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0.00%
Government Legal Department	0	1	0	8	0	0	0	1	0	0	0	0	6	16	0.03%
Health & Safety Executive	5	6	0	22	17	63	14	9	18	0	29	3	6	192	0.31%
Health Education England	3	0	0	4	12	3	0	2	7	0	1	2	8	42	0.07%
Human Fertilisation & Embriology Authority	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0.00%
Human Tissue Authority	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0.00%
Medicines & Healthcare Regulatory Agency	0	2	0	65	0	0	0	1	0	0	0	0	0	68	0.11%
NHS Resolution	0	0	0	11	0	0	0	0	0	0	0	0	0	11	0.02%
NHS Property Services	3	2	0	15	2	7	0	18	5	0	1	8	2	63	0.10%
Office for Nuclear Regulation	0	0	0	1	0	8	0	0	2	0	0	0	0	11	0.02%
Rampton Hospital	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0.00%
Shared Services Connected Ltd	0	0	37	0	18	3	0	0	0	0	0	0	3	61	0.10%
UK Health Security Agency	5	3	0	23	5	8	0	9	7	0	1	0	7	68	0.11%
Retired	265	304	324	261	629	462	369	517	324	0	194	321	527	4,497	7.17%
Life Member	1	0	0	0	1	0	0	0	0	0	0	0	1	3	0.00%
NAMS Annual	17	13	20	23	17	18	20	23	16	0	4	18	47	236	0.38%
NAMS Monthly	141	128	95	243	545	296	523	239	328	0	146	206	415	3,305	5.27%
Grand Total	2,919	3,247	3,406	5,970	7,496	7,704	6,361	4,925	4,437	149	4,371	4,920	6,817	62,722	100.00%

Regions	Full Member	Life Member	NAMS Annual	NAMS Monthly	Grand Total	Percentage Share
East Midlands	2,760	1	17	141	2,919	4.65%
East of England	3,106	0	13	128	3,247	5.18%
Fylde	3,291	0	20	95	3,406	5.43%
London	5,704	0	23	243	5,970	9.52%
North East	6,933	1	17	545	7,496	11.95%
North West	7,390	0	18	296	7,704	12.28%
Scotland	5,818	0	20	523	6,361	10.14%
South East	4,663	0	23	239	4,925	7.85%
South West	4,093	0	16	328	4,437	7.07%
Unattached	149	0	0	0	149	0.24%
Wales	4,221	0	4	146	4,371	6.97%
West Midlands	4,696	0	18	206	4,920	7.84%
Yorks and Humber	6,354	1	47	415	6,817	10.87%
Grand Total	59,178	3	236	3,305	62,722	100.00%

