

REGISTERED COMPANY NUMBER: 03039522 (England and Wales)
REGISTERED CHARITY NUMBER: 1047557

Report of the Governors and
Financial Statements for the Year Ended 31 August 2023
for
Landmarks Specialist College

Sutton McGrath Hartley
5 Westbrook Court
Sharrowvale Road
Sheffield
South Yorkshire
S11 8YZ

Landmarks Specialist College

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for the Year Ended 31 August 2023

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Landmarks Specialist College

Reference and Administrative Details
for the Year Ended 31 August 2023

GOVERNORS	P F Battiste Ms G Morris (resigned 26/9/2022) Ms C O'Neill (resigned 12/1/2024) J Spooner (resigned 20/10/2022) Ms S M Windle (resigned 6/10/2022) A E Scott (appointed 27/1/2023) C C Pickup (appointed 18/10/2022) M J Hilton (appointed 14/11/2022) Ms F Featherstone (appointed 31/5/2023)
COMPANY SECRETARY	L T Brocklesby
REGISTERED OFFICE	Littlemoor House Littlemoor Eckington Sheffield S21 4EF
REGISTERED COMPANY NUMBER	03039522 (England and Wales)
REGISTERED CHARITY NUMBER	1047557
AUDITORS	Sutton McGrath Hartley 5 Westbrook Court Sharrowvale Road Sheffield South Yorkshire S11 8YZ
SOLICITORS	Knights 14 Commercial St Sheffield S1 2AT
BANKERS	Barclays 121 Norfolk Row Sheffield S1 2JW

Landmarks Specialist College

Report of the Governors for the Year Ended 31 August 2023

The Governors present their report and the audited financial statements of the charity for the year ended 31 August 2023. The governors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Landmarks Specialist College

Landmarks is a thriving, Independent Specialist College for people with learning difficulties and disabilities. Based in Eckington but operating across six sites throughout the East Midlands and South Yorkshire.

Landmarks continues to grow and go from strength to strength in supporting young adults into employment, with sector leading outcomes for Employability.

For more information, please visit: www.landmarks.ac.uk

Why do Landmarks Make a Difference?

Landmarks has a proud reputation for designing individualised education and support programmes for young people with additional needs, supporting them to achieve their life goals be that; employment, higher education and/or day services. We aim to ensure that our learners' lives are impacted positively as a result of learning at Landmarks.

OUR VISION

"To be recognised nationally for transforming the lives of our learners".

OUR MISSION

"To deliver high-quality education and support that maximises life opportunities for our learners".

OUR VALUES



QUALITY



RESILIENCE



RESPECT



ACHIEVEMENT



WORKING TOGETHER

Landmarks Specialist College

Report of the Governors - continued for the Year Ended 31 August 2023

A Message from our Principal and CEO

Landmarks has developed its curriculum over the last 28 years from a predominately small concern, providing day time recreation for local adults with additional needs to a major specialist college operating across Nottinghamshire, Derbyshire and South Yorkshire, support around 151 learners who have enrolled onto our highly specialist post-16 college curriculum and 83 Day Service learners who, as a result of our very practical curriculum, attend a very interesting and skill developing day provision.

We have developed our curriculum from purely land and animal-based to include several subjects such as functional maths, English and digital skills, travel training and independence, as well as hospitality, catering, animal care, retail, administration and both Gold and Silver Duke of Edinburgh Awards. These subjects support our learners to make informed choices about the type of adult lives they would like to live after their education. College life at Landmarks involves being taught in practical, real-life working environments, whilst being supported by highly trained and experienced staff who are experts in working with learners with additional needs.

In 2023 the college has further demonstrated its ambition of transforming the lives of learners we support, by securing a permanent base within Rotherham town centre. This new base (Enterprise House) will allow the college to offer its provision to a much larger extent than in previous years and will because of the college's improvement plans, place itself as a leading specialist college within Rotherham and surrounding areas. We are very excited to work with learners, their families, employers, schools and commissioners to help improve the post-16 outcomes for the young adult SEND population.

I am extremely proud to share the successes of our learners, many of which are life changing and have led to learners achieving the outcomes they sought upon enrolling. Many learners have achieved paid employment for the first time in their lives thanks to the outstanding employer links that the college has. It is tremendous to think that the college is close to celebrating its 100th Intern, a huge achievement for our college which only started offering its employability Pathway in 2018. We continue to stretch and challenge our learners by adding more qualifications that accredit their increased curiosity and enjoyment within subjects and prepares them well for future learning, evident in the increasing number of learners who progress onto higher level qualifications. It is also very important that we recognise and celebrate the very many personal achievements our learners secure as part of our curriculum. Many of our learners leave with much greater levels of independence and autonomy over decisions and choices that affect them. It is a source of significant pride when I reflect on the destinations of learners of the past, to where they are now. All learners progress onto a positive destination, be that employment, further education or accessing local services and day centres, being more independent or indeed a mixture of all activities for those that wish to have a full, socially participative, and productive week.

Larry Brocklesby - Principal

Our Strategic Priorities



1

Strategic Ambition 1. Deliver an outstanding learner experience

- Invest in specific curriculum training for tutors delivering sensitive subjects.
- Create Internal Job Coach training utilising Occupational and Speech Therapy.
- Develop staff expertise delivering maths and English at Level 1 and Level 2.
- Create partnerships with local providers.
- Invest in resources for recording RARPA remotely.
- Create plans for a state-of-the-art sports / drama facility at Landmarks, Littlemoor House.
- Introduce Traineeships for Retail and Hospitality and Catering
- Invest in CEAG resources.

Development Action 22-23

Action(s)

- Advance staff expertise.
- Ensure Study Programmes are individually tailored.
- Roll a challenging curriculum, preparing learners for life in modern Britain.

2

Strategic Ambition 2. Be the post-16 specialist college of choice

- Create an additional vocational Pathway that promotes study of specific subjects.
- Introduce new subjects to stimulate curiosity for learning.
- Improve social media activity.
- Achieve 2 external Awards that recognise learner outcomes.
- Develop After College Aftercare resources.
- Lobby for improved access to the retail industry for Supported Interns.
- Market Supported Internships in Bamsley and Doncaster, GK Only.
- Fundraise for a Wayfinder mobile hub / van

Development Action 22-23

Action(s)

- Design high quality learning experiences that stimulate curiosity for learning.
- Promote the great work that takes place at Landmarks.
- Work closely with learners, families, Schools and employers.
- Extend the reach of Landmarks so more people benefit from its specialist offer.

