

Registered number: 03590104
Charity number: 1071041

Lodge Hill Trust
(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 December 2024

Lodge Hill Trust
(A company limited by guarantee)

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Lodge Hill Trust
(A company limited by guarantee)

Reference and administrative details of the company, its Trustees and advisers
For the year ended 31 December 2024

Trustees	Mr Matthew Wykes, DipPFS, Chairman Mr Guy Nelson, MA (Ed); NPQH Mr Richard Whittaker Ms Penny Barnes Mr Jack Marriott Mr Raymond Dawe Mr David Adams (appointed 28 January 2025) Mrs Louise Gisbey (appointed 28 January 2025) Mrs Annamarie Taponnier (appointed 28 January 2025)
Company registered number	03590104
Charity registered number	1071041
Registered office	Lodge Hill Watersfield Pulborough West Sussex RH20 1LZ
President	Col. Sir Brian Barttelot, Bt; OBE; DL
Accountants	Kreston Reeves LLP Chartered Accountants 9 Donnington Park 85 Birdham Road Chichester West Sussex PO20 7AJ
Bankers	CAF Bank Ltd 25 Kings Hill Avenue West Mailing Kent ME19 4JQ
Key Management Personnel	Katie Collet, BSc (Hons), Chief Executive Officer (appointed 03 October 2024), Finance and Operations Manager (resigned 03 October 2024) Lisa May BSc (Hons); Dip HSW, Chief Executive Officer (resigned 03 October 2024) Claire Sumner, Catering and Housekeeping Manager Darren Worsfold, Activities Manager

Lodge Hill Trust
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Trustees' report
For the year ended 31 December 2024

The Trustees present their annual report together with the financial statements of the company for the 1 January 2024 to 31 December 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Objectives and aims

The aim and purpose of the Trust is to ensure that the young people and others of West Sussex and beyond enjoy the educational benefits available at the Centre.

The objects of the Trust set this out as:

- 1) The advancement of the education of young people, primarily those resident in the county of West Sussex, by helping them to develop their mental and physical capabilities that they may grow to full maturity as individuals and members of society and that their conditions of life may be improved.
- 2) The provisions of facilities for the further education of adults, primarily those resident in the county of West Sussex.

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Trustees' report (continued)
For the year ended 31 December 2024

Objectives and activities (continued)

b. Charitable activities

Under the Charities Act 2011, the trustees are required to report on how the Trust has carried out its aims for the public benefit.

The Trust's objects are set out in the Memorandum of Association and include particularly the advancement of the education of young people and the provision of the facilities for the further education of adults.

The Charity Commission has set out 2 key principles of public benefit, being that there must be identifiable benefits which are related to the Trust's aims and that the benefit must be for the public or a section of the public.

A) Identifiable benefits related to the objects of the Trust include the following:

1. Provision of Facilities

The 30-acre site at Lodge Hill includes a camp site, residential accommodation, outdoor activities and meeting and conference facilities.

2. Giving an education

The Trust's employees include instructors who are trained in the use of all facilities at the site enabling all the users to be educated in their use. The instructors are not only able to teach users how to achieve personal targets but also, very importantly, how to achieve those targets as a part of a group or team. The Trust achieved accreditation with "Learning Outside the Classroom".

3. Preserving the environment

The Trust's 30 acre site is mainly woodland which is maintained by the Trust's employees for the benefit of all the users generally but also allowing, particularly, school groups, to fulfil educational requirements arising from the national curriculum.

B) The benefit for the public can be illustrated as follows:

1. In the year ended 31st December 2024, there were approx. 15,500 users (mainly children and young people) who visited Lodge Hill.

2. Many of these users were young people that took part in activities organised by the outdoor instructors during the period.

The Trust has made it a particular priority to ensure that the centre's facilities are available for disabled users by developing and improving access around the site. This year we have improved access to the high level activities such as High Zip Line, Climbing and Abseiling with the addition of a disability sling and the required training of the instructors.

The use of consistent feedback from both providers and service users ensures that the Trust is able to measure the success of the adaptations and additions being made. This feedback is also used to develop and explore future projects.

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Trustees' report (continued)
For the year ended 31 December 2024

Achievements and performance

a. Chairman's Report

2024 brought with it a few challenges. Mainly positive ones. The land sale finally completed in December 2023. So whilst we had a quieter period Jan – March, we wanted to make the most of it and complete as many refurbishment projects with the resulting funds.

To date we have updated the 2 lodges in the grounds, cleared the campsite in order that it is re-born as a more rugged camping experience. We replaced windows and bathrooms on the 1st floor, installed a new fire detection system and electrical works to comply with necessary legislation. CCTV and a new computer hardware were installed. The Bradbury suite had a new floor fitted. Roof repairs were carried out and boilers replaced. We refurbished the Archery and Sno-Tubing activities, bought new go-karts and improved the kitchens and bathrooms of our live-in staff. Needless to say we are ready for another busy year and the team are really motivated to provide a great service and experience to our young people.