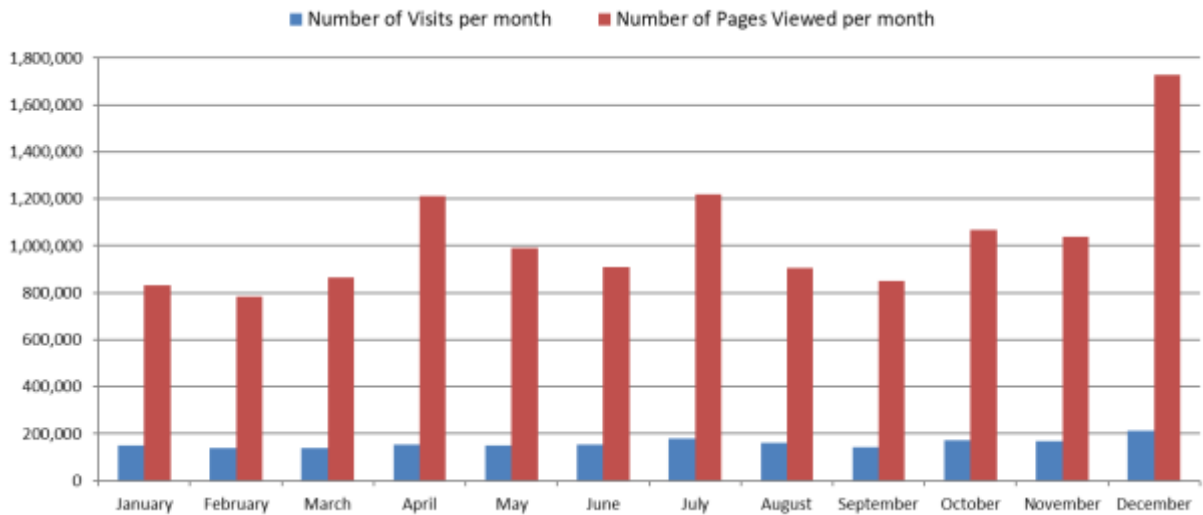
Date	DWP Headcount			HA SRSRA Members within DWP			% Take-up of Membership	
	Total	Comparison with prev Qtr		Total	Comparison with prev Qtr		Total	Comparison with prev Qtr
Sep-05	128,433	n/a	n/a	62,194	n/a	n/a	48.43%	n/a
Dec-05	130,075	1,642	1.28%	61,764	-430	-0.69%	47.48%	-0.94%
Mar-06	127,147	-2,928	-2.25%	60,586	-1,178	-1.91%	47.65%	0.17%
Jun-06	125,712	-1,435	-1.13%	60,593	7	0.01%	48.20%	0.55%
Sep-06	125,194	-518	-0.41%	60,349	-244	-0.40%	48.20%	0.00%
Apr-07	120,072	-5,122	-4.09%	59,959	-390	-0.65%	49.94%	1.73%
Jun-07	118,909	-1,163	-0.97%	59,227	-732	-1.22%	49.81%	-0.13%
Sep-07	117,254	-1,655	-1.39%	58,459	-768	-1.30%	49.86%	0.05%
Dec-07	116,333	-921	-0.79%	58,218	-241	-0.41%	50.04%	0.19%
Mar-08	113,972	-2,361	-2.03%	57,835	-383	-0.66%	50.74%	0.70%
Jun-08	114,225	253	0.22%	57,866	31	0.05%	50.66%	-0.09%
Sep-08	114,989	764	0.67%	58,461	595	1.03%	50.84%	0.18%
Dec-08	104,662	-10,327	-8.98%	52,451	-6,010	-10.28%	50.11%	-0.73%
Mar-09	106,963	2,301	2.20%	53,198	747	1.42%	49.73%	-0.38%
Jun-09	106,262	-701	-0.66%	54,525	1,327	2.49%	51.31%	1.58%
Sep-09	113,013	6,751	6.35%	57,857	3,332	6.11%	51.19%	-0.12%
Dec-09	115,031	2,018	1.79%	59,247	1,390	2.40%	51.51%	0.31%
Mar-10	113,422	-1,609	-1.40%	60,348	1,101	1.86%	53.21%	1.70%
Jun-10	117,665	4,243	3.74%	60,357	9	0.01%	51.30%	-1.91%
Sep-10	114,985	-2,680	-2.28%	59,875	-482	-0.80%	52.07%	0.78%
Dec-10	112,135	-2,850	-2.48%	59,073	-802	-1.34%	52.68%	0.61%
Mar-11	109,445	-2,690	-2.40%	58,294	-779	-1.32%	53.26%	0.58%
Jun-11	105,864	-3,581	-3.27%	57,283	-1,011	-1.73%	54.11%	0.85%
Sep-11	102,415	-3,449	-3.26%	56,238	-1,045	-1.82%	54.91%	0.80%
Dec-11	101,331	-1,084	-1.06%	56,143	-95	-0.17%	55.41%	0.49%
Mar-12	99,958	-1,373	-1.35%	56,294	151	0.27%	56.32%	0.91%
Jun-12	98,536	-1,422	-1.42%	55,663	-631	-1.12%	56.49%	0.17%
Sep-12	107,553	9,017	9.15%	61,574	5,911	10.62%	57.25%	0.76%
Dec-12	106,487	-1,066	-0.99%	61,339	-235	-0.38%	57.60%	0.35%
Mar-13	104,889	-1,598	-1.50%	61,190	-149	-0.24%	58.34%	0.74%
Jun-13	103,147	-1,742	-1.66%	60,779	-411	-0.67%	58.92%	0.59%
Sep-13	101,482	-1,665	-1.61%	60,783	4	0.01%	59.90%	0.97%
Dec-13	99,343	-2,139	-2.11%	60,479	-304	-0.50%	60.88%	0.98%
Mar-14	95,923	-3,420	-3.44%	59,707	-772	-1.28%	62.24%	1.37%
Jun-14	92,510	-3,413	-3.56%	57,883	-1,824	-3.05%	62.57%	0.32%
Sep-14	91,272	-1,238	-1.34%	56,440	-1,443	-2.49%	61.84%	-0.73%
Dec-14	90,388	-884	-0.97%	55,988	-452	-0.80%	61.94%	0.10%
Mar-15	90,018	-370	-0.41%	55,931	-57	-0.10%	62.13%	0.19%
Jun-15	89,179	-839	-0.93%	55,767	-164	-0.29%	62.53%	0.40%
Sep-15	84,553	-4,626	-5.19%	53,556	-2,211	-3.96%	63.34%	0.81%