3

Strategic Ambition 3. To be recognised as a great place to work

- All staff to be offered internal mentoring.
- Invest in HR platform.
- Create Landmarks specific SEND training.
- Staff report Landmarks as a great place to work, where they are proactively supported.
- Follow commitments of the Association of Colleges (AoC) Mental Health and Wellbeing Charter.
- All staff feel supported by their line manager.
- Ensure a consistent and positive approach is taken towards staff wellbeing.
- Promote staff wellbeing throughout the organisation.
- Ensure employee workloads are not excessive.
- Introduce family friendly policies and practices.

Development Action 22-23

Action(s)

- Invest in our staff team.
- Look after our staff.
- Promote mental fitness.
- Support positive work life balance.

4

Strategic Ambition 4. Maintain Financial Health

- Enrol at least 135 ESFA learners and 80 LLL learners.
- Develop additional vocational training opportunities supported by staff. (Pub, Farm Shop, Hotels)
- Manage budget well, with no greater than 10% variance.
- Achieve 3-months free reserves.
- Extend mortgage commitment to support Littlemoor site development.
- Review pay for all staff and strive for sector leading remuneration and benefits.
- Conduct benchmarking activity to determine market position.

Development Action 22-23

Action(s)

- Increase learner numbers.
- Develop business opportunities.
- Manage finances well.
- Invest.

Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

Financials at a glance

	Total Income 2022-23	Total Income 2021-22	Total Expenditure 2022-23	Total Expenditure 2021-22
Landmarks Specialist College Ltd	£4,833,378 (+14.4%)	£4,225,144	£4,677,221 (+24.6%)	£3,754,927
Landmarks Training Enterprises Ltd	£185,929 (-13.3%)	£214,565	£176,202 (-17%)	£212,385
Group Performance	£5,019,307 (+13.1%)	£4,439,709	£4,853,423 (+22.3%)	£3,967,312

Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

Performance at a glance

	Year 2022-23	Year 2021-22	Difference
Total number of Learners on role	151	123	+23%
Total number of SI Learners	20	20	0
Number of SI Learners gaining paid employment	16	18	-12%
Number of SI Learners gaining voluntary Employment	4	0	+400%
SI Employability Paid Outcomes (%)	80%	90%	-12%
Total number of staff given CPD	136	120	+13%
Total number of staff (avg)	136	120	+13%

*SI – Supported Internships

Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

Media and other services

	Year 2022-23	Year 2021-22	Difference
Social Media Followers	2,560	2,316	+244
Website Total Page Views	67,715	55,373	+12,342
Unique website visitors	14,669	15,043	+374
Number of unique donors	98	97	+1

In line with our target of improving our outreach, we saw 2022-23 again increase our following and presence in the sector. This is something we continue to work towards in future, with more of an aim towards social media for the 2024-25 Academic/Financial year.

We have also invested in software that tracks donor trends, collects data, and identifies unique visits to our pages. This has allowed us to maintain contact with individuals, explain more about how the funds are being used, and most importantly maintain a relationship that could provide future charitable donations for the college.

We have a number of planned events for the upcoming year, including our Prom, which were heavily attended during the 22/23 Academic/Financial. In previous years events, Landmarks recorded numbers of 120 guests at the most popular attended, due to substantial growth, we recorded over 300 guests at our recent dog show and prom.

Landmarks Specialist College

Report of the Governors - continued for the Year Ended 31 August 2023

How did we progress towards our strategic objective "Maintain Financial Health"?

Increase Learner Numbers

Landmarks numbers increased from 123 to 151 between the academic years 21/22 and 22/23, a growth percentage of 23%, resulting in us receiving top-up funding from the ESFA for substantial in-year growth. The goal of 135 learners by 2025, was achieved in 22/23.

Develop Business Opportunities

Landmarks have developed partnerships with sector leading employers within this year, such as becoming Greene Kings partner of choice for employing those with disabilities in the region. We also established a partnership with Marsdens, NHS Rotherham, placing interns and creating opportunities. As Landmarks continue to expand, we also continue our search for a new premises to purchase, to allow this growth to continue at a steady pace, while maintaining outstanding outcomes.

Manage Finances Well

Landmarks achieved their first ever ESFA grading out Outstanding for the management of college finances in 2021. This has been maintained since at each annual ESFA audit. We have built free reserves to a point where the college is financially sound, having over three months of reserves in the bank at year end. We also endeavour to stay within 10% of all budget lines throughout the year and explain any variances above this level to the Finance Committee and Board of Governors if necessary.

Invest

Each year, we hold a Remuneration Committee, where the full board of Governors, along with the CEO and FD, agree a review of staff conditions based on a benchmarking activity that takes place between the FD and HR Director. Landmarks agreed a sector leading 10% rise for all employees, to help combat the cost-of-living crisis. Investing in staff, through CPD and benchmarking activities, is something we do well for our staff, and contributes towards a high 90% staff satisfaction survey report.

Directors Report

The Governors present their report and the audited financial statements of the charity for the year ended 31 August 2023. The governors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity. Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's aims are to provide education and training to those with learning difficulties/disabilities in a caring and sheltered environment. The continuous quality improvement of this provision remains a key focus.

Principle activities

Landmarks has a proud reputation for designing individualised education and support programmes for young people with additional needs, supporting them to achieve their life goals be that; employment, higher education and/or day services. We aim to ensure that our learners' lives are impacted positively as a result of learning at Landmarks.

In setting our objectives and planning our activities the Governors have given careful consideration to the Charity Commissions general guidance on public benefit. Further details of how the charity has carried out its activities for the public benefit are given in the section on Achievements and Performance below.

Landmarks Specialist College

Report of the Governors - continued for the Year Ended 31 August 2023

Review of activities

Landmarks is an Independent Specialist College for adults who have a range of learning difficulties and disabilities. The College offers a wide range of practical programmes which are individually tailored to promote learners' life skills and academic achievements in the pursuit of greater independence, further study, or employment. The five sites, located across Nottinghamshire, Derbyshire and South Yorkshire provide excellent facilities for practical, contextualised learning. Learning also takes place in a range of community settings, employer premises and local facilities.

In 2022/23 the college had a total of 218 learners of which 60% (135) were Education and Skills Funding Agency (ESFA) learners. The remaining learners (40%, 83) were funded through direct payments/social services contracts. Typically, ESFA funded learners transfer to Landmarks after leaving special schools with a combination of mild or severe learning difficulties and/or disabilities. Learners usually live within a 25-mile radius of College sites and travel on a daily basis. The learner population ranges in age from 16 to 60.