There has been a change in CEO and I am delighted that Katie Collet is at the helm. She has settled the team, everyone is focused, have autonomy within their roles and the atmosphere within the team is really positive.

We conducted a full HR audit and, along with the H&S audit that commenced 3 years ago, Lodge Hill is in good operational shape to move forward.

Financially you will see in the accounts that a slight distortion due to unbudgeted legal costs as an example. However, the charity has sufficient reserves to meet this unexpected and unnecessary expenditure.

Our core business remains schools in a day visit or residential capacity. We have a strong relationship with West Sussex County Council and are one of their preferred providers of activities for family groups with a disabled child or young person. The ChallengeU programme for young people that have offended, are at risk of offending or have disengaged with society or education is becoming an increasing influence on our overall offering at Lodge Hill and the need increases with much younger young people requiring intervention and support than we had anticipated. We have great conference facilities to host meetings, corporate events and presentations that add additional income streams to support our core work of supporting children and young people to thrive.

2025 is about delivering what we are renowned for, delivering a consistent service to our young people regardless of ability. As we draw breath from the refurbishment and replacement projects throughout the site, we are more ready and prepared than we have ever been. Our focus will also be on developing new income streams by opening up new relationships with local businesses and potential bookers. Increasing awareness in the local communities of our charitable status.

Development plan

In developing our business plan, we recognised that the challenge for Lodge Hill was to become a viable and accessible, high-class provider of choice for users from West Sussex and beyond requiring outdoor activities, residential trips and day meetings/conferences, thus enabling the Trust to remain financially sustainable. We reaffirmed the Trust's mission to target a wide range of groups and individuals, including those with physical disabilities, mental health or learning difficulties and young offenders. The business plan identified that in order to achieve this challenge the Trust would need to:

1. Maintain financial sustainability whilst ensuring Lodge Hill provides best value for money for young people
2. Maintain a professional and committed staff team
3. Maximise the use of facilities and establish on-going communications with key players and supporters
4. Maintain the centre and its facilities to a high standard and plan appropriate improvements
5. Establish joint initiatives with recognised partners and targeted funding.

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Trustees' report (continued)
For the year ended 31 December 2024

Achievements and performance (continued)

b. Key performance indicators

The principal indicators of performance are financial reporting of current results compared to the budget numbers and previous years. The budget is formally adopted at a meeting of Trustees at the start of the year. Financial reports are prepared by the Accounts Manager and considered in detail by the Finance Committee four times per year. They are presented and discussed by the full board of trustees at each of their meetings. Client satisfaction and statistics of repeat bookings are also considered as performance indicators.

c. Events since the balance sheet date

Bookings are buoyant for 2025 and beyond. We have taken bookings from new customers for residential and activity days who would previously have visited other centers further afield. As other centres close, bookings continue to come our way.

d. Investment policy

The Trust has unrestricted authority to invest its funds in the furtherance of its charitable objectives. A proportion of retained reserves is held in the form of listed investments. It is the Trust's policy to have these managed by an independent investment manager under a discretionary mandate requiring a mix of equity and fixed income investments. Although the Trust has not adopted a specific ethical policy, they have instructed the investment manager that they should refrain from investing in companies that undertake activities that are incompatible with the aims and objectives of Lodge Hill. The trustees review the performance of the investment manager periodically and consider the returns achieved to date to have been satisfactory.

Financial review

a. Financial review

Bookings were extremely buoyant throughout 2024 for schools and we delivered a higher level of SEND provision in partnership with WSCC. Our Alternative Provision sessions have been in great demand and POM Trust funding has enabled us to increase delivery. Costs have remained largely stable but we have identified some savings in operational costs.

The receipt of the funds from the sale of the parcel of land in December means that extensive refurbishment of the main house and grounds will be enabled during 2024. This payment has had a significant effect on the income for the year and the net cash inflow has been designated for specific purposes as detailed in the statement of funds note.

Principle risks and measures are reviewed annually by the Trustees. Any factors likely to affect future financial performance are discussed and included in forecasts which are reviewed monthly at Finance Committee Meetings.

b. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

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Trustees' report (continued)
For the year ended 31 December 2024

c. Reserves policy

The Trustees review the level of reserves regularly. Reserves are a key element of financial stability and allow the Trust to cope with the fluctuating nature and timing of cash flows. Reserves allow the Trust to deal with unexpected expenditure or changes in income and give time for appropriate action to be taken. Following the receipt of the land sale funds, the Trustees plan to be able to cover 3-6 months running costs of the centre.

The total funds at the year-end were £1,943,968 (2023: £2,729,194). Of this total, £2,061,426 (2023: £2,611,080) is designated as follows:

The fixed asset fund is not readily available to spend, it is the balance of the fixed assets' value.