Dec-15	84,429	-124	-0.15%	53,859	303	0.57%	63.79%	0.45%
Mar-16	84,919	490	0.58%	54,091	232	0.43%	63.70%	-0.09%
Jun-16	84,226	-693	-0.82%	53,303	-788	-1.46%	63.29%	-0.41%
Sep-16	83,663	-563	-0.67%	52,899	-404	-0.76%	63.23%	-0.06%
Dec-16	83,332	-331	-0.40%	53,501	602	1.14%	64.20%	0.97%
Mar-17	84,052	720	0.86%	53,708	207	0.39%	63.90%	-0.30%
Jun-17	84,123	71	0.08%	54,007	299	0.56%	64.20%	0.30%
Sep-17	83,167	-956	-1.14%	54,017	10	0.02%	64.95%	0.75%
Dec-17	83,155	-12	-0.01%	53,676	-341	-0.63%	64.55%	-0.40%
Mar-18	83,421	266	0.32%	53,713	37	0.07%	64.39%	-0.16%
Jun-18	82,818	-603	-0.72%	53,722	9	0.02%	64.87%	0.48%
Sep-18	82,380	-438	-0.53%	53,868	146	0.27%	65.39%	0.52%
Dec-18	82,645	265	0.32%	53,963	95	0.18%	65.29%	-0.09%
Mar-19	82,811	166	0.20%	54,066	103	0.19%	65.29%	-0.01%
Jun-19	81,423	-1,388	-1.68%	53,797	-269	-0.50%	66.07%	0.78%
Sep-19	79,295	-2,128	-2.61%	52,974	-823	-1.53%	66.81%	0.74%
Dec-19	78,175	-1,120	-1.41%	52,157	-817	-1.54%	66.72%	-0.09%
Mar-20	78,301	126	0.16%	52,836	679	1.30%	67.48%	0.76%
Jun-20	79,454	1,153	1.47%	51,602	-1,234	-2.34%	64.95%	-2.53%
Sep-20	80,223	769	0.97%	51,644	42	0.08%	64.38%	-0.57%
Dec-20	85,041	4,818	6.01%	51,570	-74	-0.14%	60.64%	-3.73%
Mar-21	90,949	5,908	6.95%	52,191	621	1.20%	57.38%	-3.26%
Jun-21	92,689	1,740	1.91%	52,445	254	0.49%	56.58%	-0.80%
Sep-21	95,368	2,679	2.89%	53,030	585	1.12%	55.61%	-0.98%
Dec-21	93,434	-1,934	-2.03%	52,837	-193	-0.36%	56.55%	0.94%
Mar-22	91,450	-1,984	-2.12%	52,228	-611	-1.16%	57.11%	0.56%
Jun-22	89,196	-2,254	-2.46%	51,050	-1,176	-2.25%	57.23%	0.12%
Sep-22	86,788	-2,408	-2.70%	50,810	-240	-0.47%	58.54%	1.31%
Dec-22	85,723	-1,065	-1.23%	50,295	-515	-1.01%	58.67%	0.13%
Mar-23	84,944	-779	-0.91%	49,792	-503	-1.00%	58.62%	-0.05%
Jun-23	85,345	401	0.47%	49,316	-476	-0.96%	57.78%	-0.83%
Sep-23	85,942	597	0.70%	49,750	434	0.88%	57.89%	0.10%
Dec-23	87,684	1,742	2.03%	50,008	258	0.52%	57.03%	-0.86%
Mar-24	90,779	3,095	3.53%	50,911	903	1.81%	56.08%	-0.95%
Jun-24	92,153	1,374	1.51%	51,816	905	1.78%	56.23%	0.15%
Sep-24	92,488	335	0.36%	52,442	626	1.21%	56.70%	0.47%
Dec-24	92,643	155	0.17%	52,900	458	0.87%	57.10%	0.40%
Mar-25	93,803	1,160	1.25%	52,957	57	0.11%	56.46%	-0.65%
Jun-25	93,830	27	0.03%	53,360	403	0.76%	56.87%	0.41%
Sep-25	94,064	234	0.25%	52,921	-439	-0.82%	56.26%	-0.61%
Dec-25	93,859	-205	-0.22%	53,474	553	1.04%	56.97%	0.71%
variance over whole period			variance over whole period			variance over whole period		
-34,574			-8,720			8.55% points		
-26.92%			-14.02%					
variance over last 12 months			variance over last 12 months			variance over last 12 months		
1.21%			574			-0.13% points		
1.31%			1.09%					