All learners are engaged in a combination of practical independence, employment, vocational, functional skills; maths, English or digital literacy (through both direct sessions and embedded application). Learners receive tuition in personal and social development, how to keep themselves safe online, at home and in their communities as well having opportunity to study a variety of vocational subjects and qualifications, as well as access to a large range of work experience opportunities, which aim to enhance learners' employability and work readiness skills. Timetables reflect individual learner needs and choice and include:

- Life in Modern Britain
- Animal Care
- Art & Digital Media
- Music
- Performing Arts
- Horticulture & Land based studies
- Sport & Leisure
- Hospitality & Catering
- Duke of Edinburgh Awards; Bronze, Silver and Gold
- Work Experience
- Employability

The College is governed by a Board of Governors from different professions and business backgrounds.

The College places great significance on working collaboratively and in partnership with a range of other agencies including the ESFA, Local Authorities, Social Services, the Targeted Support/Transitions Service, local Schools, multi-academy trusts, further education colleges, The National Association for Specialist Colleges (NATSPEC) and a range of employers, from small independent to national groups.

Range of facilities and resources, specifically for the use of people with disabilities.

The following are amongst the resources available:

- Working farm and land, with a range of livestock and horticultural curriculum activities that supply college and pub kitchens
- Working Public House, where learners prepare, cook, and serve food and drink to customers
- Catering kitchens and on-site Bistro
- Gardens and greenhouse
- Music and performing arts spaces
- Classrooms, 20 dedicated classrooms/resources (including video and IT equipment, dedicated PCs, and network) across all sites.

Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

Littlemoor House, is the main site which provides the base for management and administration. In curriculum terms this site also has an Art studio, Music room, Bistro, 8 classrooms and outdoor space.

Apperknowle Farm is where Landmarks operates their Land based and Animal Care (Farm-to-Fork) curriculum. This site continued to be developed to provide a full range of land-based resources for Landmarks programmes. This is a mortgaged property owned by the Charity.

The Archer Pub is where Landmarks operate their Hospitality and Catering curriculum from September 2016, training young adults with a variety of additional needs who wish to work within the bar and restaurant trade.

The Archer enterprise aims to:

- Train young people with additional needs, aged 18+ to acquire the knowledge, skills and experience required for a career in the bar and restaurant trade
- Give learners the time and support they need to master aspects of their chosen career, building confidence, independence, and resilience within the workplace
- Work with national bar and restaurant companies, to offer clear routes of progression into employment
- Use the livestock and produce reared and planted by learners at Apperknowle, The Archer and Littlemoor House within The Archer kitchen, reinforcing our farm-to-fork curriculum.

Nottingham House is Landmarks base close to the centre of Nottingham where Employability training and education takes place. Being so close to the centre of Nottingham provides access to numerous new employers, who provide work placements.

Wayfinder Specialist Employment Services has also established a base both at Nottingham House and Eckington High Street, to bolster the presence of their employer support and placement activities so very crucial to the success of the Supported Internship aspect of the Employability Pathway.

Enterprise House is Landmarks new town centre base in Rotherham. This base enables the delivery of both employability and developing independence in the heart of the town in which the learners reside. Accessing their own local community has the greatest impact on improving community access. The new site offers an Art Studio, Media suite, IT studio, Music room, Bistro, and 6 classrooms.

Learners following the Employability Pathway were able to access over 40 employer premises in which to either complete work placements or Internships. As a result, many learners progressed into paid employment across a number of disciplines, chief amongst them being Hospitality and Catering thanks to the established partnership the college has with Greene King pub company.

Such is the college's commitment to its Vision and Mission that it tracks ex-learners and offers support to secure employment should anything happen with their initial employment outcome. In 2022-23 the college continued successful works in supporting learners to secure paid employment as part of their Aftercare After College offer.

Landmarks Specialist College

Report of the Governors - continued for the Year Ended 31 August 2023

Learners following the college's Developing Independence Pathway accessed a variety of academic, vocational and social subjects aimed at improving an individual learner's level of independence, social communication and aspirations for their future, whether that is to access their local community with confidence, progress onto further study at a local mainstream college or secure employment, or occupation, paid or otherwise. The aim being that learners from this Pathway or supported to develop life skills that can lead to productive adult lives where they can be active members of their homey community.

Outcomes for learners are impressive, with leavers on the Employability Pathway achieving the highest rate of paid employment since the Pathway began. So too were the impressive outcomes of those leavers following the Developing Independence Pathway. Many leavers were supported to achieve dual destinations, meaning if work was only part time, they were supported to establish a further activity that together, made for a week with a desired amount of activity for the individual.

College leaders are confident that the quality of education, outcomes, personal and social development as well as leadership and management are at least Good overall, with some emerging Outstanding traits which should be realised in short order.

Quality improvement priorities 2022-23 (Quality Improvement Plan 23-24)

- Develop a strategy for "Life in modern Britain" that emphasises issues that are particularly relevant to the communities where learners live.
- Improve learners' awareness of signs and indicators of radicalisation and extremism.

Management of the associated risks

Governors of the Charity review risks to the organisation closely, featuring in most Governor meetings to ensure the board are aware of the risk to the organisation and the measures in place to reduce likelihood and increase preparedness.

The board of governors along with the Principal, monitor the college risk profile regularly, seeking to reduce short term risks associated with cash flow by creating a finance subcommittee, who report to the wider board, charged with monitoring income and expenditure.

Going Concern

Governors have reviewed at length the project charity performance over at least the next 12-months and are satisfied that there are no material uncertainties related to going concern and that most likely scenarios have been modelled to inform that decision.

The Charity is confident that all its financial commitments will be met in 2024-25 and the foreseeable future whilst ever the EFSA and Local Authorities are able to fund our provision.

Staff Satisfaction

In our recent staff satisfaction survey, Landmarks boasts some brilliant results, 100% of staff said the following were either good or outstanding:

- My awareness of the procedures for handling suspected safeguarding Issues.
- The colleges focus on continuous Improvement.
- Promoting safeguarding.

Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

Top strengths

1. The satisfaction employees gain from working at Landmarks.
2. Managers ability to ensure support is provided for professional development.
3. Employee awareness of handling suspected safeguarding issues.
4. The clarity of the way forward and strategic objectives.
5. Manager Approachability

Reserves Policy

We have determined our free reserves levels should be targeted at 1-3 months total expenditure. This calculation has been made based on benchmarking ourselves with other similar sized charitable organisations. Free Reserves at 31st August 2023 were £1.2m – approximately 3.9 months of expenditure. Financial budget of 2023-24 we forecast Landmarks Free Reserves to be at c£1.5m on 31st August 2024, notwithstanding unforeseen expenditure.

Reserves

1.1 The Charity Commission's CC19 guidance states: "There is no single level or even a range of reserves that is right for all charities. Any target set by governors for the level of reserves to be held should reflect the circumstances of the individual charity. To do this, governors need to know why the charity should hold reserves and, having identified those needs, the governors should consider how much should be held to meet them."