The Continuity reserve is the balance of the current asset investments' value.

Restricted funds at the year-end were £65,468 (2023: £65,510).

The financial year had extraordinary one-off costs which were monitored closely and managed by the Board of Trustees as part of their duties. The planned refurbishments reduced the ability to generate income from some charity sources, but these have been complete for the next financial year activities and budgeting.

During the year, the Trustees/finance sub-committee continued to meet regularly and during those meetings have agreed the charity budget for the next financial year.

As part of the budget setting process, the Trustees continue to regularly review the charity free reserves position and are working towards a positive general fund level of free reserves.

Structure, governance and management

a. Constitution

Lodge Hill Trust is registered as a charitable company limited by guarantee under registered number 03590104, and a registered charity under the charity number 1071041. It was incorporated on 30th June 1998 in the United Kingdom. The charity is governed by its Memorandum of Association.

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Trustees' report (continued)
For the year ended 31 December 2024

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

New trustees are recruited primarily by utilising the knowledge of the existing trustees who have a wide network of contacts in the voluntary and business communities in West Sussex. Potential trustees visit Lodge Hill and meet with the chairman and at least one other trustee. They are provided with background papers and receive a detailed briefing. If both sides feel that they wish to proceed, the potential trustee is invited to attend a trustees' meeting as an observer. Following the meeting a decision is made on whether to invite the individual to become a trustee.

When seeking new trustees Lodge Hill looks for:-

- Compatibility with the charity's values, aims and way of working.
- Availability to attend meetings, support activities, work on sub-committees, interact with staff and to encourage supporters.
- An enduring enthusiasm for the charity's objectives.
- An ability to establish priorities and to make logical decisions.
- They must be able to contribute effectively, to have listening skills and must have a willingness to share responsibilities.
- While specialist expertise is not a pre-requisite, new trustees should enrich the diversity of the board.
- Trustees must possess independence of mind and have the skill to challenge constructively, and be capable of and have experience of strategic thinking at board level. All new trustees join an induction programme designed to familiarise them with the strategy, management and day-to-day activity of Lodge Hill.

c. Organisational structure and decision-making policies

The trustees meet as a board on at least four occasions during the year. Closer involvement in the charity's activities is maintained by appropriate committees of trustees, staff, users and professional advisers. Each committee reports to the board and is chaired by a trustee. Committees that were in place in 2024 were:

Finance
Health and Safety
PR

The day-to-day activities have been directed by the Chief Executive, Katie Collet, who works closely with the chair of the Trustees. She is supported by her management team.

Wider network

Lodge Hill works with a wide range of youth and community organisations but does not have formal links with any wider network.

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Trustees' report (continued)
For the year ended 31 December 2024

Structure, governance and management (continued)

d. Pay policy for senior management

The Finance Committee together with the Chair meet in December to consider salaries for key staff to be applied in the following financial year. The Committee consider proposals from the Chief Executive which take into account prevailing rates of pay in the local area together with any change in responsibilities. The Committee also consider the remuneration of the Chief Executive.

e. Related party relationships

The Supporters of Lodge Hill is a separate charity (registration number 1087269) that supports the work of Lodge Hill. It has its own constitution and trustees.

The Trust owns the issued share capital of Lodge Hill Services Limited. This company is dormant and has not traded during the current financial year.

f. Financial risk management

The Trustees consider the risks faced by the Trust at a special meeting at the year end and also consider measures to reduce their likelihood and impact.

Sudden loss of income is the principle concern either from changes in the market which could reduce the capacity of the trust's clients to fund their visits or from damage to the facilities. The former risk is countered by sustained, targeted marketing and efforts to increase the breadth of its user groups. Risks to the facility are countered by careful management and an awareness of risks in the day to day operations.

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Trustees' report (continued)
For the year ended 31 December 2024

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by: :



Mr Matthew Wykes, DipPFS

Date: 25-06-25

Lodge Hill Trust
(A company limited by guarantee)

Independent examiner's report
For the year ended 31 December 2024

Independent examiner's report to the Trustees of Lodge Hill Trust ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed:



Dated: 26 June 2025

Lucy Hammond

BSc FCA

Kreston Reeves LLP
Chartered Accountants
9 Donnington Park, 85 Birdham Road, Chichester, PO20 7AJ

Lodge Hill Trust

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Statement of financial activities (incorporating income and expenditure account) For the year ended 31 December 2024