% Membership Take-Up within DWP by Region											
Quarter Ending	East Midlands	East of England	North West (inc Fylde)	London	North East	Scotland	South East	South West	Wales	West Midlands	Yorkshire and the Humber
Mar-09	44.39%	52.77%	55.47%	48.58%	55.58%	50.58%	51.80%	36.28%	56.62%	41.06%	43.48%
Jun-09	43.33%	49.74%	55.35%	46.81%	54.18%	49.28%	48.82%	35.75%	56.43%	40.12%	42.90%
Sep-09	42.29%	49.58%	55.05%	44.83%	55.58%	53.28%	47.92%	36.30%	55.44%	38.80%	41.51%
Dec-09	43.34%	50.60%	55.21%	45.14%	56.87%	52.04%	47.84%	36.49%	55.95%	39.42%	41.96%
Mar-10	44.46%	52.40%	56.21%	46.32%	58.47%	53.91%	50.17%	38.16%	57.82%	42.91%	43.19%
Jun-10	45.83%	53.03%	56.79%	47.49%	60.12%	54.91%	51.26%	39.70%	58.99%	43.57%	44.41%
Sep-10	46.94%	54.09%	57.26%	48.20%	61.04%	56.60%	52.29%	40.23%	59.28%	44.12%	44.89%
Dec-10	47.14%	54.07%	57.68%	48.94%	61.78%	57.32%	52.96%	40.50%	59.91%	44.96%	45.74%
Mar-11	47.76%	54.53%	57.59%	49.68%	62.84%	58.01%	52.87%	40.99%	60.75%	45.71%	46.56%
Jun-11	48.44%	55.22%	58.38%	50.40%	63.31%	59.31%	54.22%	42.30%	61.09%	46.08%	47.51%
Sep-11	49.16%	55.75%	59.33%	51.15%	64.59%	60.06%	55.45%	42.37%	61.70%	46.71%	48.02%
Dec-11	49.86%	56.58%	59.39%	51.88%	65.42%	60.84%	55.43%	42.33%	62.03%	47.05%	48.77%
Mar-12	50.30%	58.06%	59.84%	52.76%	67.00%	61.68%	56.85%	43.11%	62.60%	47.81%	50.05%
Jun-12	50.07%	58.89%	60.01%	52.99%	67.65%	61.93%	57.25%	42.66%	62.41%	47.57%	50.34%
Sep-12	50.11%	59.84%	60.16%	53.24%	68.44%	62.26%	58.31%	42.99%	62.15%	48.12%	50.84%
Dec-12	50.07%	60.62%	59.91%	53.33%	69.54%	63.33%	57.90%	43.22%	62.09%	48.55%	51.56%
Mar-13	51.20%	61.21%	60.63%	54.34%	70.62%	64.37%	59.28%	44.66%	63.16%	48.84%	52.49%
Jun-13	52.65%	62.06%	61.54%	54.61%	71.75%	64.87%	60.18%	46.02%	63.90%	49.67%	52.93%
Sep-13	53.19%	63.32%	62.41%	55.40%	72.98%	65.71%	61.92%	47.49%	64.21%	50.94%	54.01%
Dec-13	54.02%	63.74%	62.50%	56.16%	73.65%	67.80%	59.09%	52.74%	65.95%	51.23%	56.17%
Mar-14	55.89%	65.68%	63.36%	57.88%	74.36%	69.68%	60.77%	54.49%	66.72%	52.91%	57.39%
Jun-14	57.04%	65.71%	63.18%	58.80%	74.31%	70.48%	61.36%	54.45%	67.67%	53.48%	56.78%
Sep-14	55.60%	65.09%	62.51%	57.70%	73.75%	68.93%	60.98%	54.80%	65.41%	53.36%	56.89%
Dec-14	56.23%	65.67%	61.96%	58.12%	73.88%	68.73%	61.79%	54.61%	64.87%	54.36%	56.89%
Mar-15	57.96%	66.69%	61.50%	58.56%	72.91%	68.30%	62.01%	55.82%	64.77%	54.94%	57.31%
Jun-15	58.37%	66.20%	62.09%	58.87%	73.69%	69.00%	61.49%	56.02%	65.29%	55.44%	58.12%
Sep-15	59.24%	68.22%	62.41%	59.22%	74.29%	70.08%	62.03%	57.36%	65.96%	56.41%	58.72%
Dec-15	59.60%	69.27%	62.72%	59.73%	74.50%	70.15%	63.64%	58.01%	65.20%	57.26%	58.98%
Mar-16	59.88%	69.16%	62.35%	59.83%	73.82%	70.23%	64.05%	59.42%	64.42%	57.16%	58.73%
Jun-16	60.30%	68.38%	62.05%	58.50%	73.56%	70.01%	63.44%	58.39%	64.57%	57.41%	58.08%
Sep-16	60.42%	68.72%	61.65%	58.08%	74.23%	69.51%	65.43%	57.99%	63.40%	56.85%	58.37%
Dec-16	61.43%	69.75%	61.91%	59.13%	75.70%	70.70%	66.45%	58.90%	66.32%	57.20%	59.13%
Mar-17	60.63%	70.53%	60.60%	58.69%	74.97%	70.79%	66.06%	59.79%	66.39%	57.10%	59.97%
Jun-17	61.41%	69.68%	61.04%	59.02%	75.65%	70.64%	67.25%	60.73%	65.32%	57.87%	60.10%
Sep-17	61.53%	70.36%	61.46%	60.67%	75.53%	71.50%	67.63%	62.08%	65.65%	58.49%	61.73%
Dec-17	61.59%	69.94%	60.73%	60.04%	75.13%	70.98%	67.98%	62.22%	65.83%	58.22%	61.13%