2.1 This policy sets out our free reserves, which are defined as unrestricted funds excluding fixed assets and defined benefit pensions. These free reserves include short-term investment balances, cash, and other working capital balances.

2.2 As part of effective financial management, we hold reserves to ensure we can manage:

- Financial impact of risk. There are a range of risks we face, including the risk of an unforeseen drop in income or unbudgeted increases in expenditure.
- Working capital. A significant proportion of our reserves are represented by non-cash assets and liabilities, such as accrued legacy income, other debtors, and stock. These reserves are not readily available.

2.3 A detailed review of the financial risks we face is monitored on an ongoing basis, and our assessments on the possible financial impact of those risks have been incorporated into the reserves range we have calculated.

Long-term commitments

3.1 There is no current requirement to make allowance within the reserves range for future plans and commitments.

3.2 Although we have long-term financial commitments with our staff and leasehold properties, these commitments will be funded exclusively through future cash inflows.

3.3 Future expenditure will be set in line with future income, and therefore specific long-term funds have not been set aside within reserves.

Target range for reserves

4.1 The target range is set at 1-3 months expenditure - roughly equating to c£1,184,000 in 2022-23.

4.2 The Board of Governors consider that this target range provides sufficient flexibility in the context of operational requirements, and for an organisation of our size and complexity.

Landmarks Specialist College

Report of the Governors - continued for the Year Ended 31 August 2023

Responsibilities

5.1 The Board of Governors are responsible for ensuring that we manage our resources responsibly, and that we act in the best interests of the organisation and the people we serve. The Board has responsibility for approving and monitoring the implementation of this policy.

5.2 The CEO and Chair of Governors are responsible for monitoring and supervision of the current and future financial situation and associated risks to the organisation. The committee has responsibility for reviewing this policy and making recommendation for approval to the Board.

5.3 The CEO is responsible for providing clear and focused leadership of the organisation, and to ensure our financial stability.

5.4 The CEO is the policy owner and is responsible for managing our reserves level within the policy range, ensuring this policy is reviewed in line with corporate requirements with assistance from the Finance Lead.

Laws and regulations

6.1 As a registered charity, we are required to meet relevant legal and regulatory requirements.

6.2 This policy sets out the framework we have in place to confirm the level of reserves we have determined is appropriate for our organisation and draws upon guidance such as the Charity Commission's CC19.

Investment Policy

Landmarks receive income on an annual basis, for learners within year from Councils, and on a lagged basis from the government. We plan effectively based on application approval success of previous years and forecast learner numbers based on each stage of the process. We allow ourselves to maintain a prudent level of free reserves, to cover any unexpected or expedient drop in learner numbers to cover risks associated. Landmarks board of Governors have always felt that investment for the longer term is not something that is necessary. The investment Landmarks make is in the provision expansion and improvements and not for short term financial gains. Our policy is therefore to review our bank accounts to ensure we get the best interest rates possible at the time for our funds, this is reviewed annually by the Finance Committee.

Landmarks Board of Governors considers it is not necessary for Landmarks to create an ethical investment policy in the near future.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Charity constitution

The company and the group are registered as a charitable company limited by guarantee and constituted under a Memorandum and Articles of Association dated 29 March 1995 as amended 6 May 2014, 21 September 2016 and 24 April 2021, registered charity number 1047557.

The principle object of the company and the group is to provide education and training to adults with learning difficulties/disabilities in a caring and sheltered environment.

Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

Recruitment and appointment of new governors

The management of the company is the responsibility of the Governors who are elected and co-opted under the terms of the Memorandum and Articles of Association.

Governors are recruited via online advertising, both through voluntary sector Job Boards and through the college's own website. If the college receives an enquiry to become a governor, they are invited to meet the Principal and are given a tour of the college.

If the applicant wishes to pursue their enquiry following a tour, they are then invited to observe the next governor meeting and meet with the Chair of Governors on a 1:1 basis. If both parties are in agreement, Governors are asked to consider the application and vote on membership.

Each year governors receive training pertinent to the college, covering areas of:

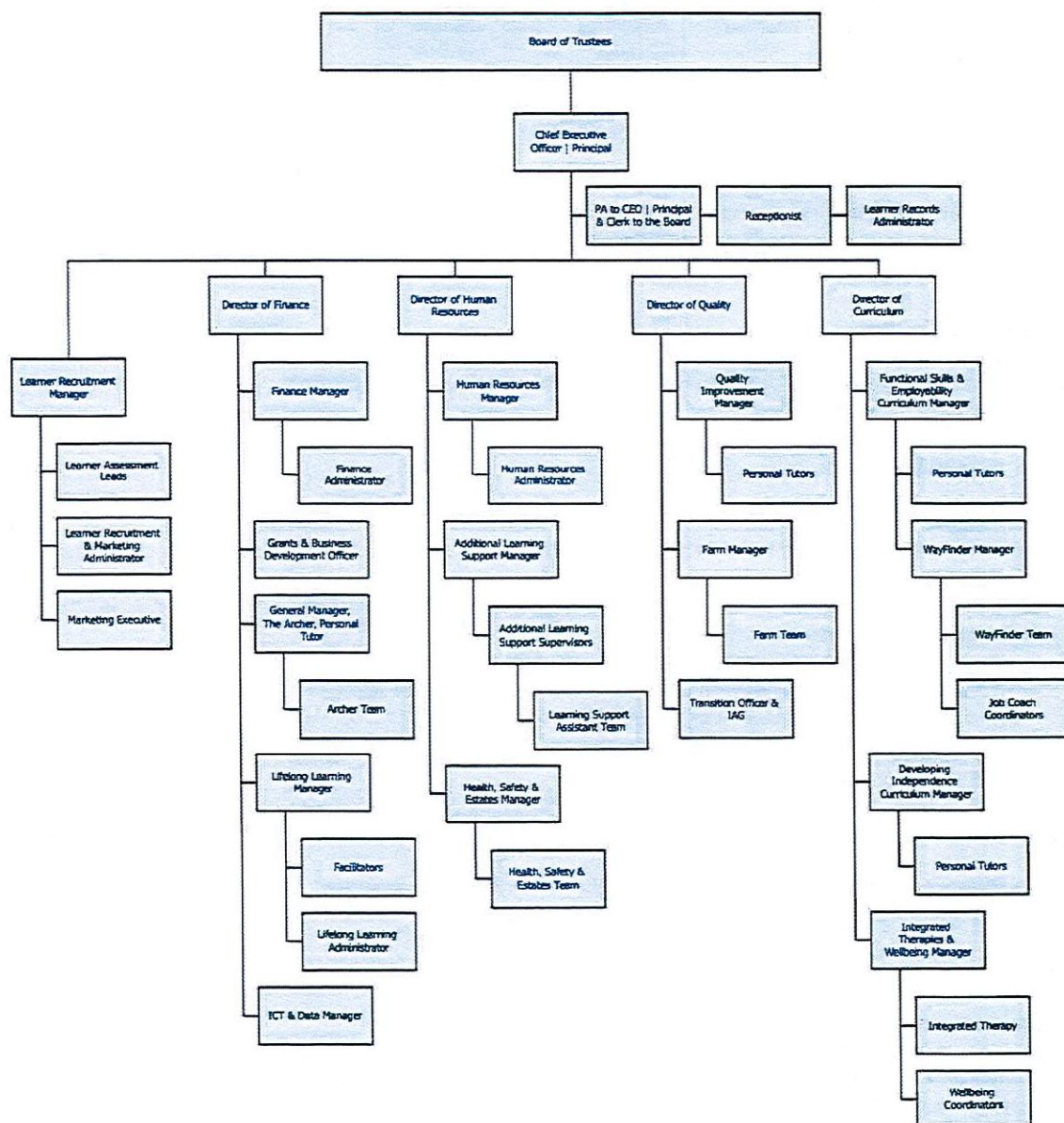
- Safeguarding & Prevent
- Mental Capacity
- Equality Diversity and Inclusion
- Safer Recruitment
- Female Genital Mutilation