	Note	Unrestricted funds		Restricted funds 2024 £	Total Funds 2024 £	Total funds 2023 £
		General funds 2024 £	Designated funds 2024 £			
Income from:						
Donations and legacies	4	-	-	13,695	13,695	20,721
Charitable activities	5	533,167	-	-	533,167	583,729
Other trading activities	6	28,001	-	-	28,001	27,807
Investments	7	19,119	-	-	19,119	8,180
Other income	8	-	-	-	-	767,494
Total income		580,287	-	13,695	593,982	1,407,931
Expenditure on:						
Charitable activities	9	802,180	569,671	13,737	1,385,588	801,708
Total expenditure		802,180	569,671	13,737	1,385,588	801,708
Net gains on investments		-	6,380	-	6,380	7,109
Net (expenditure)/income		(221,893)	(563,291)	(42)	(785,226)	613,332
Transfers between funds		(13,637)	13,637	-	-	-
Net movement in funds		(235,530)	(549,654)	(42)	(785,226)	613,332
Reconciliation of funds:						
Total funds brought forward		52,604	2,611,080	65,510	2,729,194	2,115,862
Net movement in funds		(235,530)	(549,654)	(42)	(785,226)	613,332
Total funds carried forward		(182,926)	2,061,426	65,468	1,943,968	2,729,194

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 to 36 form part of these financial statements.

Lodge Hill Trust
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Registered number: 03590104

Balance sheet
As at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	14	1,883,780	1,914,826
Investments	15	86,619	-
		1,970,399	1,914,826
Current assets			
Stocks	16	8,193	6,292
Debtors	17	36,292	17,712
Investments	18	-	80,239
Cash at bank and in hand		254,567	1,157,281
		299,052	1,261,524
Creditors: amounts falling due within one year	19	(111,043)	(223,016)
Net current assets		188,009	1,038,508
Total assets less current liabilities		2,158,408	2,953,334
Creditors: amounts falling due after more than one year	20	(214,440)	(224,140)
Total net assets		1,943,968	2,729,194
Charity funds			
Restricted funds	21	65,468	65,510
Unrestricted funds			
Designated funds	21	2,061,426	2,611,080
General funds	21	(182,926)	52,604
Total unrestricted funds	21	1,878,500	2,663,684
Total funds		1,943,968	2,729,194

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Registered number: 03590104

Balance sheet (continued)

As at 31 December 2024

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Matthew Wykes', written over a horizontal line.

Mr Matthew Wykes, DipPFS

Date: 25-06-2025

The notes on pages 15 to 36 form part of these financial statements.

Lodge Hill Trust
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Statement of cash flows
For the year ended 31 December 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(908,196)	(113,474)
Cash flows from investing activities		
Dividends, interests and rents from investments	19,119	8,180
Proceeds from the sale of tangible fixed assets	-	1,033,744
Net cash provided by investing activities	19,119	1,041,924
Cash flows from financing activities		
Repayments of borrowing	(13,637)	(9,870)
Net cash used in financing activities	(13,637)	(9,870)
Change in cash and cash equivalents in the year	(902,714)	918,580
Cash and cash equivalents at the beginning of the year	1,157,281	238,701
Cash and cash equivalents at the end of the year	254,567	1,157,281

The notes on pages 15 to 36 form part of these financial statements

Lodge Hill Trust
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Notes to the financial statements
For the year ended 31 December 2024

1. General information

Lodge Hill Trust is a company limited by guarantee incorporated in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of its registered office is:

Lodge Hill
Watersfield
Pulborough
West Sussex
RH20 1LZ

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Lodge Hill Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered the level of funds held and the expected level of 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.

Notes to the financial statements
For the year ended 31 December 2024

2. Accounting policies (continued)

2.3 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Notes to the financial statements
For the year ended 31 December 2024

2. Accounting policies (continued)

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £2,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on the following bases.

Depreciation is provided on the following bases:

Freehold property	- 2 - 5% straight line
Kitchen, campsite and outdoor equipment	- 10 - 25% straight line
Motor vehicles	- 25% reducing balance
Fixtures and fittings	- 15% reducing balance
Office equipment	- 25% straight line

2.7 Current asset investments

Current asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the financial statements
For the year ended 31 December 2024

2. Accounting policies (continued)

2.11 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 company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or 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 in the Statement of financial activities as a finance cost.

2.12 Financial instruments

The company 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 interest method.

2.13 Finance leases and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.15 Pensions

In the past the company operated a defined benefits pension scheme for former employees. The scheme is a multi employer scheme where it is not possible, in the normal course of events, to identify on a consistent and reasonable basis, the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS102, the company accounts of this scheme are accounted for as if it was a defined contribution scheme. The amount charged to the statement of financial activities incorporating income and expenditure account represents contributions payable to the scheme in respect of the accounting period.

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

Notes to the financial statements
For the year ended 31 December 2024

2. Accounting policies (continued)

2.16 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

Notes to the financial statements
For the year ended 31 December 2024

3. Critical accounting estimates and areas of judgment

Estimates and judgments 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 company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The 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 are discussed below.