Mar-18	60.64%	70.72%	60.17%	60.24%	75.36%	71.26%	67.20%	62.24%	64.64%	58.43%	61.50%
Jun-18	62.29%	71.07%	60.32%	61.14%	75.53%	71.90%	67.79%	64.03%	63.78%	58.78%	61.70%
Sep-18	62.71%	71.85%	60.89%	61.64%	75.08%	71.94%	68.41%	64.13%	64.56%	59.88%	63.15%
Dec-18	62.99%	72.16%	60.24%	61.70%	75.51%	72.06%	68.62%	65.02%	64.02%	59.42%	63.05%
Mar-19	63.32%	72.03%	60.28%	61.88%	75.72%	72.09%	67.99%	64.89%	63.36%	59.82%	63.13%
Jun-19	63.90%	72.67%	60.82%	62.35%	77.16%	72.84%	67.42%	66.51%	64.64%	61.18%	63.93%
Sep-19	63.76%	72.35%	60.79%	62.75%	76.74%	73.26%	79.48%	67.47%	65.56%	62.21%	64.17%
Dec-19	63.48%	73.23%	61.14%	62.93%	76.91%	73.88%	68.06%	68.46%	66.26%	62.32%	64.30%
Mar-20	62.71%	76.73%	61.40%	61.30%	77.33%	75.40%	69.98%	69.29%	66.83%	65.05%	65.31%
Jun-20	61.76%	73.31%	60.08%	57.72%	75.81%	73.07%	64.43%	67.31%	65.14%	60.78%	63.95%
Sep-20	61.24%	71.55%	58.45%	56.49%	73.29%	71.98%	62.92%	65.84%	64.71%	60.46%	62.03%
Dec-20	58.78%	69.29%	56.60%	48.84%	70.14%	70.39%	61.52%	63.92%	63.25%	58.44%	60.09%
Mar-21	54.55%	61.87%	53.64%	43.96%	68.41%	69.02%	54.15%	60.26%	61.67%	55.30%	57.32%
Jun-21	52.94%	61.35%	52.94%	42.92%	67.11%	67.38%	54.99%	61.77%	60.84%	53.72%	56.15%
Sep-21	52.13%	60.69%	51.03%	42.89%	64.53%	66.99%	55.40%	60.40%	59.22%	53.08%	55.50%
Dec-21	52.46%	62.03%	51.12%	44.02%	65.30%	67.84%	57.63%	61.18%	60.12%	54.28%	55.55%
Mar-22	53.92%	64.30%	51.36%	44.77%	65.30%	69.04%	58.79%	62.24%	60.20%	54.83%	55.64%
Jun-22	54.27%	65.83%	51.94%	45.03%	65.52%	68.86%	59.80%	63.03%	60.71%	55.09%	55.58%
Sep-22	55.83%	67.42%	52.87%	47.28%	65.72%	69.31%	62.10%	64.43%	62.55%	54.95%	56.79%
Dec-22	56.24%	68.43%	52.93%	47.34%	65.76%	69.37%	62.58%	64.93%	62.57%	55.09%	56.74%
Mar-23	56.45%	67.65%	53.18%	48.53%	64.88%	68.26%	63.20%	65.46%	61.07%	54.78%	55.96%
Jun-23	54.98%	66.76%	52.13%	48.29%	64.80%	67.31%	61.95%	64.72%	59.95%	54.09%	55.06%
Sep-23	55.62%	67.20%	52.87%	47.97%	65.12%	67.17%	62.98%	65.05%	60.05%	54.03%	54.30%
Dec-23	54.72%	65.39%	52.35%	46.96%	64.47%	66.77%	62.12%	64.24%	58.79%	52.44%	53.65%
Mar-24	51.75%	64.24%	51.10%	46.43%	64.12%	65.58%	61.83%	60.76%	57.30%	51.65%	53.41%
Jun-24	50.82%	63.92%	51.43%	47.69%	63.43%	64.76%	63.11%	60.36%	58.16%	51.68%	53.30%
Sep-24	52.13%	63.67%	51.93%	47.46%	64.67%	64.62%	63.63%	60.80%	58.46%	52.19%	54.08%
Dec-24	52.41%	64.07%	51.98%	48.31%	65.18%	64.77%	63.88%	61.27%	59.49%	52.65%	54.72%
Mar-25	51.14%	63.03%	51.40%	48.43%	64.89%	64.04%	63.43%	61.65%	58.75%	50.53%	54.03%
Jun-25	51.22%	63.39%	51.64%	48.33%	65.04%	64.65%	64.84%	62.61%	59.45%	51.41%	54.23%
Sep-25	51.48%	62.80%	50.91%	48.05%	64.81%	64.20%	63.71%	62.09%	59.60%	50.35%	53.21%
Dec-25	52.65%	64.55%	51.51%	48.70%	65.14%	64.32%	64.97%	63.65%	60.64%	51.36%	53.26%
Variance over whole period	8.25 points 18.59%	11.78 points 22.33%	-3.95 points -7.13%	-0.12 points 0.25%	9.56 points 17.20%	13.74 points 27.16%	13.16 points 25.41%	27.37 points 75.43%	4.02 points 7.10%	10.30 points 25.09%	9.78 points 22.49%
Variance over last 12 months	0.24 points 0.46%	0.49 points 0.76%	-0.46 points -0.89%	0.39 points 0.81%	-0.04 points -0.06%	-0.45 points -0.69%	1.09 points 1.70%	2.38 points 3.88%	1.15 points 1.94%	-1.29 points -2.45%	-1.46 points -2.67%