Landmarks Specialist College

Report of the Governors - continued for the Year Ended 31 August 2023

Landmarks structure

Landmarks is governed by a Board of voluntary Governors, none of whom are paid by Landmarks, and any conflicts of interest are declared within the accounts. The board of governors do not have control of the day-to-day operational duties of Landmarks Specialist College but are heavily involved in an advisory capacity at meetings, and each lead a subcommittee meaning that they are very aware of the activities taking place. The following organogram shows the employment structure of Landmarks, with the Principle reporting directly to, and held accountable by, the board of governors.



Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

Remuneration

Landmarks host an internal Remuneration Committee annually in December of each year. We are committed, as part of our strategic priority "managing finances responsibly" to invest in our staff team, which ensure we attract best in class staff to support our learners. It also allows internal development of staff, so that we can promote from within the organisation, and develop a strong management structure that know the charitable objectives, and what we are trying to achieve.

In accordance with the Statement of Recommended Practice (SORP) Landmarks Accounts disclose:

- All pay to Governors (No pay is received outside of expenses)
- The number of staff in receipt of more than £60,000 per annum (in bands of £10,000)
- The annual remuneration decision for the staff pay decision.

The remuneration Committee consists of the Chair of Governors, the entire governor cohort, the CEO, FD and HR Director. The board make the decision, based on benchmarking activities and inflation presentations provided by the operational team. The staff team mentioned are not involved in the decision process and are only presenting facts and figures surrounding affordability of all options.

Statement of Purpose

- To consider, approve and report to the Board of Governors on decisions regarding the remuneration package, terms, and conditions (including the annual reviews of such) and, where appropriate, severance payments of the:
 - College Principal and Chief Executive
 - College Executive Team
 - College Employees.

Role and Remit

In relation to its purpose (above), the Committee will consider:

- That senior management should be fairly rewarded for their individual performance and contribution to the College's overall performance.
- Where, in terms of remuneration, the College stands in relation to other comparable institutions in the sector.
- To oversee and approve policy and decision-making in relation to cost of living reviews.
- The relationship between gender and remuneration and the narrowing of gaps.
- The adequacy of pension arrangements and the cost implication of pension arrangement, including the pension effect of remuneration proposals.
- To consider and respond to any appeals made by senior executives in relation to Purpose above.
- To undertake other relevant duties as determined by the Board of Governors.

For the 2022/23 financial year, Landmarks agreed an 10% pay increase for all staff. One member of staff earned more than £60,000 per annum and that was the College CEO.

Landmarks are now a Real Living Wage employer from 2023.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The governors (who are also the directors of Landmarks Specialist College for the purposes of company law) are responsible for preparing the Report of the Governors and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Landmarks Specialist College

Report of the Governors - continued
for the Year Ended 31 August 2023

STATEMENT OF GOVERNORS' RESPONSIBILITIES - continued

Company law requires the governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the governors are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The governors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the governors are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Sutton McGrath Hartley, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of governors on 13/08/2024 and signed on its behalf by:


.....
P F Battiste - Governor

Report of the Independent Auditors to the Members of
Landmarks Specialist College

Opinion

We have audited the financial statements of Landmarks Specialist College (the 'parent charitable company') for the year ended 31 August 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Statement of Financial Position, the Charitable Company Statement of Financial Position and the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the governors with respect to going concern are described in the relevant sections of this report.

Other information

The governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Governors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Governors has been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Members of
Landmarks Specialist College

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Governors.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the governors were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Governors.

Responsibilities of governors

As explained more fully in the Statement of Governors' Responsibilities, the governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our assessment of the susceptibility to material misstatement, whether by fraud or error, is made in a risk based approach.

In this approach, laws and regulations applicable to the entity, such as the Companies Act 2006, United Kingdom Generally Accepted Accounting Practice including Financial Reporting Standard 102, Charities SORP, employment law, and Health and Safety law is considered. The policies and controls the entity has in place to comply with these laws are reviewed, by discussion, reviews of correspondence and registrations monitored by external bodies. The engagement team remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Policies and controls relating to the risk of material misstatement as a result of fraud, management override of controls, and revenue recognitions are also considered. These are assessed by obtaining an understanding of the charity's operations and control environment. The policies and controls have been reviewed by discussion, review and sample testing of accounting entries, including journals, challenging assumptions and judgements, reviewing and evaluating related parties transactions, and wider background searches. Testing of income recognition, going concern and fund accounting is also completed.