Critical areas of judgment:

Multi-employer defined benefit pension scheme:

Certain former employees participate in a multi-employer defined benefit pension scheme with other companies in the region. In the judgement of the trustees, the company does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore the scheme is accounted for as a defined contribution scheme, see pension note for further details.

Lodge Hill Trust
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Notes to the financial statements
For the year ended 31 December 2024

4. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations - Individuals	-	-	-	1,376
Donations - Trusts	-	13,500	13,500	19,320
Donations - Others	-	195	195	25
	-	13,695	13,695	20,721
Total 2023	1,371	19,350	20,721	

5. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Residential and other charges	309,679	309,679	329,820
Day conferences	21,749	21,749	25,488
Activities	201,739	201,739	221,652
Campsite hire	-	-	6,769
	533,167	533,167	583,729
Total 2023	583,729	583,729	

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Notes to the financial statements
For the year ended 31 December 2024

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Phone mast income	15,201	15,201	15,201
Rental income	8,000	8,000	7,806
Staff accommodation income	4,800	4,800	4,800
	<u>28,001</u>	<u>28,001</u>	<u>27,807</u>
	<u>27,807</u>	<u>27,807</u>	
Total 2023			

7. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investments	2,264	2,264	2,478
UK bank accounts	16,855	16,855	5,702
	<u>19,119</u>	<u>19,119</u>	<u>8,180</u>
	<u>8,180</u>	<u>8,180</u>	
Total 2023			

8. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Profit/(loss) on disposal of land	-	-	767,494
	<u>767,494</u>	<u>767,494</u>	
Total 2023			

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Notes to the financial statements
For the year ended 31 December 2024

9. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Activities	1,371,851	13,737	1,385,588	801,708
Total 2023	779,535	22,173	801,708	

10. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Activities	1,300,329	85,259	1,385,588	801,708
Total 2023	779,027	22,681	801,708	

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Notes to the financial statements
For the year ended 31 December 2024

10. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	531,946	531,946	446,891
Staff training and welfare	2,609	2,609	20,656
Activities expenses	11,965	11,965	11,054
Cleaning and laundry	367	367	289
Course expenses	892	892	2,566
Domestic services	53,129	53,129	48,059
Equipment purchased	4,718	4,718	3,329
Instructors	1,220	1,220	1,208
Uniform	1,845	1,845	1,380
Insurance	21,830	21,830	16,434
Light and heat	41,934	41,934	37,098
Motor and travel	1,852	1,852	349
Printing, postage and stationery	2,350	2,350	2,174
Rates	6,020	6,020	6,566
Depreciation	44,684	44,684	43,208
Repairs and maintenance	561,201	561,201	104,825
Telephone	7,798	7,798	5,694
Sundry expenses	1,409	1,409	957
Loss on disposal of fixed assets	-	-	17,118
Interest	2,560	2,560	9,172
	1,300,329	1,300,329	779,027
Total 2023	779,027	779,027	

Notes to the financial statements
For the year ended 31 December 2024

10. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2024 £	Total funds 2024 £	Total funds 2023 £
Advertising	1,045	1,045	1,993
Legal and professional	72,599	72,599	13
Bank charges	953	953	942
Land sale expenses	1,370	1,370	5,678
Governance costs	9,292	9,292	14,055
	<u>85,259</u>	<u>85,259</u>	<u>22,681</u>
Total 2023	<u>22,681</u>	<u>22,681</u>	

Governance costs comprise of audit and independent examiner's fees, please see note 11 below.

11. Auditors'/Independent Examiner's remuneration

The auditors remuneration amounts to an auditor fee of £nil (2023 - £9,292), and payroll and tax fees of £3,617 (2023 - £4,455).

The independent examiners remuneration amounts to a fee of £5,675 (2023 - £NIL).

12. Staff costs

	2024 £	2023 £
Wages and salaries	483,660	413,856
Social security costs	37,093	28,404
Contribution to defined contribution pension schemes	11,193	4,631
	<u>531,946</u>	<u>446,891</u>

During the year, the charity incurred severance costs amounting to £25,054 (2023: £NIL) and these were recognised at payment date and fully paid in the year and included in the wages and salaries amount above.

Notes to the financial statements
For the year ended 31 December 2024

12. Staff costs (continued)

The average number of persons employed by the company during the year was as follows:

	2024	2023
	No.	No.
Full and part time staff	43	45

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

	2024	2023
	No.	No.
In the band £60,001 - £70,000	1	-
In the band £70,001 - £80,000	1	1

Details of key management personnel can be found on the information page. The total amount of employee benefits (including employer pension contributions and employers national insurance) received by key management personnel for the services to the charity were £257,886 (2023: £228,659).

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 December 2024, no Trustee expenses have been incurred (2023 - £NIL).