Appendix 9: HASSRA Live Visitation

Month	Number of Visits	Number of Pages Viewed
January	148,460	831,846
February	137,105	782,860
March	137,375	863,472
April	153,802	1,213,189
May	150,352	988,763
June	153,780	909,103
July	178,858	1,219,498
August	161,758	906,556
September	143,088	849,238
October	172,240	1,068,799
November	168,727	1,039,970
December	212,787	1,729,695
TOTAL	1,918,332	12,402,989

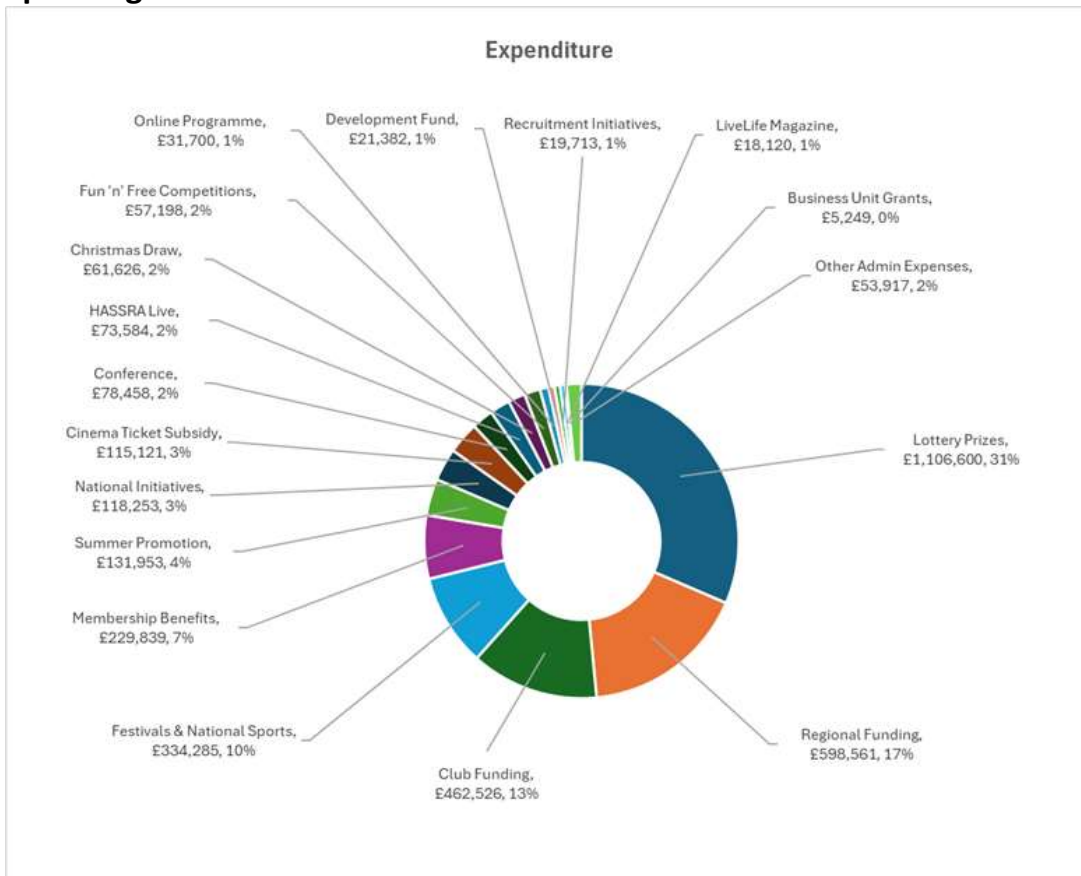


Appendix 10: Finance Transactions

National and Regional Finance Transactions	2024	2025	variance	
Number of member expenses claims	2,488	2,797	309	12.42%
Value of member expenses claims	£172,715	£202,559	£29,844	17.28%
Number of cashback claims	2,751	2,798	47	1.71%
Value of cashback claims	£54,666	£57,400	£2,734	5.00%
Number of lottery prize claims	1,349	1,946	597	44.26%
Value of lottery prize claims	£781,300	£1,105,450	£324,150	41.49%
Number of payments to suppliers	664	726	62	9.34%
Value of payments to suppliers	£1,889,054	£1,963,792	£74,738	3.96%
Number of payments to regions	58	67	9	15.52%
Value of payments to regions	£1,053,312	£1,158,944	£105,632	10.03%
Number of payments to clubs	830	899	69	8.31%
Value of payments to clubs	£483,950	£596,354	£112,404	23.23%
Number of payments to national	19	21	2	10.53%
Value of payments to national	£85,117	£105,026	£19,909	23.39%
Number of other payments	1,679	2,166	487	29.01%
Value of other payments	£236,096	£351,080	£114,984	48.70%
Total number of payments issued	9,838	11,420	1,582	16.08%
Total value of payments issued	£4,756,210	£5,540,606	£784,396	16.49%

Breakdown of Member Expenses Claims	2024	2025	variance	
Driver Mileage	£84,942	£105,143	£20,201	23.78%
Passenger Mileage	£6,631	£6,317	-\$314	-4.74%
Fares	£36,703	£44,028	£7,325	19.96%
Other	£44,438	£47,071	£2,633	5.93%
TOTAL	£172,715	£202,559	£29,844	17.28%