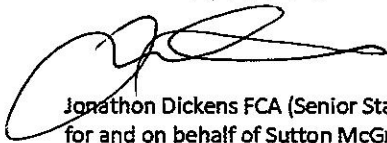
Report of the Independent Auditors to the Members of
Landmarks Specialist College

We have ensured that the engagement team have appropriate levels of competence and experience to effectively monitor these risks and carry out work relevant to our assessment of each risk, including consideration of the sector the charity operates in and its size and complexity.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathon Dickens FCA (Senior Statutory Auditor)
for and on behalf of Sutton McGrath Hartley
5 Westbrook Court
Sharrowvale Road
Sheffield
South Yorkshire
S11 8YZ

Date: 13/05/2024

Landmarks Specialist College

Consolidated Statement of Financial Activities
for the Year Ended 31 August 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,783	-	1,783	189
Charitable activities	5				
Charitable activities		4,808,755	16,000	4,824,755	4,219,962
Other trading activities	3	190,012	-	190,012	219,224
Investment income	4	1,393	-	1,393	44
Other income		1,364	-	1,364	290
Total		5,003,307	16,000	5,019,307	4,439,709
EXPENDITURE ON					
Raising funds	6	176,202	-	176,202	212,385
Charitable activities	7				
Charitable activities		4,673,276	3,945	4,677,221	3,754,927
Total		4,849,478	3,945	4,853,423	3,967,312
NET INCOME		153,829	12,055	165,884	472,397
RECONCILIATION OF FUNDS					
Total funds brought forward		1,691,701	-	1,691,701	1,219,304
TOTAL FUNDS CARRIED FORWARD		1,845,530	12,055	1,857,585	1,691,701

The notes form part of these financial statements

Landmarks Specialist College

Consolidated Statement of Financial Position
31 August 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	14	1,464,120	12,055	1,476,175	1,031,023
Investments	15	-	-	-	-
		1,464,120	12,055	1,476,175	1,031,023
CURRENT ASSETS					
Stocks	16	21,779	-	21,779	20,902
Debtors	17	157,341	-	157,341	225,930
Cash at bank and in hand		1,258,328	-	1,258,328	1,085,122
		1,437,448	-	1,437,448	1,331,954
CREDITORS					
Amounts falling due within one year	18	(210,158)	-	(210,158)	(241,596)
NET CURRENT ASSETS		1,227,290	-	1,227,290	1,090,358
TOTAL ASSETS LESS CURRENT LIABILITIES		2,691,410	12,055	2,703,465	2,121,381
CREDITORS					
Amounts falling due after more than one year	19	(845,880)	-	(845,880)	(429,680)
NET ASSETS		1,845,530	12,055	1,857,585	1,691,701
FUNDS	22				
Unrestricted funds				1,845,530	1,691,701
Restricted funds				12,055	-
TOTAL FUNDS				1,857,585	1,691,701

The financial statements were approved by the Board of Governors and authorised for issue on 13.09.2024 and were signed on its behalf by:


.....
P F Battiste - Governor

The notes form part of these financial statements

Landmarks Specialist College

Charitable Company Statement of Financial Position
31 August 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	14	1,463,338	12,055	1,475,393	1,029,439
Investments	15	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
		1,463,339	-	1,475,394	1,023,962
CURRENT ASSETS					
Stocks	16	15,201	-	15,201	15,201
Debtors	17	170,142	-	170,142	286,505
Cash at bank and in hand		<u>1,232,996</u>	<u>-</u>	<u>1,232,996</u>	<u>1,002,884</u>
		1,418,339	-	1,418,339	1,304,590
CREDITORS					
Amounts falling due within one year	18	<u>(200,530)</u>	<u>-</u>	<u>(200,530)</u>	<u>(217,572)</u>
NET CURRENT ASSETS		<u>1,217,809</u>	<u>-</u>	<u>1,217,809</u>	<u>1,087,018</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		2,681,147	12,055	2,693,202	2,116,458
CREDITORS					
Amounts falling due after more than one year	19	<u>(845,880)</u>	<u>-</u>	<u>(845,880)</u>	<u>(429,680)</u>
NET ASSETS		<u>1,835,267</u>	<u>12,055</u>	<u>1,847,322</u>	<u>1,686,778</u>
FUNDS					
Unrestricted funds				1,835,267	1,686,778
Restricted funds				<u>12,055</u>	<u>-</u>
TOTAL FUNDS				<u>1,847,322</u>	<u>1,686,778</u>

The charitable company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities. The net movement in funds for the year of the charitable company was £160,544 (2022: £504,964).

The financial statements were approved by the Board of Governors and authorised for issue on 13.09.2024 and were signed on its behalf by:


P F Battiste - Governor

The notes form part of these financial statements

Landmarks Specialist College

Consolidated Statement of Cash Flows
for the Year Ended 31 August 2023

		2023	2022
	Notes	£	£
Cash flows from operating activities			
Cash generated from operations	1	354,078	542,318
Interest paid		<u>38,177</u>	<u>12,000</u>
Net cash provided by operating activities		<u>392,255</u>	<u>554,318</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		(636,999)	(153,437)
Sale of tangible fixed assets		-	500
Interest received		<u>1,393</u>	<u>44</u>
Net cash used in investing activities		<u>(635,606)</u>	<u>(152,893)</u>
 Cash flows from financing activities			
New loans in year		869,600	-
Loan repayments in year		<u>(453,761)</u>	<u>(23,781)</u>
Net cash provided by/(used in) financing activities		<u>415,839</u>	<u>(23,781)</u>
 Change in cash and cash equivalents in the reporting period		<u>172,488</u>	<u>377,644</u>
Cash and cash equivalents at the beginning of the reporting period	2	<u>1,085,122</u>	<u>707,478</u>
Cash and cash equivalents at the end of the reporting period	2	<u><u>1,257,610</u></u>	<u><u>1,085,122</u></u>

The notes form part of these financial statements

Landmarks Specialist College

Notes to the Consolidated Statement of Cash Flows
for the Year Ended 31 August 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income for the reporting period (as per the Statement of Financial Activities)	165,884	472,397
Adjustments for:		
Depreciation charges	191,847	148,973
Profit on disposal of fixed assets	-	(500)
Interest received	(1,393)	(44)
Interest paid	(38,177)	(12,000)
Increase in stocks	(877)	(15,587)
Decrease/(increase) in debtors	68,589	(67,359)
(Decrease)/increase in creditors	(31,795)	16,438
Net cash provided by operations	<u>354,078</u>	<u>542,318</u>

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Cash in hand	1,122	1,122
Notice deposits (less than 3 months)	1,257,206	1,084,000
Overdrafts included in bank loans and overdrafts falling due within one year	(718)	-
Total cash and cash equivalents	<u>1,257,610</u>	<u>1,085,122</u>

3. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/9/22 £	Cash flow £	At 31/8/23 £
Net cash			
Cash at bank and in hand	1,085,122	173,206	1,258,328
Bank overdraft	-	(718)	(718)
	<u>1,085,122</u>	<u>172,488</u>	<u>1,257,610</u>
Debt			
Debts falling due within 1 year	(19,401)	361	(19,040)
Debts falling due after 1 year	(429,680)	(416,200)	(845,880)
	<u>(449,081)</u>	<u>(415,839)</u>	<u>(864,920)</u>
Total	<u>636,041</u>	<u>(243,351)</u>	<u>392,690</u>

The notes form part of these financial statements

Landmarks Specialist College

Notes to the Financial Statements
for the Year Ended 31 August 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 10% on cost and 2% on cost
Short leasehold	- Straight line over the remaining period
Fixtures and fittings	- 20% on cost
Motor vehicles	- 25% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The company is considered to pass the test set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for the UK corporation tax purposes. Accordingly, the company is potentially exempt from the taxation in respect of income or capital gains received within categories covered in Pt. 11 CH. 3 of the Corporation Tax Act 2010 or s. 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the governors.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods and services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Financial instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective method.