Notes to the financial statements
For the year ended 31 December 2024

14. Tangible fixed assets

	Freehold property, meeting hall and campsite £	Motor vehicles £	Fixtures, fittings and equipment £	Total £
Cost or valuation				
At 1 January 2024	2,637,554	-	342,722	2,980,276
Additions	-	13,637	-	13,637
At 31 December 2024	<u>2,637,554</u>	<u>13,637</u>	<u>342,722</u>	<u>2,993,913</u>
Depreciation				
At 1 January 2024	742,397	-	323,053	1,065,450
Charge for the year	36,890	3,080	4,713	44,683
At 31 December 2024	<u>779,287</u>	<u>3,080</u>	<u>327,766</u>	<u>1,110,133</u>
Net book value				
At 31 December 2024	<u>1,858,267</u>	<u>10,557</u>	<u>14,956</u>	<u>1,883,780</u>
At 31 December 2023	<u>1,895,157</u>	<u>-</u>	<u>19,669</u>	<u>1,914,826</u>

The net book value of assets held under finance leases or hire purchase contracts, included above is £nil (2023: £14,158).

Freehold property with a net book value of £1,851,237 (2023: £1,862,847) have been pledged as security for one other loan (note 18). These assets have restricted title.

15. Fixed asset investments

	Listed investments £
Cost or valuation	
Transfers between classes	86,619
At 31 December 2024	<u>86,619</u>
Net book value	
At 31 December 2024	<u>86,619</u>

Lodge Hill Trust
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Notes to the financial statements
For the year ended 31 December 2024

15. Fixed asset investments (continued)

16. Stocks

	2024	2023
	£	£
Catering	4,434	4,434
Finished goods and goods for resale	3,759	1,858
	<u>8,193</u>	<u>6,292</u>

17. Debtors

	2024	2023
	£	£
Due within one year		
Trade debtors	21,781	9,387
Other debtors	9,783	2,651
Prepayments and accrued income	4,728	5,674
	<u>36,292</u>	<u>17,712</u>

18. Current asset investments

	2024	2023
	£	£
Listed investments	-	79,858
Unlisted investments	-	381
	<u>-</u>	<u>80,239</u>

During the year, Lodge Hill Trust Limited reclassified the investments previously held as current asset investments to fixed asset investments. This reclassification reflects a change in the Charity's intention to hold these investments for the long term, rather than for liquidity purposes.

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Notes to the financial statements
For the year ended 31 December 2024

19. Creditors: Amounts falling due within one year

	2024 £	2023 £
Bank loans	12,638	111,650
Other loans	42,000	58,000
Trade creditors	18,102	2,203
Other taxation and social security	11,917	15,406
Obligations under finance lease and hire purchase contracts	-	5,122
Other creditors	1,342	2,704
Accruals and deferred income	25,044	27,931
	111,043	223,016
	2024 £	2023 £
Deferred income at 1 January 2024	15,651	15,457
Resources deferred during the year	19,369	15,651
Amounts released from previous periods	(15,651)	(15,457)
	19,369	15,651

Deferred income comprises of phone mast income £15,201 (2023: £15,201), rental income of £450 (2023: £450) and activities income of £3,718 (2023: £nil).

20. Creditors: Amounts falling due after more than one year

	2024 £	2023 £
Bank loans	5,286	15,662
Other loans	205,456	208,250
Other creditors	3,698	228
	214,440	224,140

Other loans of £266,250, included in creditors within one year and falling due after more than one year, are secured by a fixed charge over the freehold property of the Charity.

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Notes to the financial statements
For the year ended 31 December 2024

21. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
Unrestricted funds						
Designated funds						
Fixed asset fund	1,914,827	-	(44,684)	13,637	-	1,883,780
Continuity reserve	80,239	-	-	-	6,380	86,619
LH refurbishment	616,014	-	(524,987)	-	-	91,027
	<u>2,611,080</u>	<u>-</u>	<u>(569,671)</u>	<u>13,637</u>	<u>6,380</u>	<u>2,061,426</u>
General funds						
General Fund	<u>52,604</u>	<u>580,287</u>	<u>(802,180)</u>	<u>(13,637)</u>	<u>-</u>	<u>(182,926)</u>
Total Unrestricted funds	<u>2,663,684</u>	<u>580,287</u>	<u>(1,371,851)</u>	<u>-</u>	<u>6,380</u>	<u>1,878,500</u>
Restricted funds						
Tennis court	1,838	-	-	-	-	1,838
Adapted golf buggy	2,410	-	-	-	-	2,410
ChallengeU	-	13,695	(13,695)	-	-	-
Small restricted fund	1,892	-	(42)	-	-	1,850
The Vision Project - Phase 2	52,776	-	-	-	-	52,776
20th Anniversary	5,094	-	-	-	-	5,094
We Cycle Too	1,500	-	-	-	-	1,500
	<u>65,510</u>	<u>13,695</u>	<u>(13,737)</u>	<u>-</u>	<u>-</u>	<u>65,468</u>
Total of funds	<u><u>2,729,194</u></u>	<u><u>593,982</u></u>	<u><u>(1,385,588)</u></u>	<u><u>-</u></u>	<u><u>6,380</u></u>	<u><u>1,943,968</u></u>

Notes to the financial statements
For the year ended 31 December 2024

21. Statement of funds (continued)

Designated funds:

The fixed asset fund is not readily available to spend, it is the balance of the fixed assets' value.