Spending Breakdown



Appendix 11: Online Programme

Monthly Online Quiz	Number of Entries	Number of Prizes	Value of Prizes
Jan-25	219	30	£2,700
Feb-25	214	30	£2,700
Mar-25	213	30	£2,700
Apr-25	188	30	£1,050
May-25	204	30	£1,050
Jun-25	179	30	£1,050
Jul-25	190	30	£1,050
Aug-25	191	30	£1,050
Sep-25	191	55	£1,850
Oct-25	213	30	£1,050
Nov-25	184	30	£1,050
Dec-25	n/a	n/a	n/a
TOTAL	2,186	355	£17,300

Top 30 each received £90 to commemorate HASSRA's 90th Anniversary

Art Competition	Number of Entrants	Paintings	Mixed Media	Drawings	Total Number of Entries	Value of Prizes
	48	38	14	28	80	£2,000

Photography Competition	Number of Entrants	Weather Wonders	Faces & Expressions	Urban Jungle	Total Number of Entries	Value of Prizes
	417	296	166	209	671	£2,000

Fortnightly Puzzles	Start Date	Closing Date	Number of Entries	Number of vouchers issued	Value of Prizes
Puzzle 01/25 - Quiz (that was the year)	06/01/2025	19/01/2025	1,060	22	£550
Puzzle 02/25 - Answer Smash	20/01/2025	02/02/2025	1,180	14	£390
Puzzle 03/25 - Dynamic Duos	03/02/2025	16/02/2025	825	14	£390
Puzzle 04/25 - 1% Club Questions	17/02/2025	02/03/2025	1,170	14	£390
Puzzle 05/25 - Riddles	04/03/2025	16/03/2025	969	14	£390
Puzzle 06/25 - 90's Trivia	17/03/2025	30/03/2025	1,151	14	£390
Puzzle 07/25 - 30's Trivia	31/03/2025	13/04/2025	905	15	£490
Puzzle 08/25 - 90's Singonyms	14/04/2025	27/04/2025	481	14	£390
Puzzle 09/25 - VE Day	28/04/2025	11/05/2025	1,019	14	£390
Puzzle 10/25 - Past Tense Puzzle	12/05/2025	25/05/2025	368	14	£390
Puzzle 11/25 - Summer Songs	26/05/2025	08/06/2025	870	14	£390
Puzzle 12/25 - Fathers Day	09/06/2025	22/06/2025	685	14	£390
Puzzle 13/25 - 1% Puzzle	23/06/2025	06/07/2025	589	14	£390
Puzzle 14/25 - Wimbledon or Winble-Don't	07/07/2025	20/07/2025	819	14	£390
Puzzle 15/25 - Songs in pictures	21/07/2025	10/08/2025	429	14	£390
Puzzle 16/25 - Dingbats	11/08/2025	17/08/2025	952	14	£390
Puzzle 17/25 - Oasis Singoymns	25/08/2025	31/08/2025	573	14	£390
Puzzle 18/25 - Destination X	01/09/2025	14/09/2025	877	14	£390
Puzzle 19/25 - Correction Centre	15/09/2025	28/09/2025	542	14	£390
Puzzle 20/25 - Rhyme Time	29/09/2025	12/10/2025	340	14	£390
Puzzle 21/25 - Black History	13/10/2025	26/10/2025	522	14	£390
Puzzle 22/25 - Halloween	27/10/2025	09/11/2025	474	14	£390
Puzzle 23/25 - 1% Club	10/11/2025	23/11/2025	983	14	£390
Puzzle 24/25 - I'm a Celebrity	24/11/2025	07/12/2025	455	14	£390
Puzzle 25/25 - Destination X	08/12/2025	21/12/2025	1,008	14	£390
Puzzle 26/25 - That Was The Year	22/12/2025	04/01/2026	777	14	£390
		TOTAL	20,023	373	£10,400