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable. Benefits are also provided to employees of the charity by the Teachers' Pension Scheme ("TPS").

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the charity in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

Going concern

The financial statements have been prepared on a going concern basis as the governors believe that no material uncertainties exist. The governors have considered the level of funds held and the expected level of the income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern and the latest management accounts show results are in excess of the budget and with a positive cashflow.

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

1. ACCOUNTING POLICIES - continued

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Basis of consolidation

The financial statements consolidate the accounts of Landmarks Specialist College and its subsidiary undertaking, Landmarks Training Enterprises Limited.

The company has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own income and expenditure account.

The results of the subsidiary are consolidated on a line by line basis.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	£	£	£	£
Donations	<u>1,783</u>	<u>-</u>	<u>1,783</u>	<u>189</u>

3. OTHER TRADING ACTIVITIES

	Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	£	£	£	£
Fundraising events	3,683	-	3,683	4,260
Archer Pub income	185,929	-	185,929	214,564
Apperknowle livery income	<u>400</u>	<u>-</u>	<u>400</u>	<u>400</u>
	<u>190,012</u>	<u>-</u>	<u>190,012</u>	<u>219,224</u>

Landmarks Specialist College

**Notes to the Financial Statements - continued
for the Year Ended 31 August 2023**

4. INVESTMENT INCOME

	Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	£	£	£	£
Deposit account interest	<u>1,393</u>	<u>-</u>	<u>1,393</u>	<u>44</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023 £	2022 £
Income received for education services	Charitable activities	4,791,317	4,119,059
Grants	Charitable activities	<u>33,438</u>	<u>100,903</u>
		<u>4,824,755</u>	<u>4,219,962</u>

Grants received, included in the above, are as follows:

	2023 £	2022 £
Capital grants	-	2,000
Lottery sport grant	-	9,980
General	<u>33,438</u>	<u>88,923</u>
	<u>33,438</u>	<u>100,903</u>

6. RAISING FUNDS

Other trading activities

	Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	£	£	£	£
Trading costs	110,792	-	110,792	136,454
Trading activities - other costs	<u>65,410</u>	<u>-</u>	<u>65,410</u>	<u>75,931</u>
	<u>176,202</u>	<u>-</u>	<u>176,202</u>	<u>212,385</u>

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Charitable activities	<u>4,664,321</u>	<u>12,900</u>	<u>4,677,221</u>

8. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>12,900</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Depreciation - owned assets	186,845	148,973
Surplus on disposal of fixed assets	<u>-</u>	<u>(500)</u>

10. AUDITORS' REMUNERATION

	2023 £	2022 £
Fees payable to the charity's auditors for the audit of the charity's financial statements	<u>12,900</u>	<u>12,900</u>

11. GOVERNORS' REMUNERATION AND BENEFITS

During the year, no Governors received any remuneration or other benefits (2022 - £Nil).

Governors' expenses

During the year, expenses were made to one governors for general expenses totalling £383 (2022 - £Nil).

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

12. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	2,887,771	2,293,741
Social security costs	238,362	185,524
Other pension costs	154,547	119,016
	<u>3,280,680</u>	<u>2,598,281</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Total	<u>136</u>	<u>120</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
	<u>1</u>	<u>1</u>

Key management personnel remuneration for the year including Employers' NI and Pension totalled £295,301 (2022: £296,618). The Governors consider key management personnel to be the senior leadership team.

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	189	-	189
Charitable activities			
Charitable activities	4,207,982	11,980	4,219,962
Other trading activities	219,224	-	219,224
Investment income	44	-	44
Other income	290	-	290
Total	<u>4,427,729</u>	<u>11,980</u>	<u>4,439,709</u>
EXPENDITURE ON			
Raising funds	212,385	-	212,385
Charitable activities			
Charitable activities	<u>3,744,947</u>	<u>9,980</u>	<u>3,754,927</u>
Total	<u>3,957,332</u>	<u>9,980</u>	<u>3,967,312</u>
NET INCOME	470,397	2,000	472,397
Transfers between funds	<u>2,000</u>	<u>(2,000)</u>	<u>-</u>
Net movement in funds	472,397	-	472,397
RECONCILIATION OF FUNDS			
Total funds brought forward	1,219,304	-	1,219,304
TOTAL FUNDS CARRIED FORWARD	<u><u>1,691,701</u></u>	<u><u>-</u></u>	<u><u>1,691,701</u></u>

Landmarks Specialist College

**Notes to the Financial Statements - continued
for the Year Ended 31 August 2023**

14. TANGIBLE FIXED ASSETS

Group

	Freehold property £	Short leasehold £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1 September 2022	1,036,121	10,896	702,384	50,522	1,799,923
Additions	400,000	-	189,711	47,288	636,999
At 31 August 2023	1,436,121	10,896	892,095	97,810	2,436,922
DEPRECIATION					
At 1 September 2022	291,529	7,088	427,669	42,614	768,900
Charge for the year	53,728	1,090	124,693	12,336	191,847
At 31 August 2023	345,257	8,178	552,362	54,950	960,747
NET BOOK VALUE					
At 31 August 2023	1,090,864	2,718	339,733	42,860	1,476,175
At 31 August 2022	744,592	3,808	274,715	7,908	1,031,023

The freehold property is secured against the bank loans of the charity.

Charity

	Freehold property £	Short leasehold £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1 September 2022	1,036,121	10,896	697,305	50,522	1,794,844
Additions	400,000	-	189,711	47,288	636,999
At 31 August 2023	1,436,121	10,896	887,016	97,810	2,431,843
DEPRECIATION					
At 1 September 2022	291,529	7,088	424,174	42,614	765,405
Charge for the year	53,728	1,090	123,891	12,336	191,045
At 31 August 2023	345,257	8,178	548,065	54,950	956,450
NET BOOK VALUE					
At 31 August 2023	1,090,864	2,718	338,951	42,860	1,475,393
At 31 August 2022	744,592	3,808	273,131	7,908	1,029,439

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

15. **FIXED ASSET INVESTMENTS**

	2023 £	2022 £
	<u>1</u>	<u>1</u>
Landmarks Training Enterprises Limited		

The following was a subsidiary undertaking of the charitable company:

	Company number	Class of shares	Holding
Landmarks Training Enterprises Limited	10374758	Ordinary	100%

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit for the year £	Net assets £
Landmarks Training Enterprises Limited	185,929	176,202	9,727	10,262

The entity is exempt from the requirements of the Companies Act relating to the audit of the individual accounts by virtue of S479a of the Act.