The designated continuity reserve is set aside by trustees from previous surpluses and is held in the form of current asset investments. The fund is available to cover working capital requirements in deficit periods and enable continuity of service during the implementation of changes required to return to operational surplus.

LH refurbishment are funds from the proceeds of the land sale for the ongoing, upgrading, maintenance and refurbishment of the Lodge Hill site. This fund was previously restricted but the income from the sale of land has no restrictions attached so therefore the fund has been transferred to designated.

General funds:

The trustees have considered the deficit in the general fund and consider this to be temporary, and have therefore not considered it necessary to draw down on the continuity fund. The trustees will review this position in future years, should the situation change.

Restricted funds:

Tennis court - funds received to cover the costs of building and maintaining the tennis court.

Golf buggy - funds received toward the costs of an adapted golf buggy which will be purchased once sufficient funds have been raised.

ChallengeU funds - received to cover certain staffing costs of the ChallengeU project.

The Vision Project - funds received in relation to the refurbishment and extension of the kitchen, dining and residential facilities in order to accommodate the increasingly larger groups wishing to visit Lodge Hill. Funds were received from many donors, including but not limited to: Individual donations, Garfield Weston, Bradbury Foundation, ACT Foundation, Ernest Kleinwort Charitable Trust, Edward Gosling Foundation, Foyle Foundation, Hobsons Charity, Beatrice Laing Foundation and Bassil Shippham and Alsford Trust. Upon expenditure of the restricted income received into this fund, on capital items within the restriction, the fund balance is transferred to the designated fixed asset fund, as it is no longer available for expenditure.

20th Anniversary - Lodge Hill has successfully raised funds to install a bespoke disability suite with adjacent carers bedroom and en-suite on the ground floor of Hardwick Hall. Lodge Hill now needs to raise £3,000 for soft furnishings, an intercom system and equipment to make the suite comfortable and homely for future visitors.

We Cycle Too - This donation was made to maintain the Disability Bikes which were gifted to Lodge Hill in 2018.

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Notes to the financial statements
For the year ended 31 December 2024

21. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2023 £
Unrestricted funds						
Designated funds						
Fixed asset fund	1,975,153	-	(60,326)	-	-	1,914,827
Continuity reserve	73,130	-	-	-	7,109	80,239
LH refurbishment	-	767,494	(91,664)	(59,816)	-	616,014
	<u>2,048,283</u>	<u>767,494</u>	<u>(151,990)</u>	<u>(59,816)</u>	<u>7,109</u>	<u>2,611,080</u>
General funds						
General Fund	<u>59,062</u>	<u>621,087</u>	<u>(627,545)</u>	<u>-</u>	<u>-</u>	<u>52,604</u>
Total Unrestricted funds	<u>2,107,345</u>	<u>1,388,581</u>	<u>(779,535)</u>	<u>(59,816)</u>	<u>7,109</u>	<u>2,663,684</u>
Restricted funds						
Tennis court	1,838	-	-	-	-	1,838
Adapted golf buggy	2,410	-	-	-	-	2,410
ChallengeU	1,840	19,350	(21,190)	-	-	-
Small restricted fund	2,575	-	(683)	-	-	1,892
The Vision Project - Phase 2	53,076	-	(300)	-	-	52,776
20th Anniversary	5,094	-	-	-	-	5,094
We Cycle Too	1,500	-	-	-	-	1,500
LH Refurbishment	(59,816)	-	-	59,816	-	-
	<u>8,517</u>	<u>19,350</u>	<u>(22,173)</u>	<u>59,816</u>	<u>-</u>	<u>65,510</u>

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Notes to the financial statements
For the year ended 31 December 2024

21. Statement of funds (continued)

Total of funds	2,115,862	1,407,931	(801,708)	-	7,109	2,729,194
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22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	1,883,780	-	1,883,780
Current assets	320,203	65,468	385,671
Creditors due within one year	(227,749)	-	(227,749)
Creditors due in more than one year	(97,734)	-	(97,734)
Total	1,878,500	65,468	1,943,968

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	1,914,826	-	1,914,826
Current assets	1,196,014	65,510	1,261,524
Creditors due within one year	(223,016)	-	(223,016)
Creditors due in more than one year	(224,140)	-	(224,140)
Total	2,663,684	65,510	2,729,194