Fun 'n' Free Competitions	Start Date	Closing Date	Number of Entries	Number of Prizes	Value of Prizes
20 x Vegan Hampers	30/12/2024	20/01/2025	7,418	20	£924
Valentine 20 x £100 cash	13/01/2025	10/02/2025	13,296	5	£2,000
5 x Mamma Mia packages	10/02/2025	24/03/2025	11,503	5	£2,500
9 x Free memberships (February)	19/02/2025	26/02/2025	7,035	9	£265
4 x Tickets to Warwick Castle	17/02/2025	17/03/2025	6,243	1	£156
Pair of tickets to Paultons Family Theme Park	14/03/2025	01/04/2025	3,875	1	£119
9 x Free memberships (March)	19/03/2025	26/03/2025	7,154	9	£265
4 x Tickets to Legoland Windsor	21/03/2025	14/04/2025	6,498	1	£272
Virgin Wines	24/03/2025	27/04/2025	9,940	30	£1,770
9 x Free memberships (April)	16/04/2025	23/04/2025	5,006	9	£265
4 x Tickets to Alton Towers	22/04/2025	19/05/2025	7,231	1	£272
VE Day Themed Ration Book Cash Prizes	28/04/2025	27/05/2025	9,873	16	£3,700
5 x T20 Cricket Packages	12/05/2025	09/06/2025	4,519	5	£2,345
9 x Free memberships (May)	21/05/2025	27/05/2025	5,279	9	£265
4 x Tickets to Madame Tussauds	22/05/2025	15/06/2025	5,466	1	£272
£22k Summer Giveaway	23/05/2025	07/07/2025	14,159	90	£22,000
9 x Free memberships (June)	18/06/2025	24/06/2025	4,814	9	£265
Win it Wednesday #1	25/06/2025	02/07/2025	6,834	5	£500
4 x Tickets to Chessington	27/06/2025	27/07/2025	6,355	1	£272
Win it Wednesday #2	02/07/2025	09/07/2025	6,280	5	£500
15 x Pairs of Cinema Tickets	14/07/2025	17/08/2025	8,231	15	£240
Win it Wednesday #3	09/07/2025	16/07/2025	6,213	5	£500
9 x Free memberships (July)	16/07/2025	23/07/2025	4,118	9	£265
2 x Pairs of Tickets to Elvis Evolution	21/07/2025	01/08/2025	5,633	6	£1,500
Win it Wednesday #4	16/07/2025	23/07/2025	6,258	5	£500
Win it Wednesday #5	23/07/2025	30/07/2025	5,274	5	£500
4 x Tickets to The Dungeons	11/08/2025	08/09/2025	4,511	1	£272
9 x Free memberships (Aug)	20/08/2025	27/08/2025	4,457	9	£265
20 x Pairs of Cinema Tickets	18/08/2025	15/09/2025	6,685	20	£320
3 x Pairs of Fred Olsen Cruise Tickets	01/09/2025	05/10/2025	9,936	3	£5,354
4 x Tickets to Shrek's Adventure London	12/09/2025	19/10/2025	6,327	1	£272
9 x Free memberships (Sep)	17/09/2025	24/09/2025	3,292	9	£265
4 x Tickets to Sea Life Centre	29/09/2025	26/10/2025	6,674	1	£272
9 x Free memberships (Oct)	15/09/2025	22/10/2025	4,986	9	£265
Christmas Advent Calendars	08/10/2025	16/11/2025	17,012	12	£3,010
Christmas Cracker Cash Prizes	13/10/2025	23/11/2025	16,620	90	£60,000
Christmas Cracker Gifts	13/10/2025	23/11/2025	16,343	90	£60,000
10 x Spabreaks Vouchers	27/10/2025	30/11/2025	13,925	10	£5,000
90 Reasons to Win	07/11/2025	09/11/2025	3,045	5	£450
9 x Free memberships (Nov)	19/11/2025	26/11/2025	5,900	9	£265
12 Days of Christmas	01/12/2025	16/12/2025	50,956	24	£2,400
Holiday Vouchers	08/12/2025	15/02/2026	tbc	8	£12,000
TOTAL			355,174	578	£132,838

Total Number of Participations	378,134
Total Prizes	£164,538

Appendix 12: Development Fund

HASSRA Development Fund	2024	2025	variance	
Number of Applications	44	65	21	47.73%
Number of Awards	43	52	9	20.93%
Total value of awards	£13,237	£21,392	£8,155	61.61%
Average savings per member	£308.00	£411.38	£103	33.56%

Region	Approved Applications	Activities	Total Awarded £	C SIS inc in total
East Midlands	3	Golf, Drumming, Cricket	£1,150	£1,150
East of England	4	Sports Massage*, Running, Martial Arts	£1,860	£160
Fylde	3	Scuba Diving, Gardening	£2,225	£0
London	4	Sailing Qualifications, Music production, Over 50's Cricket, Squash	£3,275	£1,475
North East	6	Scouting, Climate Facilitation, Shooting, Personal Training, Running	£2,350	£1,100
North West	2	Equestrian, Scuba Diving	£800	£0
Scotland	4	Football coaching, Curling coaching, CPD Course, Cosplay	£1,165	£564
South East	8	Over 50's cricket, Pickleball, Hiking, Music, Disability Bowls, Running, Hyrox fitness, Football coaching	£4,273	£1,675
South West	4	Badminton, Tenpin bowling, Running	£792	£100
Wales	5	BMX Racing, Military Baton, Walking football, Art, Triathlon	£2,000	£250
West Midlands	1	Field Archery	£320	£320
Yorks & Humber	9	Football coaching, Golf, Dance, Womens Cricket, IPSEA, Cricket, Wild Water Swimming	£2,382	£828
Total Awarded	53		£22,592	£7,622
Total Paid	52	Totals awarded less any unpaid - see below	£21,392	£7,622
Nil decisions	12		Totals above includes CSIS Awards	CSIS totals only
Awaiting decision	0			
Total Applications Received	65			
* Award of £1200 accepted but eventually turned down due to change of circumstances.				

Appendix 13: Charity Fundraising

Region	Total
East Midlands	1,933.95
East of England	2,676.91
Fylde	0.00
London	2,981.55
North East	15,977.97
North West	5,973.96
Scotland	8,850.99
South East	7,488.22
South West	5,267.03
Wales	3,996.13
West Midlands	12,210.79
Yorks and Humber	4,631.85
National	1,054.00
Total	£73,043.35