16. **STOCKS**

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Bar and food stock	6,578	5,701	-	-
Farm stock	<u>15,201</u>	<u>15,201</u>	<u>15,201</u>	<u>15,201</u>
	<u>21,779</u>	<u>20,902</u>	<u>15,201</u>	<u>15,201</u>

17. **DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Trade debtors	82,213	143,524	82,213	143,524
Amounts owed by group undertakings	-	-	14,333	62,375
Other debtors	12,991	13,207	12,991	13,207
Prepayments and accrued income	<u>62,137</u>	<u>69,199</u>	<u>60,605</u>	<u>67,399</u>
	<u>157,341</u>	<u>225,930</u>	<u>170,142</u>	<u>286,505</u>

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Bank loans and overdrafts (see note 20)	19,758	19,401	19,758	19,401
Trade creditors	27,431	106,321	24,004	89,932
VAT	4,951	2,645	-	-
Other creditors	125,389	81,488	125,389	81,488
Accruals and deferred income	32,629	31,741	31,379	26,751
	<u>210,158</u>	<u>241,596</u>	<u>200,530</u>	<u>217,572</u>

19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

Group and Charity

	2023 £	2022 £
Bank loans (see note 20)	<u>845,880</u>	<u>429,680</u>

20. LOANS

Group and Charity

An analysis of the maturity of loans is given below:

	2023 £	2022 £
Amounts falling due within one year on demand:		
Bank overdrafts	718	-
Bank loans	<u>19,040</u>	<u>19,401</u>
	<u>19,758</u>	<u>19,401</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>20,829</u>	<u>20,509</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>101,441</u>	<u>67,702</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 yr by instal	<u>723,610</u>	<u>341,469</u>

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

21. LEASING AGREEMENTS

Group and Charity

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	57,583	93,146
Between one and five years	<u>6,978</u>	<u>18,273</u>
	<u>64,561</u>	<u>111,419</u>

Lease payments recognised as an expense during the year totalled £75,280 (2022: £58,151).

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

22. MOVEMENT IN FUNDS

	At 1/9/22 £	Net movement in funds £	At 31/8/23 £
Unrestricted funds			
General fund			
Subsidiary Company Reserves	1,686,778	148,489	1,835,267
	<u>4,923</u>	<u>5,340</u>	<u>10,263</u>
Restricted funds	1,691,701	153,829	1,845,530
Savoy Kitchen Equipment Grant	-	12,055	12,055
TOTAL FUNDS	<u>1,691,701</u>	<u>165,884</u>	<u>1,857,585</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund			
Subsidiary Company Reserves	4,821,765	(4,673,276)	148,489
	<u>181,542</u>	<u>(176,202)</u>	<u>5,340</u>
Restricted funds	5,003,307	(4,849,478)	153,829
Savoy Kitchen Equipment Grant	16,000	(3,945)	12,055
TOTAL FUNDS	<u>5,019,307</u>	<u>(4,853,423)</u>	<u>165,884</u>

Comparatives for movement in funds

	At 1/9/21 £	Net movement in funds £	Transfers between funds £	At 31/8/22 £
Unrestricted funds				
General fund				
Subsidiary Company Reserves	1,181,814	502,964	2,000	1,686,778
	<u>37,490</u>	<u>(32,567)</u>	-	<u>4,923</u>
Restricted funds	1,219,304	470,397	2,000	1,691,701
Capital Grants	-	2,000	(2,000)	-
TOTAL FUNDS	<u>1,219,304</u>	<u>472,397</u>	-	<u>1,691,701</u>

Landmarks Specialist College

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

22. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,246,897	(3,743,933)	502,964
Subsidiary Company Reserves	<u>180,832</u>	<u>(213,399)</u>	<u>(32,567)</u>
	4,427,729	(3,957,332)	470,397
Restricted funds			
Lottery Sport Grant	9,980	(9,980)	-
Capital Grants	<u>2,000</u>	<u>-</u>	<u>2,000</u>
	<u>11,980</u>	<u>(9,980)</u>	<u>2,000</u>
TOTAL FUNDS	<u>4,439,709</u>	<u>(3,967,312)</u>	<u>472,397</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/9/21 £	Net movement in funds £	Transfers between funds £	At 31/8/23 £
Unrestricted funds				
General fund	1,181,814	651,453	2,000	1,835,267
Subsidiary Company Reserves	<u>37,490</u>	<u>(27,227)</u>	<u>-</u>	<u>10,263</u>
	1,219,304	624,226	2,000	1,845,530
Restricted funds				
Capital Grants	-	2,000	(2,000)	-
Savoy Kitchen Equipment Grant	<u>-</u>	<u>12,055</u>	<u>-</u>	<u>12,055</u>
	<u>-</u>	<u>14,055</u>	<u>(2,000)</u>	<u>12,055</u>
TOTAL FUNDS	<u>1,219,304</u>	<u>638,281</u>	<u>-</u>	<u>1,857,585</u>

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Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

22. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund			
Subsidiary Company Reserves	9,068,662	(8,417,209)	651,453
	<u>362,374</u>	<u>(389,601)</u>	<u>(27,227)</u>
Restricted funds			
Lottery Sport Grant	9,431,036	(8,806,810)	624,226
Capital Grants	9,980	(9,980)	-
Savoy Kitchen Equipment Grant	2,000	-	2,000
	<u>16,000</u>	<u>(3,945)</u>	<u>12,055</u>
	<u>27,980</u>	<u>(13,925)</u>	<u>14,055</u>
TOTAL FUNDS	<u>9,459,016</u>	<u>(8,820,735)</u>	<u>638,281</u>

Lottery sport grant

Money received to contribute towards sports projects within the year.

Capital grants

Monies received from the Department of Education to maintain buildings and fund capital projects.

Savoy Kitchen Equipment grant

Grant received to fund the purchase of kitchen equipment for Phoenix House.

23. RELATED PARTY DISCLOSURES

The charitable company owns 100% of its subsidiary Landmarks Training Enterprises Limited. During the year, expenditure was recharged of £19,731 to the subsidiary company (2022: £38,595) for audit, accountancy, repairs and stock purchases. At the year end amounts totalling £13,368 (2022: £62,375) are included within debtors owed to the parent company.

No amounts were written off during the period, and no amount was outstanding at the year end.