Notes to the financial statements
For the year ended 31 December 2024

23. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(785,226)	613,332
Adjustments for:		
Depreciation charges	44,683	43,208
(Gains)/losses on investments	(6,380)	(7,109)
Dividends, interests and rents from investments	(19,119)	(8,180)
Gain on the sale of fixed assets	-	(1,016,626)
Decrease/(increase) in stocks	(1,901)	(1,105)
Decrease/(increase) in debtors	(18,580)	5,045
Increase/(decrease) in creditors	(121,673)	257,961
Net cash used in operating activities	(908,196)	(113,474)

24. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	254,567	1,157,281
Total cash and cash equivalents	254,567	1,157,281

25. Analysis of changes in net debt

	At 1 January 2024 £	Cash flows £	Finance leases £	Other non- cash changes £	At 31 December 2024 £
Cash at bank and in hand	1,157,281	(902,714)	-	-	254,567
Debt due within 1 year	(169,650)	115,012	-	-	(54,638)
Debt due after 1 year	(223,912)	13,170	-	-	(210,742)
Finance leases	(5,122)	-	5,122	-	-
Liquid investments	80,239	6,380	-	(86,619)	-
	838,836	(768,152)	5,122	(86,619)	(10,813)

Notes to the financial statements
For the year ended 31 December 2024

26. Pension commitments

Defined contribution scheme:

For current employees, Lodge Hill Trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension costs charged to the statement of financial activities represents contributions payable by the charity to the fund and amounted to £6,169 (2023: £5,291). There were outstanding contributions at the balance sheet date of £nil. (2023: £nil).

Multi employer defined benefit pension scheme:

For certain former employees, Lodge Hill Trust participates in The Pensions Trust's Growth Plan (the Plan). The Plan is funded and is not contracted out of the state scheme. The Plan is a multi employer defined pension plan. The charity's eligible employees are auto enrolled into the pension scheme with The Pensions Trust.

The Plan is a multi employer scheme where the plan assets are co-mingled for investment purposes, and benefits are paid from the total Plan assets. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of the underlying assets and liabilities belonging to the individual participating employers. Due to the nature of the Plan, the accounting charge for the year under FRS102 represents the employer contribution payable.

The rules of the Plan give the Trustees the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as technical provisions.

If the actuarial valuation reveals a deficit, the Trustees will agree a recovery plan to eliminate the deficit over a specified period of time either by way of additional contributions from employers, investment returns or a combination of these.

The rules of the Plan state that the proportion of obligatory contributions to be borne by the member and the member's employer shall be determined by agreement between them. Such agreement shall require the employer to pay part of such contributions and may provide that the employer shall pay the whole of them.

The total employer contribution made for the year ended 31 December 2024 was £1,940 (2023: £1,910). The agreed normal contribution rates for future years are 3% for the employer and 5% for the employees. At the year end there were outstanding contributions of £nil (2023: £nil). As at the balance sheet date there were 0 active members of the Plan employed by Lodge Hill Trust.

Actuarial valuations are carried out every three years for funding purposes using the projected unit method. The funding position is calculated by comparing the assets with the past service liabilities as at the valuation date. Asset values are calculated by reference to market levels. Accrued past service liabilities are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

The most recent valuation available results are as at 30 September 2023. The market value of the Plan's assets at the valuation date was £515 million and the Plan's Technical Provisions (i.e. past service liabilities) were £531 million. The valuation therefore revealed a shortfall of assets compared with the value of liabilities of £16 million, equivalent to a funding level of 97%.

Regulations require the Trustee to set a prudent basis for valuing the Scheme's benefits, taking into account the strength of the employers' covenant and the Scheme Actuary's advice. The Trustee is also required to consult with employers or their representative. The Growth Plan Employer Consultative Group (GPECG), which acts as the employers' representative for the purposes of Scheme funding, have been consulted on the valuation basis and assumptions. The value of the liabilities on this on going basis is

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26. Pension commitments (continued)

known as the Technical Provisions.

Where a Scheme's assets are less than the Technical Provisions a recovery plan must be put in place to show how the deficit can be eliminated over a fixed period. The recovery plan must be submitted to The Pensions Regulator who may investigate schemes and require changes where the Technical Provisions are set at too low a level or where the recovery period is too long. The recovery plan for the Growth Plan aims to eliminate the deficit via a combination of additional contributions from employers and investment returns. The results of the 30 September 2023 valuation showed the deficit contributions are due to end on 31 March 2028.

Under FRS 102 the amount of additional contributions for Lodge Hill Trust in the period to 31 January 2028 have been included as a liability in the accounts.

27. Related party transactions

There were no transactions with related parties in the year (2023: £nil).

28. Controlling party

The company is controlled on a day to day basis by the trustees who are directors of the company.

29. Supporters of Lodge Hill

The Supporters of Lodge Hill is a separate charity (registration number 10872569) that supports the work of Lodge Hill. It has its own constitution and trustees.